

# Clearance Certification

Project Document (AWP)  
or  
Project/Budget Revision "G"



SHORT TITLE : Human Rights Programme

PROJECT NUMBER: 00085027

Project ID: 00097336

(I) SUBMITTING PROGRAMME MANAGER : Sharmeela Rassool, CTA, 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.

Signature: Sharmeela Rassool Date: 10 February 2019

(II) CLUSTER HEAD : Mahmuda Afroz, Portfolio Manager-a.i, Democratic governance Portfolio, UNDP

I have reviewed and hereby recommend approval of this AWP-2019-Version-G of Human Rights Programme

Signature: [Signature] Date: 11-02-19

(III) BUSINESS DEVELOPMENT & PARTNERSHIPS :

CLEARANCE FROM DESK OFFICER:	CLEARANCE FROM Assistant Resident Representative and Advisor, Business
<input checked="" type="checkbox"/> I have verified the attached submission and confirm that this PID/AWP/budget revision is in accordance with existing rules. <input type="checkbox"/> Justification for return	Recommendation for approval
Signature: <u>[Signature]</u> Date: <u>18.2.19</u>	Signature: <u>Sharmeela Rassool</u> Date: <u>18.2.19</u>

Recommended / Approved by Deputy Resident Representative

Approved by Resident Representative-a.i

**United Nations Development Programme  
Budget -"G"**



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**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
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 partner	UNDP Bangladesh

**Brief Description**

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 marginalised 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 within 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:

1. Strengthened capacity of the National Human Rights Commission to deliver on its mandate
2. Enhanced capacity of civil society and community-based organizations to engage in human rights advocacy and awareness raising
3. Enhanced capacity of law enforcement agencies, in particular police, on human rights issues
4. Strengthened capacity of national stakeholders to better protect and promote women's rights
5. Strengthened capacity of national stakeholders to better protect and promote the rights of ethnic minorities

Programme Period: 2016-2020 Key results are: UNDAF/CPD outcome 1.2	Summary of Budget			
	Fund	F	G	Increase / Decrease
Democratic Governance	SIDA	4,227,605.00	4,227,605.00	
Atlas award ID: 00085027	DANIDA	270,880.36	1,522,150.08	-118,665.00
	SDC	1,232,741.62	1,232,741.62	
Project ID: 00097336	TRAC	123,174.99	123,932.00	+757.01
Start date: 01 January 2016	SDC (New agreement)	00	1,353,550.00	
End date: 31 December 2020	UNFUNDED	4,743,168.03	3,507,526.30	
PAC meeting date: 01 December 2015	Total USD	10,597,570.00	10,597,570.00	
Management arrangements: DIM/DEX				

**Justification :**

Imitated HRP budget for 2019 for \$1525542.66 considering the programme activities.

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

Resident Representative-a.i., United Nations Development Programme, Bangladesh

## AWP Review Checklist

Cluster Name : **Democratic Governance Cluster**

Project ID : **00097336** Title: **Human Rights Programme**

### A. Format and General Issues:

01	Submitted AWP has been prepared in Standard Prescribed Format	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
02	Project Title, Atlas Award & Project IDs are correctly mentioned/quoted	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
03	AWP Planning Workshop conducted	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
04	Annual Review Meeting conducted	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
05	Minutes of the Appraisal/Review meeting attached	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
06	Annual HR and Procurement Plans developed and attached with the AWP	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
07	Multi year Resource/Budget Matrix attached with the AWP	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
08	AWP approved by the Implementing Partner, if applicable	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
09	AWP endorsed/agreed by the Project Board/Steering Committee, if applicable	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
10	Signature of the Project Manager/NPD available in the AWP	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
11	Designation of signatory for FACE has been made	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
12	Any Equipment or large equipment components worth more than \$1m	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>

### B. Results Related Issues:

01	The AWP reflects overall priorities (National, UN and UNDP)	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
02	Outputs and activities are aligned to the UNDAF, CPAP, CPD and project document	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
03	A one page summary of intended/achievable results is attached	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
04	M&E plan attached and adequately budgeted in the AWP	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
05	Lessons learned have been incorporated in the AWP, as per the last APR minutes	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
06	Baseline, Target and Deliverables have been mentioned properly	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
07	Articulation of results of the AWP has followed the SMART and RBM guidelines	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

### C. Resources Related Issues:

01	Total proposed budget for the AWP does not exceed approved total project budget.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
02	The AWP budget is within the scope of the funds availability/commitment.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
03	CS Agreement available for the Proposed Non-Core Resources.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
04	Appropriate provisions for GMS have been made at the Atlas Activity level.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
05	Atlas Codes (Donor, Account, Fund etc.) are consistently/properly used	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
06	The summary page reflects the resources	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
07	Provision of resources has been made for each of the planned activities/actions	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
08	The Budget comply with the spirit of Results Based Budgeting (RBB)	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

### D. Remarks/Comments/Justification for Returning to Cluster:

General and Resource Section  
Reviewed by

Results Section Reviewed by

Cleared by

Programme Analyst/Associate

Programme Specialist

Cluster Coordinator

*Reviewed  
R.2.19*

*Link sent*

*[Signature]*  
10.02.19

*[Signature]*

*[Signature]*  
11-02-19



Date- 16 January 2019

## **Meeting Minutes on AWP 2019 Review**

On 16 January 2019, Human Rights Programme (HRP) team organized a review meeting on AWP 2019 at HRP project office, BTMC Bhaban, Kawran bazar, Dhaka. The meeting was led by Ms. Sharmeela Rassool, Chief Technical Adviser (CTA) and below officials of HRP were present in the meeting:

1. Ms. Taslima Islam, Programme Coordinator
2. Ms. Lubna Yasin, Human Rights and Investigation Expert,
3. Ms. Bithika Hasan, Gender Expert,
4. Mr. Mong Sing Neo, Programme Officer,
5. Mr. Shankor Paul, Communities and Minorities Expert,
6. Mr. Nikar Chandra Howlader, M&E Expert,
7. Mr. Mahbubul Haque, Data Analysis Expert,
8. Mr. Quazi Mustafizur Rahman, Communication and Advocacy Expert,
9. Mr. Nondon Chandra Paul, Programme Assistant

During the meeting, the progress of the year 2018 was assessed and all outputs of the programme, from output 1 to output 6 were reviewed. Accordingly, the AWP 2019 was finalized as per the review. The meeting decided to set the activities of AWP 2019 in accordance with indicators set in the M&E Plan of HRP. Also, as per the decision of the review meeting, the templates of AWP, Procurement and Multi-Year Budget were used as per the prescribed formats provided by Mr. Sudipto Mukerji, a.i. Resident Representative.

Similarly, during the meeting the budget allocation on GMS, DPC, M&E and Communication was analyzed, and budget have been allocated accordingly, as per the UNDP Country Office Guidelines. During the meeting, it was discussed that, since there were no Finance Associate and Programme Associate to provide supports, these staff need to be recruited soon. Accordingly, the meeting decided to recruit the Finance Associate and Programme Associate and budget allocation was made in AWP 2019 in this regard.



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During the meeting it was also discussed that, since the 2<sup>nd</sup> installments for the partner CSOs, supported under Challenge Fund and Micro Capital Grants would be provided in 2019, budget allocation is needed in AWP 2019 for this purpose. Accordingly, budget has been allocated in AWP 2019 under Output 2 of the programme.

Finally, following the review of the AWP 2019, and analysis of the lessons learned of the previous year, the AWP 2019, Procurement Plan and Multi-Year Budget have been finalized.

**Prepared By**

A handwritten signature in black ink, appearing to read 'Mong Sing Neo'.

Mong Sing Neo  
Programme Officer,  
Human Rights Programme

**Reviewed By**

A handwritten signature in black ink, appearing to read 'Taslima Islam'.

Taslima Islam,  
Programme Coordinator,  
Human Rights Programme

**Approved By**

A handwritten signature in black ink, appearing to read 'Sharmeela Rassool'.

Sharmeela Rassool  
Chief Technical Adviser,  
Human Rights Programme

**UNDP Bangladesh DEX/DIM project Recruitment Plan - 2019**

**Project/Cluster: Human Rights Programme**

**1. Existing Project Staff and ongoing recruitments - contract types: SC, FTA**

Name	Post title	Contract modality	Category/Band	Planned extension	Remarks
Sharmeela Rassool	International Chief Technical Advisor	FTA	International Staff P4		
	Programme Coordinator	SC	National, SB-5		
	Investigation/Human Rights Expert	SC	National, SB-4		
	Experts on Communication & Advocacy	SC	National, SB-4		
	Gender Expert	SC	National, SB-4		
	Expert on Ethnic Minorities & Indigenous	SC	National, SB-4		
	Programme Officers	SC	National, SB-4		
	Programme Assistant	SC	National, SB-2		
	M & E Expert	SC	National, SB-3		
	Experts on Data Analysis	SC	National, SB-2		

**2. Recruitment Plan for 2019- New Hire**

Position	Position reflected in Annual Work Plan Yes/No	Contract modality	Category/Band	Contract duration	Person Expected on board*	Position budgeted & reflected in AWP Yes/No**	Remarks
Finance Associate	YES		National, SB-3	12 Months	By March 2018	YES	
Programme Associate	YES		National, SB-3	12 Months	By March 2018	YES	
Driver	YES		National, SB-1	12 Months	By March 2018	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

Name	Designation	Date
Nondon Chandra Paul	PA, HRP	30-Jan-19
Taslima Islam	National Programme Coordinator	



Project Name Procurement Plan - 2019

Instructions:  
 - Only include procurements to be done by UNDP for DIM, Management, support-to-NIM projects  
 - If you need additional lines, right click and "insert" rows, do not copy-paste, to keep drop-down menus & format.

Country/Office: Bangladesh  
 Submitted by: Nondon Chandra Paul  
 Date: 16-Jan-19

Project Name	Project ID	Type of Procurement Action	Title of Procurement Action	Procurement Category	Description of goods, services or works required	Unit of Measure	Quantity	Estimated Unit Price in USD	Estimated Total Price in USD	Multi-year contract USD		Is Amendment?	Amendment Value (USD)	Procurement request submission date	Target Purchase Order Date (if Goods) and Planned Contract Start Date (if Civil Works, IC, or Services)	Final Delivery Date of Goods/Services/ Civil works/IC	End user of goods, services or works	Procurement Process Status	Remarks
										2019	2020								
Fresh Procurement																			
Human Rights Programme	00097336	Services	Consulting Firm Services	Communications and Advocacy Services	Contractual Services/ Companies	No.	1	17,000.00	17,000.00	17,000.00	No		1-Apr-2019	1-May-2019	1-Oct-2019	NHRC	Not Started	TOR yet to prepare	
Human Rights Programme	00097336	IC	Individual Consultant (IC) - Intl.	Others	International Consultant	No.	1	6,000.00	6,000.00	6,000.00	No		1-Apr-2019	30-Apr-2019	30-Jun-2019	NHRC&Police HQ	Not Started	TOR yet to prepare	
Human Rights Programme	00097336	IC	Individual Consultant (IC) - Local	Others	Local Consultants	No.	1	15,000.00	15,000.00	15,000.00	No		1-Mar-2019	30-Mar-2019	1-Sep-2019	NHRC	Not Started	TOR yet to prepare	
Human Rights Programme	00097336	IC	Individual Consultant (IC) - Local	Others	Local Consultant	No.	1	7,000.00	7,000.00	7,000.00	No		1-Mar-2019	30-Mar-2019	1-Jul-2019	NHRC & HRP	Not Started	TOR yet to prepare	
Human Rights Programme	00097336	IC	Individual Consultant (IC) - Local	Others	Local Consultant	No.	1	8,000.00	8,000.00	8,000.00	No		1-Mar-2019	30-Mar-2019	30-Jun-2019	NHRC & HRP	Not Started	TOR yet to prepare	
Human Rights Programme	00097336	IC	Other Services	Others	Contractual Services	No.	1	20,000.00	20,000.00	20,000.00	No		1-Mar-2019	30-Mar-2019	1-Nov-2019	NHRC & HRP	Not Started	TOR yet to prepare	
Human Rights Programme	00097336	IC	Individual Consultant (IC) - Local	Others	Local Consultant	No.	1	8,000.00	8,000.00	8,000.00	No		1-Mar-2019	30-Mar-2019	1-Jun-2019	NHRC & HRP	Not Started	TOR yet to prepare	
Human Rights Programme	00097336	IC	Individual Consultant (IC) - Local	Others	Local Consultant	No.	1	10,000.00	10,000.00	10,000.00	No		1-Mar-2019	30-Mar-2019	1-Dec-2019	NHRC & HRP	Not Started	TOR yet to prepare	
Human Rights Programme	00097336	IC	Individual Consultant (IC) - Local	Others	Local Consultants	No.	1	6,000.00	6,000.00	6,000.00	No		1-Mar-2019	30-Mar-2019	1-Dec-2019	NHRC & HRP	Not Started	TOR yet to prepare	
Micro Purchase								97,200.00											
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	10,000.00	10,000.00	10,000.00	No		15-Jan-2019	1-Feb-2019	25-Feb-2019	NHRC & HRP	Initiated	documents submitted to Procurement	
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	3,000.00	3,000.00	3,000.00	No		1-Mar-2019	1-Apr-2019	1-Sep-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	3,000.00	3,000.00	3,000.00	No		15-Feb-2019	1-Mar-2019	1-Sep-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Other Goods	Others	Equipment and Furniture	No.	2	2,500.00	5,000.00	5,000.00	No		15-Feb-2019	1-Mar-2019	1-Sep-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	3	5,000.00	15,000.00	15,000.00	No		1-Mar-2019	1-Apr-2019	1-Sep-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Other Goods	Others	Printing and publications	No.	1	5,000.00	5,000.00	5,000.00	No		1-Mar-2019	1-Apr-2019	1-Sep-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	1,000.00	1,000.00	1,000.00	No		15-Feb-2019	1-Mar-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Other Goods	Others	Printing and publications	No.	3	8,333.00	25,000.00	25,000.00	No		1-Mar-2019	1-Apr-2019	1-Sep-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Other Goods	Others	Equipment and Furniture	No.	2	2,250.00	4,500.00	4,500.00	No		15-Feb-2019	1-Mar-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Other Goods	Others	Communicate & Audio Visual Equip	No.	1	3,000.00	3,000.00	3,000.00	No		1-Mar-2019	1-Apr-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	2	7,000.00	14,000.00	14,000.00	No		1-Mar-2019	1-Apr-2019	1-Sep-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Other Goods	Others	Printing and publications	No.	1	5,000.00	5,000.00	5,000.00	No		1-Sep-2019	1-Oct-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Other Goods	Others	Contractual Services/ companies	No.	1	3,000.00	3,000.00	3,000.00	No		1-Mar-2019	1-Apr-2019	1-Oct-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	3	4,000.00	12,000.00	12,000.00	No		1-Mar-2019	1-Apr-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Other Goods	Others	Printing and Publications	No.	1	1,000.00	1,000.00	1,000.00	No		1-Mar-2019	1-Apr-2019	1-Oct-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	2	4,000.00	8,000.00	8,000.00	No		1-Mar-2019	1-Apr-2019	1-Oct-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	4	2,000.00	8,000.00	8,000.00	No		15-Feb-2019	1-Mar-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	2	3,000.00	6,000.00	6,000.00	No		15-Feb-2019	1-Mar-2019	1-Oct-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	1,000.00	1,000.00	1,000.00	No		1-Mar-2019	1-Apr-2019	1-Oct-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	5,000.00	5,000.00	5,000.00	No		1-Mar-2019	1-Apr-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Other Goods	Others	Printing and Publications	No.	1	5,000.00	5,000.00	5,000.00	No		1-Sep-2019	1-Oct-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	6,000.00	6,000.00	6,000.00	No		1-Mar-2019	1-Apr-2019	1-Oct-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	2	4,000.00	8,000.00	8,000.00	No		1-Mar-2019	1-Apr-2019	1-Oct-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	4,000.00	4,000.00	4,000.00	No		1-Mar-2019	1-Mar-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	3,000.00	3,000.00	3,000.00	No		1-Mar-2019	1-Mar-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to prepare	
Human Rights Programme	00097336	Goods	Other Goods	Others	Equipment and Furniture	No.	1	2,000.00	2,000.00	2,000.00	No		1-Mar-2019	1-Apr-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to prepare	

*Redman*

Project Name	Project ID	Type of Procurement	Title of Procurement Action	Procurement Category	Description of goods, services or works required	Unit of Measure	Quantity	Estimated Price in USD	Estimated Total Price in USD	Mid-year contract in USD	Is Amendment?	Amendment Value (USD)	Procurement request start date	Target Purchase Order Date (if Goods) and Planned Contract Start Date	Final Delivery Date of Goods/Services	End user of goods, services/works	Procurement Process Status	Remarks
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	3	4,000.00	12,000.00	12,000.00	No		15-Feb-2019	1-Mar-2019	1-Oct-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Other Goods	Others	Printing and Publications	No.	1	4,000.00	4,000.00	4,000.00	No		1-Mar-2019	1-Apr-2019	1-Oct-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	2	4,000.00	8,000.00	8,000.00	No		15-Feb-2019	1-Mar-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Other Goods	Others	Printing and Publications	No.	2	2,500.00	5,000.00	5,000.00	No		15-Feb-2019	1-Mar-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Services	Other Services	Others	Contractual Services	No.	3	8,333.00	25,000.00	25,000.00	No		15-Feb-2019	1-Mar-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	5,000.00	5,000.00	5,000.00	No		15-Feb-2019	1-Mar-2019	1-Jul-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	4,000.00	4,000.00	4,000.00	No		15-Feb-2019	1-Mar-2019	1-Jul-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Other Goods	Others	Printing and Publications	No.	1	3,000.00	3,000.00	3,000.00	No		1-Mar-2019	1-Apr-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	3,000.00	3,000.00	3,000.00	No		15-Feb-2019	1-Mar-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	3,000.00	3,000.00	3,000.00	No		1-Mar-2019	1-Apr-2019	1-Oct-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	5,000.00	5,000.00	5,000.00	No		1-Mar-2019	1-Apr-2019	1-Oct-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	3,000.00	3,000.00	3,000.00	No		1-Mar-2019	1-Apr-2019	1-Oct-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	3,000.00	3,000.00	3,000.00	No		1-Jun-2019	1-Jul-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	3,000.00	3,000.00	3,000.00	No		1-Jun-2019	1-Jul-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Other Goods	Others	Contractual Services-Companies	No.	1	3,000.00	3,000.00	3,000.00	No		1-Feb-2019	1-Mar-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	3,000.00	3,000.00	3,000.00	No		1-Feb-2019	1-Mar-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Other Goods	Others	Contractual Services-Companies	No.	1	3,000.00	3,000.00	3,000.00	No		1-Feb-2019	1-Mar-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	3,000.00	3,000.00	3,000.00	No		1-Mar-2019	1-Apr-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Other Goods	Others	Printing and publications	No.	1	3,000.00	3,000.00	3,000.00	No		1-Jun-2019	1-Jul-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	5,000.00	5,000.00	5,000.00	No		1-Jun-2019	1-Jul-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Services	Other Services	Others	Contractual Services	No.	3	5,000.00	15,000.00	15,000.00	No		1-Jun-2019	1-Jul-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	2	6,000.00	12,000.00	12,000.00	No		1-Mar-2019	1-Apr-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Services	Other Goods	Others	Contractual Services-Companies	No.	1	2,400.00	2,400.00	2,400.00	No		1-Mar-2019	1-Apr-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	5,000.00	5,000.00	5,000.00	No		1-Mar-2019	1-Apr-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	2	5,000.00	10,000.00	10,000.00	No		1-Mar-2019	1-Apr-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	2	5,000.00	10,000.00	10,000.00	No		1-Mar-2019	1-Apr-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	6,000.00	6,000.00	6,000.00	No		1-Mar-2019	1-Apr-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Workshop/Conference facilities	Others	Training, Workshops and Confer	No.	1	6,000.00	6,000.00	6,000.00	No		1-Mar-2019	1-Apr-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Other Goods	Others	Audio Visual/Print Prod Costs	No.	1	5,000.00	5,000.00	5,000.00	No		15-Feb-2019	1-Mar-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Other Goods	Others	Equipment and Furniture	No.	1	3,000.00	3,000.00	3,000.00	No		15-Feb-2019	1-Mar-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Other Goods	Others	Server Desktop	No.	1	3,000.00	3,000.00	3,000.00	No		15-Feb-2019	1-Mar-2019	1-Aug-2019	NHRC & HRP	Not Started	Specification yet to be drafted
Human Rights Programme	00097336	Goods	Other Goods	Others	Photocopier	No.	1	10,000.00	10,000.00	10,000.00	No		15-Feb-2019	1-Apr-2019	1-Dec-2019	NHRC & HRP	Not Started	Specification yet to be drafted
<b>Total Estimated 2019 Procurement Plan (USD)</b>									<b>357,900.00</b>	<b>357,900.00</b>								

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#	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-0000058735	Nondon Chandra Paul	Contractual Services- Companies	Services	Software Development	17,000	No	0	0		01-May-19
2	BGD-0000058736	Nondon Chandra Paul	International Consultant	Individual Contract	Individual Consultants - International	6,000	No	0	0		30-Apr-19
3	BGD-0000058738	Nondon Chandra Paul	Local Consultants	Individual Contract	Individual Consultants - National	15,000	No	0	0		30-Mar-19
4	BGD-0000058740	Nondon Chandra Paul	Local Consultants	Individual Contract	Individual Consultants - National	7,000	No	0	0		30-Mar-19
5	BGD-0000058742	Nondon Chandra Paul	Local Consultants	Individual Contract	Individual Consultants - National	8,000	No	0	0		30-Mar-19
6	BGD-0000058746	Nondon Chandra Paul	Contractual Services	Services	Communication / Advocacy Services	20,000	No	0	0		30-Mar-19
7	BGD-0000058748	Nondon Chandra Paul	Local Consultants	Individual Contract	Individual Consultants - National	8,000	No	0	0		30-Mar-19
8	BGD-0000058750	Nondon Chandra Paul	Local Consultants	Individual Contract	Individual Consultants - National	10,000	No	0	0		01-Jun-19
9	BGD-0000058754	Nondon Chandra Paul	Local Consultants	Individual Contract	Individual Consultants - National	6,000	No	0	0		30-Mar-19
<b>TOTAL</b>						<b>97,000</b>		<b>0</b>	<b>0</b>		

Grand Total (Estimated Contract Value+ Amendment Value) 97,000

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**Annual Work Plan (AWP) for 2019: Version A -**

**Human Rights Programme**

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: minorities  
 CPD Outcome:

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	Planned Budget							
		Q1	Q2	Q3	Q4			Donor	Budget Code	Budget Description	Amount (USD)				
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														
Atlas Activity # 1: The National Human Rights Commission (NHRC) can more effectively deliver on its mandate	Activity-1 : Strengthened capacity_NHR														
First Level Indicators:	Activity-1.1: Thematic committees have the capacity to undertake rights dialogues.														
1) The extent to which the NHRC's legal framework and operation are aligned to the Paris Principles (ICC)	Activity-1.1.1: Support to NHRC thematic committees to undertake rights dialogues in their spheres.														
Baseline: to be set; Target 2020: 3 (composite based on scaling – see footnote 6	Action: Planning meeting (1), workshops on UPR Action Plan (5)	✓	✓	✓		001981	30000	10282	75700	Training, Workshops and Confer	10,000.00				
Second level indicators:	Action: - Continue to engage with Human Rights Focal Persons		✓	✓		001981	30000	10282	75700	Training, Workshops and Confer	3,000.00				
Indicator-1: % of decisions of the forums that have resulted in implementation or policy advice to government and parliament.	Action: Establishment of Digital complaint handling system	✓	✓			001981	30000	10282	72200	Equipment and Furniture	5,000.00				
Baseline: 0; Target: at least 50%.	Action: Seminars and meetings (on emerging issues; HR day; NHRC Thematic committees dialogues)		✓	✓	✓	001981	30000	10282	75700	Training, Workshops and Confer	15,000.00				
	Action: Conduct fact finding missions (linked with OP5)	✓	✓	✓		001981	30000	10282	71600	Travel	2,000.00				
		✓	✓	✓	✓	001981	30000	10282	75700	Training, Workshops and Confer	1,000.00				
	Action: Interim Capacity Assessment of NHRC		✓			001981	30000	10282	71200	International Consultant	6,000.00				

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Indicator-5: Number of Human rights (annual) situational analysis reports produced from data collection system including CMS data and CSO/CBO/HRD data.  
 Baseline: n/a; Target 2020: 5 (1 per year)

Activity 1.1.2: Produce Human rights research papers and ensure its well dissemination at different level									71600	Travel	1,500.00
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											
Action: Organize trainings/discussions with HRs stakeholders on - 1) coordination, 2) monitoring and 3) situation analysis (linked with OP 2)									75700	Training, Workshops and Confer	5,000.00
Activity 1.2.2: Support the NHRC to create a stronger network of human rights defenders											
Activity 1.3: NHRC fulfills its awareness raising and advisory roles and promotes access to justice											
Activity 1.3.1: Support the NHRC to leverage the Legal Aid Act and the Local Authority Act											
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											
Activity 1.3.2: Support an NHRC led nation-wide year-long campaign on an invisible/ignored topic to build the issues profile											
Action: Support NHRC to disseminate information; raise awareness: campaign: online courses, etc. (AV, posters,									72100	Contractual Services-Companies	17,000.00
Activity 1.4: A system of collecting and analysing human rights data is built and operational.											
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.									74200	Printing and publications	25,000.00
Activity 1.4.2: Improve the NHRCs ability to collect and report data by introducing alternative ways for data collection, for example SMS based and crowd based technologies.											
Action: Develop Human Rights Database system (as part of the NHRCB website)-enabled to monitor the human rights situation in the country									71300	Local Consultants	15,000.00
Activity 1.4.4: Support the NHRC and CSOs to undertake further research into the rights enjoyment of plainland ethnic persons.											

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Activity 1.5.1: Regional centres are established and have the capacity to deliver on their mandate.									
	✓	✓	✓	✓	✓	✓	✓	✓	4,500.00
Action: Support establishment of 3 Regional offices									Equipment and Furniture
	✓	✓	✓	✓	✓	✓	✓	✓	3,000.00
Action: - Support peer to peer learning opportunities [APE (1) and GANHRIL (2)]									Communic & Audio Visual Equip
	✓	✓	✓	✓	✓	✓	✓	✓	15,000.00
Investigation/Human Rights Expert (SB-4)									Travel
Salary and Post Adj cst-IP staff (Salary and others allowances for CTA)									Salary and Post Adj cst-IP staff
	✓	✓	✓	✓	✓	✓	✓	✓	47,000.00
	✓	✓	✓	✓	✓	✓	✓	✓	34,000.00
	✓	✓	✓	✓	✓	✓	✓	✓	47,000.00
	✓	✓	✓	✓	✓	✓	✓	✓	34,000.00
	✓	✓	✓	✓	✓	✓	✓	✓	4,455.00
	✓	✓	✓	✓	✓	✓	✓	✓	11,990.00
	✓	✓	✓	✓	✓	✓	✓	✓	6,836.40
	✓	✓	✓	✓	✓	✓	✓	✓	18,399.20
	✓	✓	✓	✓	✓	✓	✓	✓	340,680.60
	SUB -TOTAL : ACTIVITY # 1								
<b>ACTIVITY2: CSO/CBO capacity development</b>									
<b>Activity 2.1: Human rights CSOs/CBOs initiatives</b>									
Activity 2.1.1: Mapping and coordination of civil society organisations and initiatives.									
	✓	✓	✓	✓	✓	✓	✓	✓	14,000.00
Action: Continue to support CSOs coliations - 1) Conduct capacity development sessions 2) support advocacy initiatives 3) key stakeholders meetings									Training, Workshops and Confer
	✓	✓	✓	✓	✓	✓	✓	✓	1,000.00
Action: Support to CSO coalitions to produce Human Rights situation report									Travel
<b>Activity 2.2 Undertake mapping of civil society organisations and initiatives.</b>									5,000.00
Activity 2.2.2: Support CSOs to engage community radio to deliver human rights messaging									Printing and publications
	✓	✓	✓	✓	✓	✓	✓	✓	3,000.00
Action: Support community radio programmes (linked with OP 5)									Contractual Services-companies
	✓	✓	✓	✓	✓	✓	✓	✓	20,000.00
<b>Activity 2.3: Forum for human rights defenders is built and operational.</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.									Grants
	✓	✓	✓	✓	✓	✓	✓	✓	3,000.00
	✓	✓	✓	✓	✓	✓	✓	✓	20,000.00

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**Total of Atlas Activity # 1**  
**Atlas Activity # 2: CSO/CBOs /HRDs raise human rights awareness and promote a human rights culture.**  
 1) Number of human rights legislative or policy consultations between Government and CSO/CBOs resulting in policy change.  
 Baseline: N/A; Target 2020: 5 (1 per year)  
 2) 2.2) Number of times (in a year) the HRDs visited the online forum portal to access more information on Human Rights  
 Baseline: 0; Target 2020: to be set  
 Indicator-1.) Number of coalitions formed through the challenges fund to advance Human Rights  
 Indicator-3: 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.  
 Baseline: n/a;  
 Target 2020: i) 85%; ii) >50%  
 Disaggregation: sex and ethnic

minority)

	Action: Develop a database and informal network of Human Rights Defenders (HRDs) in HRP priority districts									71600	00555		Travel	1,000.00
	Action: Support to strengthen capacity of HRDs and linking them with key stakeholders									75700	10282		Training, Workshops and Confer	12,000.00
	<b>Activity 2.3.2: Build on the informal network already in place for human rights defenders</b>													
	Action: Mapping of risk dynamics in the society (including role of spoilers) and mainstream the risk issues with local/institutional actions working closely regional NHRC offices (linked with OP5 – 5.5.)									71300	00555		Local Consultant	7,000.00
	<b>Activity 2.4: Small scale CSO/CBO human rights initiatives are supported through challenge fund.</b>													
	<b>Activity 2.4.1:</b> Develop challenge fund administered by UNDP for small scale initiatives to be undertaken by CSO in coalitions with key actors on priority issues													
	<b>Activity 2.4.2:</b> Provide seed funding to a challenge fund administered by UNDP for small scale initiatives being undertaken by CSO coalitions													
	Action: Provide small scale grants under challenge fund (continue with 10 districts and add 5 more for 2019)									72600	00555		Grants	200,000.00
										74200	00555		Printing and Publications	1,000.00
										71600	00555		Travel	1,000.00
	Action: Capacity development of CSOs									75700	00555		Training, Workshops and Confer	8,000.00
	Action: Coordination meetings and learning exchanges of CSOs (linked with 2.1)									75700	10282		Training, Workshops and Confer	8,000.00
										71600	00555		Travel	1,000.00
	<b>Activity 2.5.1: CSO/CBOs/HRDs contribute to school based human rights education.</b>													
	Learning visit									71600	10282		Travel	5,000.00
	M&E and Data Experts (SB3)									71400	10282		Service Contracts-Individuals	15,000.00
										71400	00555		Service Contracts-Individuals	18,000.00
										75700	00555		Training, Workshops and Confer	13,365.00
										75700	10282		Training, Workshops and Confer	4,235.00
										75100	00555		Facilities & Administration	20,509.20
										75100	10282		Facilities & Administration	6,498.80
														364,608.00
	<b>Total of Atlas Activity # 2</b>													
	<b>Activity 3: Law enforcement agency</b>													
	<b>Activity 3.1.1:</b> Establish a network of human rights													
	Action: Human rights focal persons identified and linked with NHRC, CSOs, HRDs and HRWG									75700	10282		Training, Workshops and Confer	6,000.00

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police to NHRC.

Baseline: 50% of total cases ;

Target 2020: 40% of total cases (<2% per year)

2) Satisfaction of citizens in the role of law enforcement to

Indicator-2: % of police officials

showed better understanding of

Human Rights issues raised by

human rights advocacy and

campaigns

Baseline: to be set; Target 2020:

increase by 10% of each year.

Indicator-3: Number of times the

police and judiciary take part in

human rights dialogues with the

NHRC and CSOs.

Baseline: No; Target 2020: Raised

(2 year year)

<b>Activity 3.2: Map of human rights interventions taking</b>												
<b>Activity 3.2.1: Mapping of current interventions on human rights taking place with the police force (including Victim Support Centres and Police Women Network).</b>												
Action: Mapping of existing coordination mechanism between police and other human rights stakeholders and disseminate findings	V	V		001981	30000	00555	71300	Local Consultants				2,200.00
<b>Activity 3.3: Law enforcement is better able to conduct human rights advocacy.</b>												
<b>Activity 3.3.1: Undertake joint campaigns with law enforcement, CSOs and the NHRC starting at key human rights events (International Human Rights Day etc.)</b>												
Action: Organize peer to peer learning sessions for police officials		V	V	001981	30000	10282	71600	Travel				8,000.00
Action: Training for police Training entities on innovative Training techniques	V	V		001981	30000	00555	75700	Training, Workshops and Confer				
Action: Finalize HR training manual – for the three tiers and print manual	V			001981	30000	00555	71300	Local Consultant				8,000.00
		V	V	001981	30000	10282	75700	Training, Workshops and Confer				5,000.00
			V	001981	30000	10282	74200	Printing and Publications				5,000.00
Action: Support to organize ToT on HRs training manual for police		V	V	001981	30000	10282	75700	Training, Workshops and Confer				6,000.00
Action: Design innovative training methods to disseminate HR education to Police (OP2) - CBT training designed to be distributed to all police stations and use it as a screening to select training participants (linked OP2 and a2i) - Roll out training		V	V	001981	30000	10282	75700	Training, Workshops and Confer				8,000.00

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2) ) % of women population who understands and are aware of their rights as a human being and as women. Baseline: 57%; Target 2020: 70%	broadcasting - VAW, IWD, etc.) engaging CSOs	✓		✓	001981	30000	10282	75700	Training, Workshops and Confer	8,000.00	
		✓		✓	001981	30000	00555	74200	Printing and Publications	5,000.00	
		✓		✓	001981	30000	10282	72100	Contractual Services	25,000.00	
Indicator-1: 4.1) % of school students (including teachers) have better understanding on women and girl's rights Baseline: to be set; Target 2020: 20% increase over baseline.	Activity 4.1.2.1: NHRC is continuing to advocate for women and child rights and contemporary issues Action: Support NHRC to continue advocating for women and child rights and contemporary issues	✓	✓		001981	30000	10282	75700	Training, Workshops and Confer	5,000.00	
	Action: Launching and sharing two researches	✓	✓		001981	30000	10282	75700	Training, Workshops and Confer	4,000.00	
			✓	✓	001981	30000	10282	74200	Printing and Publications	3,000.00	
Indicator-2: Number of policy or service changes resulting from rights dialogues on GBV with stakeholders: Bangladesh Women Police Network, VSU, Women Judges Network and CSO/CBOs. Baseline: 0 ; Target 2020: 5 (1 per year)	Activity 4.1.3: Support the NHRC to work with Dalit community CSO's on women's empowerment Action: Continue to work with Dalit communities with a focus on women										
	Activity 4.2.1: NHRC undertake campaigns with schools and with support from education ministry Action: Continue school-based campaigns			✓	001981	30000	10282	72600	Grants	43,000.00	
	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' networks. - Advocate for sexual and gender based violence				001981	30000	00555	75700	Training, Workshops and Confer	3,000.00	
Indicator-3: 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. Baseline: N/A; Target 2020: 100	Activity 4.3.2: Facilitate regular CSO and NHRC meetings with law enforcement to discuss women's rights and policing issues										
	Activity 4.4: Women's rights CSO/CBOs have the means and capacity to engage with local governments										
	Activity 4.4.1: Map women's CSO and legal aid services activity and geographic reach.										
Activity 4.4.2: Capacity build women's rights NGOs to engage with Union Parishad governments: Field visit Gender Expert (SB-4) Communication Expert (SB-4)	Activity 4.2 Support UP governments to engage in women's rights activities.										
	✓	✓	✓	001981	30000	10282	71600	Travel	1,000.00		
	✓	✓	✓	001981	30000	00555	71400	Service Contracts-Individuals	35,000.00		
	✓	✓	✓	001981	30000	10282	71400	Service Contracts-Individuals	35,000.00		
	✓	✓	✓	001981	30000	00555	75700	Training, Workshops and Confer	3,135.00		
	✓	✓	✓	001981	30000	10282	75700	Training, Workshops and Confer	7,810.00		
	✓	✓	✓	001981	30000	00555	75100	Facilities & Administration	4,810.80		
	✓	✓	✓	001981	30000	10282	75100	Facilities & Administration	11,984.80		
	SUB TOTAL : ACTIVITY # 4										
											226,740.60
	Total of Atlas Activity # 4										
	Atlas Activity # 5: Ethnic minorities component										

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<p><b>First Level Indicators:</b></p> <p>1) ) % Of ethnic minority population aware of their human rights and as “indigenous People” as per international human rights instruments. Baseline: Established from survey; Target 2020: 20% increased</p>	<p>Activity 5.1: NHRC has a system in place to collaborate with the Parliamentary Caucus, ethnic minority CSOs &amp; HRDs</p> <p>Activity 5.1.1: Support NHRC regional offices to form networks with ethnic advocates and human rights defenders.</p>													
<p>2) ) Number of international instruments/national laws/acts/policies on the rights of ethnic minority and other vulnerable groups adopted and implemented by government. Baseline: N/A; Target 2020: at least 2</p> <p>Indicator-1: ) % of MoUs signed between the NHRC and i) parliamentary caucus and ii) CSOs/CBOs working on ethnic minority issues resulting in at least one policy initiative or campaign per year. Baseline: i) 0; ii) 0; Target 2020: i) 100% ; ii) 75%</p> <p>Indicator-2: Number of published reports based on fact-finding missions conducted in collaboration with the Parliamentary Caucus and NHRC. Baseline: N/A; Target 2020: 3</p>	<p>Activity 5.1.2 Convene ethnic minority people’s thematic working group to engage identified groups</p> <p>Activity 5.1.3 Convene meetings/forums between regional office and ethnic minority CBOs and CSOs</p> <p>Activity 5.1.4.1: Establish formal collaboration with the Parliamentary Caucus on indigenous people</p> <p>Action: Continue Joint fact finding missions on the rights of minorities</p>													
	<p>Action: Conduct orientation session (IP and disabilities) for new parliament members</p> <p>Action: Support to implement selected findings from fact finding missions</p> <p>Activity 5.1.5 Support the NHRC to undertake</p> <p>Action: Review existing laws and policies related to land rights of the ethnic/religious minorities and hold dialogues</p> <p>Action: Support the NHRC TC priority action</p> <p>Activity 5.2. Community radio stations supported to broadcast ethnic minority and rights programming.</p> <p>Activity 5.2.1: Connect ethnic minority groups with community radio stations to broadcast language programming and rights education</p> <p>Action: Continue to support Community Radio stations and Bangladesh Betar</p>													

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minorities.

Indicator-5: No. of ethnic minority people included and active in the respective UP standing committees.

✓	✓	✓	✓	✓	001981	30000	00555	75700	Training, Workshops and Confer	3,000.00
Action: Publication and dissemination of knowledge products:										
	✓	✓	✓	✓	001981	30000	00555	74200	Printing and publications	3,000.00
Action: Celebration of world indigenous day										
	✓	✓	✓	✓	001981	30000	10282	75700	Training, Workshops and Confer	5,000.00
Action: Broadcasting of ethnic rights education and awareness messages through media										
	✓	✓	✓	✓	001981	30000	10282	72100	Contractual Services	15,000.00
<b>Activity 5.3: Ethnic minority youth leaders are empowered through increased knowledge and networking.</b>										
<b>Activity 5.3.1.9: Support the next generation of youth leaders through leadership trainings, holding camps and establishing networks.</b>										
	✓	✓	✓	✓	001981	30000	00555	75700	Training, Workshops and Confer	12,000.00
Action: Youth capacity development										
	✓	✓	✓	✓	001981	30000	00555	72100	Contractual Services-Companies	2,400.00
Action: Youth online platform (website) for extending network of youth leaders										
	✓	✓	✓	✓	001981	30000	00555	72600	LOA	20,000.00
Action: 3 micro-research										
	✓	✓	✓	✓	001981	30000	00555	75700	Training, Workshops and Confer	5,000.00
Action: Connecting Youth Leaders with community-based/school-based human rights education and awareness										
	✓	✓	✓	✓	001981	30000	00555	75700	Training, Workshops and Confer	10,000.00
Action: Support NHRC TC to develop youth action plan in line with National Youth Policy 2017										
<b>Activity 5.4: Ethnic minority CSOs/CBOs have capacity to maintain formal engagement with Local Government (Union Parishad)</b>										
<b>Activity 5.4.1: Capacity development of local ethnic minority CSOs/CBOs to formalise engagement with Local Government (Union Parishad)</b>										
	✓	✓	✓	✓	001981	30000	00555	71300	Local Consultant	10,000.00
Action: Support developing peace platforms for prevention and peaceful co-existence and capacity development (TOT)										
	✓	✓	✓	✓	001981	30000	00555	75700	Training, Workshops and Confer	10,000.00
	✓	✓	✓	✓	001981	30000	00555	71600	Travel	1,000.00
Action: Support NHRC TCs events (Minorities, Dalits & Hijra, PWDS)										
	✓	✓	✓	✓	001981	30000	00555	75700	Training, Workshops and Confer	6,000.00
<b>Activity 5.4.2: Support Local Governments (UP) to engage in human rights activities.</b>										
	✓	✓	✓	✓	001981	30000	00555	75700	Training, Workshops and Confer	6,000.00
Action: Facilitate coordination of HRDs, CSOs, LGIs, peace leaders and youth in HRP priority areas										
<b>Activity 5.5: Law enforcement (police) is better able to uphold ethnic minority rights.</b>										
	✓	✓	✓	✓	001981	30000	00555	71600	Travel	1,000.00
Field visit										
	✓	✓	✓	✓	001981	30000	10282	71400	Service Contracts-Individuals	48,000.00
Expert on Ethnic Minorities & indigenous(SB-4)										
	✓	✓	✓	✓	001981	30000	00555	75700	Training, Workshops and Confer	7,364.50
	✓	✓	✓	✓	001981	30000	10282	75700	Training, Workshops and Confer	4,070.00

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SUB TOTAL : ACTIVITY # 5									
Facilities & Administration	75100	00555	30000	001981	✓	✓	✓	✓	11,301.16
Facilities & Administration	75100	10282	30000	001981	✓	✓	✓	✓	6,245.60
<b>236,881.26</b>									
SUB TOTAL : ACTIVITY # 6									
Implementation Period Assets, Finance Resources, Procurement Plan Finalized									
Vehicle repairing and maintenance Cost	73400	10282	30000	001981	✓	✓	✓	✓	3,000.00
Fuel and Oil	72300	10282	30000	001981	✓	✓	✓	✓	5,000.00
Service Contracts-Individuals	71400	10282	30000	001981	✓	✓	✓	✓	45,000.00
Rental & Maint-Other Office Eq	73400	10282	30000	001981	✓	✓	✓	✓	8,000.00
Audio Visual&Print Prod Costs	74200	00555	30000	001981	✓	✓	✓	✓	5,000.00
Contractual Services-Companies	72100	10282	30000	001981	✓	✓	✓	✓	5,000.00
Equipment and Furniture	72800	00555	30000	001981	✓	✓	✓	✓	3,000.00
Trg. Wrkshop and conference	75700	00555	30000	001981	✓	✓	✓	✓	13,800.00
Mobile, Internet, Communic & Audio Visual Equip	72400	00555	30000	001981	✓	✓	✓	✓	10,000.00
Server Desktop	72800	00555	30000	001981	✓	✓	✓	✓	3,000.00
Photocopier	72800	00555	30000	001981	✓	✓	✓	✓	10,000.00
Supplies	72500	10282	30000	001981	✓	✓	✓	✓	7,500.00
Training, Workshops and Confer	75700	00555	30000	001981	✓	✓	✓	✓	4,000.00
Travel	71600	00555	30000	001981	✓	✓	✓	✓	1,000.00
Postal & courier	72400	10282	30000	001981	✓	✓	✓	✓	1,000.00
Audit	74100	00555	30000	001981	✓	✓	✓	✓	1,000.00
Miscellaneous	74500	10282	30000	001981	✓	✓	✓	✓	7,500.00
Training, Workshops and Confer	75700	00555	30000	001981	✓	✓	✓	✓	2,794.00
Training, Workshops and Confer	75700	10282	30000	001981	✓	✓	✓	✓	4,510.00
Facilities & Administration	75100	00555	30000	001981	✓	✓	✓	✓	4,287.52
Facilities & Administration	75100	10282	30000	001981	✓	✓	✓	✓	6,920.80
<b>151,312.32</b>									<b>1,525,542.66</b>

TOTAL PROJECT BUDGET (January-December 2019)

<b>Total for Procurement</b>	<b>357,900.00</b>
<b>Total for Cash Advance</b>	<b>55,500.00</b>
<b>Total Programme cost</b>	<b>960,830.34</b>
<b>Total Operational/Administrative cost</b>	<b>151,312.32</b>
<b>Total</b>	<b>1,525,542.66</b>

SUB TOTAL : ACTIVITY # 6									
Monitoring and evaluation									
Communication & Audio Visual [Internet, Mobile, Land Phone ect]									
ICT equipment									
Supplies									
Office Meeting, Workshops and Confer									
Travel									
Postal Courier									
Project Audit									
Output 1									340,680.60
Output 2									364,608.00
Output 3									205,319.88
Output 4									226,740.60
Output 5									236,881.26
Output 6									151,312.32
<b>Total</b>									<b>1,525,542.66</b>

Donnors				
DANIDA	00095		\$0.00	
SIDA (00555)	00555		\$757,587.06	
TRAC	04000		\$0.00	
SDC (10282)	10282		\$767,955.60	
<b>Total Programme Budget</b>				<b>1,525,542.7</b>

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<u>Total by Implementing Agency</u>			
<u>Total by Implementing Agency(ies)</u>	UNDP	001981	\$1,505,042.66
	B. Betar	011360	\$20,500.00
	Dep. of Telev	009375	\$0.00
	Dep. Of Anth	009573	\$0.00
	Dep. Of Law	009657	\$0.00
	<b>Total Project Budget</b>		<b>\$1,525,542.66</b>



Project Manager  
Signature and Date

Government Counterpart  
Title, Signature and Date

  
Resident Representative-a.i., UNDP  
Title, Signature & Date

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.

MultiYear Budget													
Human Rights Programme													
Justice and human rights institutions are strengthened to better serve and protect the rights of all citizens, including women and vulnerable groups.													
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 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 01_Q2_03_Q4	Responsible Party	Fund Code	Donor	Budget Code	Budget Description	2016	2017	2018	2019	2020	Total
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												
Atlas Activity # 1: The National Human	Activity-1.1: Strengthened capacity_NHR												
	Activity-1.1.1: Thematic committees have the capacity to undertake rights dialogues.												
	Activity-1.1.1.1: Support to NHRC thematic committees to undertake rights dialogues in their spheres.												
	Action: Planning meeting (1), workshops on UPR Action Plan (5)		UNDP	30000	00555	61300	Salary & Post Adj Cst-IP Staff	40,392.96	113,144.56	12,606.00	47,000.00	50,000.00	263,143.52
	Action: - Continue to engage with Human Rights Focal Persons		UNDP	30000	00555	62300	Salary & Post Adj Cst-IP Staff		70,491.63	12,197.00	34,000.00	34,000.00	82,688.63
	Action: Establishment of Digital complaint handling system		UNDP	30000	10282	62300	Salary & Post Adj Cst-IP Staff			37,729.00	34,000.00	34,000.00	105,729.00
	Action: Seminars and meetings (on emerging issues; HR day; NHRC Thematic committees dialogues)		UNDP	30000	00555	63300	Staff Mgmt Costs - IP Staff		35,002.39	15,943.00			50,945.39
			UNDP	30000	10282	61300	Salary & Post Adj Cst-IP Staff			94,690.00	47,000.00	47,000.00	188,690.00
			UNDP	30000	00555	63500	Salary & Post Adj Cst-IP Staff		15,896.92	11,818.00			27,734.92
			UNDP	30000	00555	65100	Salary & Post Adj Cst-IP Staff		11,747.54	9,005.00			20,832.54
			UNDP	30000	00555	64300	Salary & Post Adj Cst-IP Staff		1,031.00				
			UNDP	30000	00555	71400	Contractual Services - Individ			316.00			
			UNDP	30000	00555	76100	National Travel		-397.22		2,000.00	2,000.00	3,602.78
			UNDP	30000	00555	71300	National Consultant (IC)						
	Action: Conduct fact finding missions (Linked with OP5)		UNDP	30000	00555	71300	National Consultant (IC)		3,595.34				3,595.34
	Action: Interim Capacity Assessment of NHRC		UNDP	30000	00555	71300	National Consultant (IC)			6,733.00			6,733.00
	Activity 1.1.2: Produce Human rights research papers and ensure its well dissemination at different level		UNDP	30000	00555	71400	Contractual Services - Individ		33,236.35	40,355.74	34,000.00	34,000.00	141,592.09
	Activity 1.2: Improved mechanisms in place for NHRC to coordinate and partner with national authorities and civil society.		UNDP	30000	10282	71400	Contractual Services - Individ		13,577.86	35,939.00			49,516.86
	Activity 1.2.1: Improved coordination with civil society and human rights defenders has led to stronger partnerships across the country.		UNDP	30000	00095	71600	International Travel		5,469.42				5,469.42
	Action: Organize trainings/discussions with HRs stakeholders on - 1) coordination, 2) monitoring and 3) network of human rights defenders		UNDP	30000	10282	71200	International Travel					6,000.00	6,000.00
			UNDP	30000	00555	71600	International Travel		7,588.61				7,588.61
			UNDP	30000	00555	71600	Travel					15,000.00	15,000.00
			UNDP	30000	10282	71600	National Travel		(32.11)	2,713.00	1,500.00	2,000.00	6,180.89

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Activity 1.3: NHRC fulfills its awareness raising and advisory roles and promotes access to justice	UNDP	30000	10282	71600	National Travel	71600	46,482.00	5,709.92	1,000.00	1,000.00	54,191.92
Activity 1.3.1: Support the NHRC to leverage the Legal Aid Act and the Local Authority Act	UNDP	30000	10282	71600	National Travel	71600	3,549.00	5,051.97			8,600.97
Action 1.3.1.1: Establish link with NIASO and other legal aid providers to ensure that legal aid services are provided to the victims	UNDP	30000	00095	72200	Equipment and Furniture	72200		78,506.74			78,506.74
Activity 1.3.2: Support an NHRC led nation-wide year-long campaign on an invisible/ignored topic to build the issues profile	UNDP	30000	10282	72200	Equipment and Furniture	72200		5,817.65	9,500.00	9,500.00	5,817.65
Action: Support NHRC to disseminate information; raise awareness; campaign; online courses, etc. (AV, posters, leaflet, print newsletter, year-end com materials, digital billboards)	UNDP	30000	00095	73100	Materials & Goods	73100		11,909.18			11,909.18
Action: Perception survey	UNDP	30000	10282	71300	Rental & Maintenance- Premises	71300			15,000.00	15,000.00	15,000.00
Activity 1.4: A system of collecting and analysing human rights data is built and operational.	UNDP	30000	10282	73200	National Consultant (IC)	73200		550.91			550.91
Activity 1.4.1: Support NHRC to draft, train and undertake community profiles in pilot districts through CSO/CSOs and feed data back to NHRC.	UNDP	30000	00095	73400	Premises Alternations	73400	196.00				196.00
Activity 1.4.2: Improve the NHRC's ability to collect and report data by introducing alternative ways for data collection, for example SMS based and crowd based technologies.	UNDP	30000	00095	74500	Rental & Maint of Other Equip	74500		4,006.10			4,006.10
Action: Develop Human Rights Database system (as part of the NHRCB website)-enabled to monitor the human rights situation in the country	UNDP	30000	00555	74500	Miscellaneous(DPC)	74500		10,905.80			10,905.80
Activity 1.4.3: Support the NHRC and CSOs to undertake further research into the rights enjoyment of minority ethnic persons.	UNDP	30000	10282	74500	Miscellaneous(DPC)	74500		2,320.00		5,000.00	7,320.00
Activity 1.5: Regional centres are established and have the capacity to deliver on their mandate.	UNDP	30000	00555	72400	Acquisition of Communic Equip	72400		19.92		2,000.00	2,786.42
Action: Support establishment of 3 Regional Offices	UNDP	30000	00555	72400	Courier Charges	72400		1.45		20.00	21.45
Action: - Support peer to peer learning opportunities (APF (1) and GANHRI (2))	UNDP	30000	00555	72400	Connectivity Charges	72400		2,682.00		2,500.00	7,231.90
Investigation/Human Rights Expert (SB-4)	UNDP	30000	00095	72800	ICT Equipment	72800		4,162.35			4,162.35
Salary and Post Adj cost-IP staff (Salary and others allowances for CTA)	UNDP	30000	00095	72400	Courier Charges	72400		(3,855.00)			(3,855.00)
	UNDP	30000	00555	74200	Printing and stationary	74200	823.01			3,000.00	3,823.01
	UNDP	30000	10282	74200	Printing and stationary	74200		1,698.87		5,000.00	17,849.87
	UNDP	30000	00095	76100	Foreign Exchange Currency Loss	76100		541.00			541.00
	UNDP	30000	10282	76100	Foreign Exchange Currency Loss	76100		362.00			362.00
	UNDP	30000	00555	76100	Foreign Exchange Currency Loss	76100		(5.00)			(5.00)
	UNDP	30000	10282	74200	Printing and Publications	74200		9,838.00		15,000.00	49,838.00
	UNDP	30000	00555	74200	Printing and stationary	74200		413.00			413.00
	UNDP	30000	00555	71600	National Travel	71600		6,955.09		3,000.00	10,434.09
	UNDP	30000	00555	71300	National Consultant (IC)	71300		2,468.85			9,045.85
	UNDP	30000	10282	72100	Contractual service company	72100			17,000.00		17,000.00
	UNDP	30000	00555	72100	Contractual service company	72100					
	UNDP	30000	00555	72100	Contractual service company	72100					
	UNDP	30000	10282	72200	Equipment and Furniture	72200	21,884.00				21,884.00
	UNDP	30000	00555	72800	Information Technology Equipment	72800					
	UNDP	30000	00095	75700	Training, Workshops and Confer	75700		23,008.17			23,008.17
	UNDP	30000	00555	72500	Supplies	72500	77.00				77.00

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UNDP	30000	00555	75700	Training, Workshops and Confer	11,166.63	48,874.63	73.00	5,000.00	65,114.26	
UNDP	30000	10282	75700	Training, Workshops and Confer				10,000.00	10,000.00	
UNDP	30000	10282	75700	Training, Workshops and Confer				3,000.00	3,000.00	
UNDP	30000	10282	75700	Training, Workshops and Confer				15,000.00	15,000.00	
UNDP	30000	10282	75700	Training, Workshops and Confer			881.00	3,000.00	8,881.00	
UNDP	30000	10282	75700	Training, Workshops and Confer		3,652.16	55,792.00	6,000.00	65,444.16	
UNDP	30000	10282	73500	Reim			112.00		112.00	
UNDP	30000	00555	75700	DPC		42,920.70		4,455.00	52,375.70	
UNDP	30000	10282	75700	DPC				11,990.00	26,990.00	
UNDP	30000	10282	75100	Facilities and Administration	639.17	102,216.88	5,255.00		16,131.05	
UNDP	30000	00555	75100	Facilities and Administration	7,727.11	32,190.31	8,174.00	6,836.40	59,927.82	
UNDP	30000	00095	75100	Facilities and Administration			3,624.00			
UNDP	30000	10282	72800	Information Technology Equipment				3,000.00	3,000.00	
UNDP	30000	10282	72200	Equipment and Furniture			2,226.00		2,226.00	
UNDP	30000	10282	62300	Recurrent Payroll Costs-IP Stf						
UNDP	30000	10282	63300	Non-Recurrent Payroll - IP Stf			5,319.00		5,319.00	
UNDP	30000	10282	63500	Insurance and Security Costs			3,959.00		3,959.00	
UNDP	30000	10282	64300	Staff Mgmt Costs - IP Staff			411.00		411.00	
UNDP	30000	10282	65100	After Service Insurance			3,038.00		3,038.00	
UNDP	30000	10282	75100	Facilities and Administration		2,542.38	20,915.00	18,399.20	51,876.58	
					<b>112,944.86</b>	<b>606,891.29</b>	<b>446,050.00</b>	<b>340,680.60</b>	<b>250,520.00</b>	<b>1,751,698.75</b>

<b>Total of Atlas Activity # 1</b>									
<b>Atlas Activity # 2: CSO/CBOs /HRDs</b>									
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 to support CSOs coalitions - 1) Conduct capacity development sessions 2) support advocacy initiatives 3) key stakeholders meetings									
<b>Action: Support to CSO coalitions to produce Human Rights situation report</b>									
<b>Activity 2.2 Undertake mapping of civil society organisations and initiatives.</b>									
Action: Support CSOs to engage community radio to deliver human rights messaging									
<b>Action: Support community radio programmes (linked with OP 5)</b>									
<b>Activity 2.3: Forum for human rights defenders is built and operational.</b>									
Action: Develop a database and informal network of Human Rights Defenders (HRDs) in HRP priority districts.									

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Action: Support to strengthen capacity of HRDs and linking them with key stakeholders Activity 2.3.2: Build on the informal network already in place for human rights defenders Action: Mapping of risk dynamics in the society (including role of spoilers) and mainstream the risk	UNDP	30000	00095	71600	National Travel			139.67				139.67
	UNDP	30000	10282	71400	Contractual service company				5,356.00			5,356.00
Activity 2.4: Small scale CSO/CBO human rights initiatives are supported through challenge fund. 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	UNDP	30000	00555	72200	Equipment & furniture			3,169.71				3,169.71
	UNDP	30000	10282	71600	National Travel							
Activity 2.4.2: Provide seed funding to a challenge fund administered by UNDP for small scale initiatives being undertaken by CSO coalitions	UNDP	30000	10282	71300	National Consultant (IC)							
	UNDP	30000	10282	71400	Contractual Services - Individ			440.46	26,421.00	3,000.00	5,000.00	34,861.46
Action: Provide small scale grants under challenge fund (continue with 10 districts and add 5 more for 2019)	UNDP	30000	10282	73500	Reimbursement Costs							
	UNDP	30000	10282	72500	Print Media			51.62				51.62
Action: Capacity development of CSOs	UNDP	30000	10282	72600	Grants				20,000.00		222,000.00	242,000.00
	UNDP	30000	00555	72600	Grants		24,436.53	135,352.04	2,602.00	200,000.00	1,035,287.00	1,397,677.57
Action: Coordination meetings and learning exchanges of CSOs (linked with 2.1)	UNDP	30000	00555	74200	Printing and Publications				893.00		5,000.00	5,893.00
	UNDP	30000	00555	74100	Audit			6,603.72			4,500.00	11,103.72
Activity 2.5: CSO/CBOs/HRDs contribute to school based human rights education. Learning visit M&E and Data Experts (S93)	UNDP	30000	00555	74200	Printing and Publications							
	UNDP	30000	10282	74200	Printing and Publications		4,024.06					4,024.06
Action: Capacity development of CSOs	UNDP	30000	00555	75700	Training and workshop						2,000.00	2,000.00
	UNDP	30000	00555	71200	International Consultant		5,426.58					5,426.58
Action: Coordination meetings and learning exchanges of CSOs (linked with 2.1)	UNDP	30000	00555	71300	National Consultant (IC)		13,868.35				4,000.00	17,868.35
	UNDP	30000	00555	75700	Training and workshop		3,325.89				3,000.00	6,325.89
Activity 2.5: CSO/CBOs/HRDs contribute to school based human rights education. Learning visit M&E and Data Experts (S93)	UNDP	30000	10282	75700	Training and workshop				3,423.00	14,000.00		17,423.00
	UNDP	30000	00555	75700	Training and workshop							
Action: Capacity development of CSOs	UNDP	30000	00555	74200	Printing and Publications					1,000.00		1,000.00
	UNDP	30000	00555	74200	Printing and Publications					7,000.00		7,000.00
Action: Capacity development of CSOs	UNDP	30000	00555	71300	Local Consultant (IC)						3,000.00	3,000.00
	UNDP	30000	10282	71300	National Consultant (IC)					1,000.00	4,000.00	5,000.00
Action: Capacity development of CSOs	UNDP	30000	00555	71600	National Travel		507.14					507.14
	UNDP	30000	10282	75700	Training and workshop				1,852.00	12,000.00		13,852.00
Action: Capacity development of CSOs	UNDP	30000	00555	75700	Training and workshop				72.00	8,000.00		8,072.00
	UNDP	30000	00095	75700	Training and workshop				76.00			76.00
Action: Capacity development of CSOs	UNDP	30000	10282	75700	Training and workshop				12,835.41	12,420.00	8,000.00	33,255.41
	UNDP	30000	00555	71300	National Consultant (IC)				2,408.52			2,408.52
Action: Capacity development of CSOs	UNDP	30000	00095	74500	DPC				300.00			300.00
	UNDP	30000	00555	64300	DPC				5,920.00			5,920.00
Action: Capacity development of CSOs	UNDP	30000	00555	76100	National Travel				1,172.79		2,000.00	3,172.79
	UNDP	30000	00555	75700	DPC				2,200.00			2,200.00
Action: Capacity development of CSOs	UNDP	30000	10282	75700	Training and workshop				21.400			21.400
	UNDP	30000	10282	75700	Training and workshop				1,154.00			1,154.00
Action: Capacity development of CSOs	UNDP	30000	10282	64900	DPC				780.00		4,235.00	5,015.00
	UNDP	30000	10282	76100	Foreign Exchange Currency Loss							
Action: Capacity development of CSOs	UNDP	30000	00555	76100	Foreign Exchange Currency Loss							
	UNDP	30000	00095	76100	Foreign Exchange Currency Loss							
Action: Capacity development of CSOs	UNDP	30000	10282	76100	Travel						5,000.00	5,000.00
	UNDP	30000	10282	75700	Training and workshop				54.06			54.06
Action: Capacity development of CSOs	UNDP	30000	00555	74500	DPC				500.00			500.00
	UNDP	30000	00095	75100	Facilities and Administration				662.62			662.62

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Activity #	Activity Description	UNDP	30000	00555	75100	Facilities and Administration	4,984.70	2,476.6	2,000.00	20,509.20	10,000.00	58,070.51
<b>Atlas: Activity # 2</b>												
Total of Atlas: Activity # 2												
<b>Activity 3: Law enforcement, in particular the police, upholds and promotes human rights.</b>												
<b>Activity 3.1: Law enforcement agency</b>												
<b>Activity 3.1.1: Establish a network of human rights champions and focal points in district police HQs.</b>												
Action: Human rights focal persons identified and linked with NHRC, CSOs, HRDs and HRWG												
<b>Activity 3.2: Map of human rights interventions taking place within the police force.</b>												
Activity 3.2.1: Mapping of current interventions on human rights taking place with the police force (including Victim Support Centres and Police Women Network)												
Action: Mapping of existing coordination mechanism between police and other human rights stakeholders and disseminate findings												
<b>Activity 3.3: Law enforcement is better able to conduct human rights advocacy.</b>												
<b>Activity 3.3.1: Undertake joint campaigns with law enforcement, CSOs and the NHRC starting at key human rights events (International Human Rights Day etc.)</b>												
Action: Organize peer to peer learning sessions for police officials												
<b>Activity 3.4: Training for police Training entities on innovative training techniques</b>												
Action: Finalize HR training manual – for the three tiers and print manual												
<b>Activity 3.5: Support to organize TOT on HRs training manual for police</b>												
Action: Design innovative training methods to disseminate HR education to Police (OP2)												
- CBT training designed to be distributed to all police stations and use it as a screening to select training participants (linked OP2 and a2)												
- Roll out training												
<b>Activity 3.2.2: Undertake joint advocacy initiatives with law enforcement, CSOs and the NHRC on human rights issues</b>												
Action: Organize joint community level consultations with NHRC, Police and other stakeholders.												
Conduct research on selected topics												
<b>Activity 3.4: Law enforcement and judiciary undertake human rights dialogues with the NHRC and CSOs</b>												
Activity 3.4.1: Facilitate regular CSO and NHRC meetings with law enforcement to discuss current human rights and policing issues.												
<b>Activity 3.4.2: Facilitate biannual meetings between NHRC, CSO and law enforcement on human rights concerns.</b>												
Activity 3.5: Human rights desks are established in police HQs and in districts.												
UNDP		30000	00555	75100	Facilities and Administration	4,984.70	2,476.6	2,000.00	20,509.20	10,000.00	58,070.51	
UNDP	Facilities and Administration	30000	10282	75100	Facilities and Administration	55,173.25	1,209,668	21,470.00	6,498.80	104,062.96	133,241.44	
UNDP		30000	00555	71300	National Consultant (IC)		11,445.80	776.00	2,200.00	3,000.00	17,421.80	
UNDP		30000	00555	71300	National Consultant (IC)							
UNDP		30000	10282	71400	Contractual Services-Individual			39,288.00	36,000.00	36,000.00	111,288.00	
UNDP		30000	00095	76100	National Travel		(11,55)				(11,55)	
UNDP		30000	00095	64300	DPC		3,180.90				3,180.90	
UNDP		30000	00095	74200	Printing and Publications		1,556.30				1,556.30	
UNDP		30000	00555	76100	Foreign Exchange Currency Loss			(305.00)			(305.00)	
UNDP		30000	10282	76100	Foreign Exchange Currency Loss			102.00			102.00	
UNDP		30000	00095	72800	Information Technology Equipmt					500.00	500.00	
UNDP		30000	00555	71600	National Travel						400.00	
UNDP		30000	10282	64300	DPC		400.00				400.00	
UNDP		30000	10282	61300	Salary & Post Adj Cst-IP Staff						5,797.84	
UNDP		30000	10282	71400	Contractual Services - Individ						8,000.00	
UNDP		30000	10282	71600	National Travel						6,000.00	
UNDP		30000	10282	75700	Training and workshop				6,000.00		6,000.00	
UNDP		30000	00555	75700	Training and workshop				1,000.00		2,000.00	
UNDP		30000	10282	75700	Training and workshop			7,433.00	8,000.00		15,259.48	
UNDP		30000	00555	64300	DPC		800.00				800.00	
UNDP		30000	00555	71400	Contractual Services - Individ		83,667.37	81,967.00	70,000.00		235,634.37	
UNDP		30000	00555	76100	National Travel		(35,46)		1,000.00		964.54	
UNDP		30000	00555	75700	Training and workshop		3,157.30				3,157.30	

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Activity 3.5.1: Develop human rights desk concept with police HQs	UNDP	30000	0555	72400	Communic & Audio Visual Equip				54.00		54.00		
	UNDP	30000	10282	72400	Communic & Audio Visual Equip				36.00				
Action: Establishing HR desks - pilot in Cox's Bazar Field visit	UNDP	30000	10282	75700	Training and workshop					5,000.00			5,000.00
PC SB-5	UNDP	30000	0555	71300	National Consultant (IC)				8,086.00		8,086.00		16,086.00
PO SB-4	UNDP	30000	0555	72600	IoA				3,111.00		15,000.00		15,000.00
	UNDP	30000	10282	71300	National Consultant (IC)					5,100.00	5,100.00		10,100.00
	UNDP	04000	0012	72300	Printing and Publications				63,799.00				63,799.00
	UNDP	04000	0012	72600	Materials & Goods				34,394.00				34,394.00
	UNDP	30000	10282	75700	Training and workshop					4,000.00			4,000.00
	UNDP	30000	10282	75700	Training and workshop					3,000.00			3,000.00
	UNDP	30000	0555	72200	Equipment and Furniture					2,000.00			2,000.00
	UNDP	40000	0012	74200	Printing and Publications				25,739.00				25,739.00
	UNDP	30000	0095	74500	DPC			200.00					200.00
	UNDP	04000	0012	75700	Training and workshop								
	UNDP	30000	0555	75700	Training and workshop			400.00					400.00
	UNDP	30000	10282	74500	Miscellaneous Expenses				38,093.00				38,093.00
	UNDP	30000	10282	75700	Training and workshop			200.00			6,000.00		6,200.00
	UNDP	30000	0095	64300	DPC			400.00					400.00
	UNDP	30000	10282	75700	DPC					4,455.00			4,455.00
	UNDP	30000	0555	75700	DPC					5,456.00			5,456.00
	UNDP	30000	0095	75100	Facilities and Administration			48.00					48.00
	UNDP	30000	0555	75100	Facilities and Administration			6,825.33	7,371.00	8,372.48	8,000.00		30,468.81
	UNDP	30000	10282	75100	Facilities and Administration			519.56	7,445.00	6,834.40	8,297.37		23,096.33
								119,647.87	332,389.00	205,319.88	56,797.37		703,016.12

Total of Atlas Activity # 3													
Atlas Activity # 4: NHRC and national stakeholders better protect and promote women's rights.	UNDP	30000	0555	75700	Training and workshop				7,700.00				7,700.00
	UNDP	30000	0555	75700	Training and workshop			9,413.27					17,307.27
Activity 4.1.1: Develop Women's rights campaigns	UNDP	30000	0555	71200	International Consultant			2,606.23			3,000.00		7,606.23
Action: capacity building training for CSOs/HRDs/Youths on gender and diversity following manual	UNDP	30000	0555	71300	National Consultant			1,877.92			2,000.00		3,877.92
	UNDP	30000	0555	74200	Printing and Publications				90.00	4,000.00	5,000.00		9,090.00
	UNDP	30000	0555	71400	Contractual Services-individual			7,309.67					33,831.67
	UNDP	30000	10282	72100	Contractual Services-company			1,832.34		25,000.00			26,832.34
	UNDP	30000	0555	72600	Grants					10,000.00			10,000.00
	UNDP	30000	0095	72400	Information Technology Equipment								
	UNDP	30000	0555	72400	Information Technology Equipment								
	UNDP	30000	10282	64300	DPC			1,400.00					1,400.00
	UNDP	30000	10282	73500	Reimbursement Costs			52.66					52.66
	UNDP	30000	10282	76100	National Travel			435.58		6,000.00	5,000.00		11,425.58
	UNDP	30000	10282	72600	Grants			14,709.14	127,066.00	43,000.00			184,775.14

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Action: Continue school-based campaigns 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' networks. - Advocate for sexual and gender-based violence committees within private sector and CSOs receiving grants from HRP (linked with indicator 4.5 and 4.1) - Link and Female entrepreneurs' networks with business and human rights
Activity 4.3.2: Facilitate regular CSO and NHRC meetings with law enforcement to discuss women's rights and policing issues. Activity 4.4: Women's rights CSO/CBOs have the means and capacity to engage with local governments. Activity 4.4.1: Map women's CSO and legal aid services activity and geographic reach. Activity 4.4.2 Support UP governments to engage in women's rights activities. Activity 4.4.3: Capacity build women's rights NGOs to engage with Union Parishad governments: Field visit Gender Expert (SB-4)

UNDP	30000	10282	76100	National Travel Information Technology Equipment	(60.36)	(60.36)	(60.36)
UNDP	30000	10282	72400				
UNDP	30000	00555	72500	Stationery & other Office Supp	53.42	53.42	53.42
UNDP	30000	00555	72600	Grants			
UNDP	30000	00555	63200	Non-Recurent Payroll - GS Sf	630.63	630.63	630.63
UNDP	30000	00555	64300	DPC	2,200.00	2,200.00	2,200.00
UNDP	30000	00555	71400	Contractual Services - Individ	30,207.41	30,207.41	35,000.00
UNDP	30000	00555	72200	Equipment & furniture			
UNDP	30000	00555	72100	Contractual service company	21,316.00	21,316.00	21,316.00
UNDP	30000	00555	72100	Contractual service company			
UNDP	30000	00555	61300	Salary & Post Adj Cst-IP Staff			
UNDP	30000	00555	71500	UNV			
UNDP	30000	00555	73400	Rental & Maint of Other Equip			
UNDP	30000	00555	71600	National Travel			
UNDP	30000	10282	71600	National Travel	1,253.96	597.00	1,000.00
UNDP	30000	00555	71200	International Consultant			
UNDP	30000	00555	74200	Printing and Publications			
UNDP	30000	10282	71400	Contractual Services - Individ			
UNDP	30000	10282	74200	Printing and Publications	11,050.93	7,002.00	3,000.00
UNDP	30000	00555	75700	Training and workshop	4,478.00	4,478.00	4,478.00
UNDP	30000	10282	75700	Training and workshop	2,872.00	2,872.00	12,000.00
UNDP	30000	00095	76100	Foreign Exchange Currenc	(376.57)		(376.57)
UNDP	30000	00555	76100	Foreign Exchange Currenc	165.00	165.00	
UNDP	30000	10282	75700	Foreign Exchange Currenc	(127.00)		(127.00)
UNDP	30000	10282	75700	Training and workshop			5,000.00
UNDP	30000	10282	75700	Training and workshop			4,000.00
UNDP	30000	10282	75700	Training and workshop	23,891.08	8,000.00	8,000.00
UNDP	30000	00555	72800	Information Technology Equipment			
UNDP	30000	00555	76100	National Travel	(57.32)		(57.32)
UNDP	30000	00555	75700	Training and workshop	24,437.77		24,437.77
UNDP	30000	00555	71600	National Travel	1,018.64		1,018.64
UNDP	30000	00095	64300	DPC	400.00		400.00
UNDP	30000	00095	74500	DPC	200.00		200.00
UNDP	30000	00555	74500	DPC	1,135.00		4,235.00
UNDP	30000	10282	74500	DPC	8,249.02		16,059.02
UNDP	30000	00095	75100	Facilities and Administration	48.00		48.00

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Atlas Activity # 5: NHRC and national stakeholders better protect and promote the rights of ethnic minorities	
Total of Atlas Activity # 4	
Activity 5: Ethnic minorities component	
Activity 5.1: NHRC has a system in place to collaborate with the Parliamentary Caucus, ethnic minority CSOs & HRDs	
Activity 5.1.1: Support NHRC regional offices to form networks with ethnic advocates and human rights defenders.	
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.	
Activity 5.1.4: Establish formal collaboration with the Parliamentary Caucus on indigenous people	
Action: Continue Joint fact finding missions on the rights of minorities	
Action: Conduct orientation session (IP and disabilities) for new parliament members.	
Action: Support to implement selected findings from fact finding missions.	
Activity 5.1.5 Support the NHRC to undertake advocacy for other minorities.	
Action: Review existing laws and policies related to land rights of the ethnic/religious minorities and hold dialogues.	
Action: Support the NHRC TC priority action	
Activity 5.2: Community radio stations supported to broadcast ethnic minority and rights programming.	
Activity 5.2.1: Connect ethnic minority groups with community radio stations to broadcast language programming and rights education.	
Action: Continue to support Community Radio stations and Bangladesh Betar	
Action: Publication and dissemination of knowledge products:	
Action: Celebration of world indigenous day	
Action: Broadcasting of ethnic rights education and awareness messages through media	
Activity 5.3: Ethnic community youth leaders are empowered through increased knowledge and networking.	
Activity 5.3.1: Support the next generation of youth leaders through leadership trainings, holding camps and establishing networks.	
Action: Youth capacity development	
Action: Youth online platform (website) for extending network of youth leaders	
Action: 3 micro-research	

UNDP	30000	00555	75100	Facilities and Administration	1,700.85	4,767.56	5,478.00	4,810.80	3,920.00	20,677.21
UNDP	30000	10282	75100	Facilities and Administration		23,858.46	11,758.00	11,984.80	4,685.08	52,287.34
					22,961.36	151,238.93	232,189.00	226,740.60	105,606.08	738,735.97
UNDP	30000	00555	71400	CONTRACTUAL SERVICES - Individual	9,332.51	38,718.79	31,275.00	8,000.00	43,000.00	122,326.30
UNDP	30000	00555	71300	National Consultant					3,000.00	11,000.00
UNDP	30000	00555	64300	DPC		4,000.00				4,000.00
UNDP	30000	00555	73500	Reimbursement Costs		51.62				51.62
UNDP	30000	00555	71600	National Travel		5,074.12	1,736.00			6,800.12
UNDP	30000	10282	71600	National Travel			2,966.00			2,966.00
UNDP	30000	00555	72100	Contractual service company						
UNDP	30000	00555	72100	Contractual service company						
UNDP	30000	10282	73300	Rental & Maint of Info Tech Eq			2,299.00			2,299.00
011360	30000	00555	72600	LoA				20,500.00		20,500.00
UNDP	30000	10282	72100	Contractual service company			9,124.00			9,124.00
UNDP	30000	00555	72100	Contractual service company			27,463.00			27,463.00
UNDP	30000	00555	72100	Contractual service company				2,400.00		2,400.00
UNDP	30000	00555	72100	Contractual service company				3,000.00		3,000.00
UNDP	30000	00555	73400	Leased Vehicles						
UNDP	30000	10282	73400	Maint. Oper of Transport Equip			1,586.00			1,586.00
UNDP	30000	00555	72300	Fuel, petroleum and other oils		288.37				288.37
UNDP	30000	10282	72300	Materials & Goods			14.00			
UNDP	30000	00555	71600	National Travel	383.29	1,567.93		2,000.00	2,000.00	5,951.22
UNDP	30000	00555	72600	LoA				20,000.00		20,000.00
UNDP	30000	00555	72100	Contractual service company			14,375.00			
UNDP	3000	00555	71600	National Travel				1,000.00		1,000.00
UNDP	30000	00555	72400	Communic & Audio Visual Equip		2,632.77	54.00			2,686.77

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UNDP	30000	00555	72500	Office supplies		3,605.13			3,605.13
UNDP	30000	10282	72500	Office supplies			105.00		
UNDP	30000	00555	72600	Grants		9,356.73	8,409.00		17,965.73
UNDP	3000	10282	64300	DPC		800.00			800.00
UNDP	3000	10282	76100	Foreign Exchange Currenc		(17.79)	81.00		63.21
UNDP	3000	00555	76100	Foreign Exchange Currenc			163.00		
UNDP	3000	10282	71400	Contractual Services - Individ			1,115.00	48,000.00	48,000.00
UNDP	3000	10282	72100	Contractual service company				15,000.00	
UNDP	3000	10282	72100	Contractual service company		2,812.53			17,812.53
UNDP	30000	10282	72600	Grants				10,000.00	10,000.00
UNDP	30000	00555	71300	Local Consultant					
UNDP	30000	00555	72800	ICT equipment					
UNDP	30000	00555	73400	Rental Maintenance	185.16	80.73	1,707.00		1,972.89
UNDP	30000	10282	74200	Printing and Publications			2,020.00		2,020.00
UNDP	30000	00555	74200	Printing and Publications			1,720.00	3,000.00	4,720.00
UNDP	30000	00555	76100	National Travel		49.10		1,000.00	1,049.10
UNDP	30000	00555	74200	Printing and stationary					
UNDP	30000	00555	74500	Miscellaneous Expenses		2,000.00			2,000.00
UNDP	30000	00555	75700	Training and workshop			10,483.00	3,000.00	13,483.00
UNDP	30000	00555	75700	Training and workshop				5,000.00	5,000.00
UNDP	30000	00555	75700	Training and workshop				10,000.00	10,000.00
UNDP	30000	00555	75700	Training and workshop				3,000.00	3,000.00
UNDP	30000	00555	75700	Training and workshop				3,000.00	3,000.00
UNDP	30000	00555	75700	Training and workshop	9,948.45	62,645.43			78,593.88
UNDP	30000	10282	75700	Training and workshop		2,025.50	21,174.00	8,000.00	36,199.50
UNDP	30000	00095	75700	Training and workshop		776.34			776.34
UNDP	30000	00555	75700	Training and workshop			15,117.00	12,000.00	27,117.00
UNDP	30000	00555	75700	Training and workshop				12,000.00	12,000.00
UNDP	30000	00555	75700	Training and workshop					
UNDP	30000	00095	76100	National Travel		(0.05)			(0.05)
UNDP	30000	00095	64300	DPC		100.00			100.00
UNDP	30000	00095	74500	DPC		50.00			50.00
UNDP	30000	00555	74500	DPC				7,364.50	7,364.50
UNDP	30000	10282	74500	DPC				4,070.00	4,070.00
UNDP	30000	00555	61300	Salary & Post Adj Cst-IP Staff				15,000.00	15,000.00
UNDP	30000	00555	75700	Training and workshop					
UNDP	30000	10282	74200	Printing and Publications				3,000.00	3,000.00
UNDP	30000	10282	75700	Training and workshop					
UNDP	30000	00095	75100	Facilities and Administration		74.11			74.11
UNDP	30000	00555	75100	Facilities and Administration	1,587.94	10,401.72	9,002.00	11,301.16	43,292.82
UNDP	30000	00555	75100	Facilities and Administration			4,046.00	6,245.60	16,551.64
UNDP	30000	10282	75100	Facilities and Administration		21,437.35	147,751.12	236,881.25	700,836.73

Total of Atlas Activity # 5

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Atlas Activity # 6: Programme Management Activities		Implementation Period Assets, Finance Resources, Procurement Plan Finalized	
Vehicle repairing and maintenance Cost			
Operation staff (Finance Associate-SB 3, Programme Associate-SB-3 & Driver-SB1			
Contractual Services Company			
Monitoring and evaluation			
Communication & Audio Visual (Internet, Mobile, Land Phone ect)			
ICT equipment			
ICT equipment			
Supplies			
Office Meeting, Workshops and Confer			
Travel			
Postal Courier			
Project Audit			

UNDP	30000	00555	64300	5,212.83	25,900.00	6,000.00	37,112.83
UNDP	30000	00555	63200	318.84		500.00	818.84
UNDP	30000	00555	71400	74,683.67	48,910.00		123,593.67
UNDP	30000	00555	71400				72,166.56
UNDP	30000	10282	71400		40.00		40.00
UNDP	30000	00555	71600	51.48	3,912.93	41.00	4,005.41
UNDP	04000	00012	61300				
UNDP	30000	00555	64300		16,692.00		16,692.00
UNDP	30000	00555	74200		30,100.00	287.00	30,387.00
UNDP	30000	10282	74200		74.00		
UNDP	30000	00555	72100		1,318.60	1,000.00	4,160.60
UNDP	30000	00555	72200	159.49	30,423.43	45.00	32,127.92
UNDP	30000	00555	72300	1,479.01	2,679.49	863.00	7,021.50
UNDP	30000	10282	72300			5,000.00	7,000.00
UNDP	30000	00555	72500	202.90	3,474.00	500.00	4,176.90
UNDP	30000	00555	72800	277.89		3,000.00	3,677.89
UNDP	30000	00555	72800				
UNDP	30000	00555	73200	46.95		75.76	122.71
UNDP	30000	00555	74300		658.96		658.96
UNDP	30000	10282	71200		1,970.00		1,970.00
UNDP	30000	10282	73400				
UNDP	30000	10282	74300		1,751.00		1,751.00
UNDP	30000	00555	74300		2,836.00		2,836.00
UNDP	30000	00555	75700	1,009.95		2,500.00	3,509.95
UNDP	30000	00555	75700	1,403.31		3,000.00	4,885.31
UNDP	30000	10282	75700		482.00		764.00
UNDP	30000	00555	72400	596.03	24.64	27,544.00	40,164.67
UNDP	30000	00095	72400		3,134.79		3,134.79
UNDP	30000	00555	72400			5,000.00	5,000.00
UNDP	30000	10282	72100		986.00	5,000.00	5,986.00
UNDP	30000	10282	72400		5,594.00	1,000.00	7,594.00
UNDP	30000	00555	72500		6,146.71	5,000.00	11,146.71
UNDP	30000	00555	73100		16,309.13	2,000.00	34,724.13
UNDP	30000	00555	73100	60.54			60.54
UNDP	30000	00555	73400	16,517.29	8,690.65	2,171.00	32,278.94
UNDP	30000	10282	72500		1,664.00	7,500.00	9,164.00
UNDP	30000	10282	72400				
UNDP	30000	10282	64300		400.00		400.00
UNDP	30000	10282	73100		8.88	929.00	937.88
UNDP	30000	10282	73400			8,000.00	8,000.00
UNDP	30000	10282	71600		3.72		3.72
UNDP	30000	00555	71600			1,000.00	1,000.00
UNDP	30000	10282	74300		3,291.36		3,291.36

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UNDP	30000	10282	71400	Service contact individuals	10,960.00	45,000.00	19,000.00	74,960.00
UNDP	30000	10282	73400	Security			2,600.00	2,600.00
UNDP	30000	00555	18100	Server Desktop		3,000.00		3,000.00
UNDP	30000	10282	73400	Rental & Maint of Transport Equip.		3,000.00		3,000.00
UNDP	30000	00555	74700	Port Operation				
UNDP	30000	00555	75700	Training and workshop		13,800.00		13,800.00
UNDP	30000	00555	18100	Photocopier		10,000.00		10,000.00
UNDP	30000	10282	75700	Training and workshop	230.50		1,500.00	1,730.50
UNDP	30000	00555	74500	Miscellaneous Exp	2,606.35	11,210.00	5,000.00	18,816.35
UNDP	30000	00095	74500	Miscellaneous Exp				
UNDP	30000	00555	74500	Cost recovery		4,000.00		4,000.00
UNDP	30000	00555	75700	Training and workshop		7,500.00	6,000.00	14,732.77
UNDP	30000	10282	74500	Miscellaneous Exp	460.77	772.00	1,000.00	2,000.00
UNDP	30000	00555	74100	Audit		1,000.00		1,000.00
UNDP	30001	00555	71200	Int. Consultant & M&E cost			20,000.00	20,000.00
UNDP	30000	00095	74500	DPC	300.00			300.00
UNDP	30000	00555	75700	DPC		2,794.00		2,794.00
UNDP	30000	10282	75700	DPC		4,510.00		4,510.00
UNDP	30000	00095	64300	DPC	600.00			600.00
UNDP	30000	00095	74200	Printing and Publications	1,424.92			1,424.92
UNDP	30000	00555	74200	Printing and Publications		5,000.00		5,000.00
UNDP	30000	00095	76100	National Travel	(3.55)			(3.55)
UNDP	30000	00095	75100	Facilities and Administration	436.78			436.78
UNDP	30000	00555	75100	Facilities and Administration	8,370.12	9,896.00	6,568.46	29,121.10
UNDP	30000	10282	75100	Facilities and Administration	35   33	3,508.00	7,749.46	18,528.59
					112,996.65	199,762.62	180,928.00	758,719.27
					325,513.47	1,485,754.48	1,676,666.00	7,090,043.70

Total of Atlas Activity # 6  
Total Project Budget

Output	2016	2017	2018	2019	2020	Total
Output 1	112,944.86	606,891.29	446,050.00	340,680.60	250,520.00	1,757,086.75
Output 2	55,173.25	261,462.65	318,684.00	364,608.00	1,416,849.96	2,416,777.86
Output 3	-	118,647.87	322,389.00	205,319.88	56,797.37	703,154.12
Output 4	22,961.36	151,238.93	232,189.00	226,740.60	105,606.08	738,735.97
Output 5	21,437.35	147,751.12	176,426.00	236,881.26	133,000.00	715,495.73
Output 6	112,996.65	199,762.62	180,928.00	151,312.32	113,793.68	758,793.27
Total	325,513.47	1,485,754.48	1,676,666.00	1,525,542.66	2,076,567.09	7,090,043.70

Donors

Donor	2016	2017	2018	2019	2020	Total
DANIDA	58,628.87	142,191.21	1,395.00	0   0		152,215.08
SIDA (00555)	532,860.54	1,178,219.18	567,767.00	774,587.06	1,404,671.22	4,227,605.00
TRAC	50.00		123,992.00			123,992.00
SDC (10282)	94,024.06	165,344.09	994,072.00	750,955.60	671,895.87	2,586,291.62
Total Programme Budget	325,513.47	1,485,754.48	1,676,666.00	1,525,542.66	2,076,567.09	7,090,043.70

*R. Sulaim*  
Project Manager  
Signature and Date

Government Counterpart  
Title, Signature and Date

Resident Representative-a.i., UNDP  
Title, Signature & Date

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.

## PROJECT MONITORING AND EVALUATION PLAN

Project Title and Duration	: Human Rights Programme; (01 January 2016– 31 December 2020)
Project ID (Atlas)	: 00097336
CPD Outcome/Output	: (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  (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
UNDAF Output	: (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)
Strategic Plan Outcome/Output	: 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 marginalised 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
SDG Goal/Target	: (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

*R. Islam.*



## PROJECT MONITORING AND EVALUATION PLAN

*Expected Outcome 1: The National Human Rights Commission (NHRC) can more effectively deliver on its mandate. (HIRP – Output1)*

Outcome Indicators	Baseline (2016)	Target (2020*) *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>	To be set (TBS) December 2017	3 (composite based on scaling – see footnote) <sup>2</sup>	2 (NHRC has displayed a very autonomous approach in handling selected issues) <sup>3</sup>	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.		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.
1.2) Percentage of NHRC clients expressing satisfaction in the complaints mechanism of the NHRC. <sup>4</sup>	Baseline: An Exercise seeking client satisfaction is yet to be conducted on July 2018	0% (2017) 20% (2018) 20% (2019) 10% (2020) 50% (2020 Cumulative) At least 50% clients indicating the services to be moderate – good (2020) (See footnote)	No progress in 2017 yet. NHRC has not yet	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.		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.

*R. Islam.*

<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) Pluralism; 4) Adequate resources; and 5) Adequate powers of investigation. HNRC 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) Pluralism; 4) Adequate resources; and 5) Adequate powers of investigation. HNRC to be encouraged to apply for evaluation by the ICC before the end of the programme i.e. 2019-2020.

<sup>3</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. Where as issues related to minority matters and enforced disappearance NHRC was not too proactive and was less assertive.

<sup>4</sup> Client satisfaction sample surveys to be carried out annually with 3 scale or mode of satisfaction: good, moderate, and bad.

## PROJECT MONITORING AND EVALUATION PLAN

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
		Male-40% Female-10%							
<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	1 (2017) 2 (2018) 1 (2019) 1 (2020) 5 (2020 Cumulative)	03 (Dec 2017) <sup>5</sup> 03 (Dec 2018) <sup>6</sup> 06 (Dec 2018 Cumulative)	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.	\$6000	There may be competing priorities which may delay the reporting process
<b>1.3.B.</b> Number of dialogues/ consultations held by NHRC with government authorities and CSOs for preparation of reports to international Human Rights mechanisms	0	1 (2017) 2 (2018) 1 (2019) 6 (2020) 10 (2020 Cumulative)	09 (Nov 2017) <sup>7</sup> 02 (Dec 2018) <sup>8</sup> 11 (Dec 2018 Cumulative)	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.		There may be competing priorities which may delay the reporting process

*P. Lalan.*

<sup>5</sup> ICCPR-International Covenant on Civil and Political Rights; CMW-Committee of Migrant Workers; UPR- Universal Periodic Review have been submitted.

<sup>6</sup> ICESCR-International Covenant on Economic, Social and Cultural Rights & participation to the UPR review

<sup>7</sup> As of December 2017, a total of 9 consultations were conducted (CMW -1, UPR - 8)

<sup>8</sup> Consultation on ICESCR: February 2018 & Mock UPR May 2018

## PROJECT MONITORING AND EVALUATION PLAN

<p>1.3 C. Number of recommendations made by rights forums that have resulted in implementation or policy advice or procedural changes.</p>	<p>0</p>	<p>50% (2017) 50% (2018) 50% (2019) 50% (2020) 50% of total decisions (2020 Cumulative) (disaggregated by thematic area including gender)</p>	<p>3 (December 2017)<sup>9</sup> 3 (December 2018)<sup>10</sup> 6 (Dec 2018 Cumulative)</p>	<p>Review of NHRC reports.</p>	<p>NHRC reports, Rights Forums reports, Annual review.</p>	<p>Annually</p>	<p>NHRC, Project Team, M&amp;E Expert.</p>	<p>An increasingly restrictive political and civil rights environment may stifle human rights dialogue. Key stakeholders may be unwilling to participate in activities.</p>
<p>1.4) Number of Human Rights focal points across the Government re-established and that actively participates in the decision-making process of the NHRC Human Rights forums.</p>	<p>0</p>	<p>5 (2017) 5 (2018) 5 (2019) Male -4, Female -1 10 (2020) 25 (2020 Cumulative) Male -20, Female -5</p>	<p>4 (Dec 2017)<sup>11</sup> Deferred for 2019</p>	<p>Review of NHRC reports and Government office orders and ToRs.</p>	<p>NHRC reports, Government office order, ToRs.</p>	<p>Annually</p>	<p>Government, NHRC, Project Team, M&amp;E Expert.</p>	<p>An increasingly restrictive political and civil rights environment may stifle human rights engagement.</p>

*P. Islam.*

<sup>9</sup>. 1. Drafting of CRMA (Child Marriage Restrain Act) rules, 2. Consolidating the road map on disabilities, 3. Recommend discussions on Anti discriminatory law

<sup>10</sup> Business & Human Rights, Rohingya, PWD

<sup>11</sup> In a policy level session to launch the UPR consultations the need for reactivating the Government Human Rights Focal Persons were discussed with 4 Human Rights Focal Persons participating. As a next step NHRC, B 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.

## PROJECT MONITORING AND EVALUATION PLAN

<p><b>1.5</b> Extent to which NHRC has demonstrated a proactive approach in</p> <ol style="list-style-type: none"> <li>1. Finalizing SOPs</li> <li>2. Establish NHRC – Fund</li> <li>3. Recruit needed staff</li> <li>4. Build staff capacity</li> <li>5. Outreach of services following and applying a i) HRBA and ii) mainstreaming gender issues.</li> </ol>	<p>0</p>	<p>i) 0% (2017) ii) 20% (2018) i) 20% (2019) ii) 40% (2020) i) 80% (2020 Cumulative) ii) 0% (2017) iii) 20% (2018) ii) 20% (2019) ii) 40% (2020) ii) 80% (2020 Cumulative)</p>	<p>i) 15% (Dec 2017)<sup>12</sup> ii) 10% (Dec 2018)<sup>13</sup> iii) 10% (Dec 2018)</p>	<p>Review of relevant NHRC documents.</p>	<p>NHRC strategies, legal documents, legal advisories, SOPs.</p>	<p>Annually</p>	<p>NHRC, Project Team, M&amp;E Expert.</p>	<p>Government of Bangladesh removes or reduces resources to NHRC and priorities may change.</p>
<p><b>1.6</b> % of trained human rights defenders who have reported a human rights situation or violation to NHRC.</p>	<p>0</p>	<p>10% (2017) 10% (2018) 10% (2019) Male-7% Female-3%</p>	<p>50 Nos (Dec 2017)<sup>14</sup> Male-38 Female-12</p>	<p>Review of NHRC reports, Training record sheet</p>	<p>NHRC reports, Programme reports</p>	<p>Annually</p>	<p>NHRC, Project team, M&amp;E Expert</p>	<p>Trained HRDs remain active in Human Rights reporting throughout the programme period.</p>

*T. Khan.*

<sup>12</sup> -SOPs: The SOPs were discussed at the Commission meeting and awaiting approval on next steps (15% achieved).  
<sup>13</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>14</sup>-Official and Staff: 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.  
 -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.

## PROJECT MONITORING AND EVALUATION PLAN

			Reporting not yet done																
20% (2020)																			
50% (2020 Cumulative)																			
Male-40%, Female-10%																			
1 (2017)	0		1 (July 2017) <sup>15</sup>	Review of NHRC annual reports.	NHRC annual report.	Annually	NHRC, Project Team, M&E Expert.												
1 (2018)			Pending																
2 (2019)																			
1 (2020)																			
5 (2020 Cumulative)																			
<b>Expected Outcome 2: CSO/CBOs raise human rights awareness and promote a human rights culture. (HIRP output-2)</b>																			
Outcome Indicators	Baseline (2016)	Target (2020*)	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										
*Unless otherwise stated																			
2.1) Number of human rights legislative or policy consultations between Government and CSO/CBOs resulting implementation or policy advice or procedural changes (linked with 1.1 C)	0	1 (2017) 1 (2018) 2 (2019) 1 (2020) 5 (2020 Cumulative)	3 <sup>16</sup> (Dec 2017) 3 (December 2018) <sup>17</sup> 6 (December 2018)	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.		An increasingly restrictive political and civil rights environment may stifle human rights dialogue.										
2.2) % trained CSOs reporting on international obligations of	0	10% (2017) 10% (2018) 20% (2019)	One training conducted on HRBA for CSOs <sup>18</sup>	Review of NHRC reports, and	Submissions made to the	Annually	NHRC, Project Team, M&E Expert.		An increasingly restrictive political and civil rights										

*R. Khan*

<sup>15</sup> NHRC has prepared report on human rights situational analysis from January to June 2017 and uploaded NHRC website. The another report will be prepared from July to December 2017.

<sup>16</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>17</sup> Business & Human Rights, Rohingya, PWD

<sup>18</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

## PROJECT MONITORING AND EVALUATION PLAN

Bangladesh under selected treaties	10% (2020) 50% (2020 Cumulative)	40% CSOs (December 2018) <sup>19</sup>	international forums	environment may hamper human rights reporting
Project Output Indicators	Baseline (Year)	Progress Against Target (M/Y)	Means of Verification (data sources)	Resources (M&E Assumptions and Risks Cost)
	Target (Year)		Data Collection Methods (M&E Activities)	Responsibilities
2.3) Number of coalitions formed through the challenge fund to advance Human Rights initiatives/actions of CSOs/CBOs at grassroots level.	0	15 (Dec 2017) <sup>20</sup> 18 (Nov 2018) <sup>21</sup>	NHRC reports, coalition official documents, challenge fund report, and monitoring field visits.	\$6000
2.4) Number of HR victims benefiting from legal aid services or referrals to other services including psychosocial support services	0 <sup>22</sup>	A draft MOU is developed and on process for signing the MOU between NHRC and NLASO <sup>23</sup> to ensure support services to victims of HR. 30 (Nov 2018 <sup>24</sup> ) 30 (Cumulative 2020)	CSO reports	NHRC, Project Team, M&E Expert.
			CSO narrative reports, HR data base	Annually total
			CSO reports	NHRC, Project Team, M&E Expert.
			CSO reports	CSO and NLASO willing to work in a coordinated manner

*P. Islam*

<sup>19</sup> 07 CSOs reported on international obligation out of 18 CSOs in 2018.

<sup>20</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>21</sup> 3 CSOs Platform established in three Districts at grassroots level.

<sup>22</sup> No referral services currently exist.

<sup>23</sup> National Legal Aid Service Organization

<sup>24</sup> 30 Cases were referral to District Legal Aid Office. (Male-6, Female-22 & Girls-2) by PULSE Bangladesh

## PROJECT MONITORING AND EVALUATION PLAN

2.5) Number of human rights defenders' active on new online forum	0	50 (2017) 50 (2018) 100 (2019) 50 (2020) 250 (2020) Cumulative	24 Nos. (December 2017) <sup>25</sup> Male-20 Nos. Female-4 Nos. 87 Nos (December 2018) <sup>26</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.	Possible continued violence directed at online activists.
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% (2020) Cumulative ii) >50% (2017) ii) >50% (2018) ii) 40% (2019) ii) 50% (2020) iii) 50% (2020) Cumulative	i) 80% <sup>27</sup> (Dec 2017) ii) 73% (Dec 2017) i) 100% (Nov 2018) ii) 87% (Nov 2018)	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.	Further politicisation of civil society and media may compromise engagement.
2.6 B) Number of rights forums jointly undertaken by NHRC thematic committees and CSOs to discuss contemporary human right issues	TBS <sup>28</sup>	5 (2017) 5 (2018) 5 (2019) 10 (2020) 25 (2020) Cumulative	11 <sup>29</sup> (Dec 2017) 11 (Dec 2018)	NHRC reports, and CSO/CBO reports.	CSO narrative reports submitted to HRP	Annual	NHRC, Project Team, M&E Expert.	NHRC remains flexible to include CSO in the thematic committee dialogues.

*T. Islam*

<sup>25</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>26</sup> 87 HRDs are active in offline forum.

<sup>27</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>28</sup> Baseline Survey would be conducted in November 2017 by the selected NGOs/CSOs.

<sup>29</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.

## PROJECT MONITORING AND EVALUATION PLAN

2.7) % of students with increased awareness of human rights as a result of school campaigns with CSO/CBOs.	TBS <sup>30</sup>	10% (2017) 10% (2018) 10% (2019) Male-7%, Female-3% 20% (2020) 50% (2020 Cumulative) Male-30%, Female-20%	986 (December 2017) <sup>31</sup> 17.99% (2693 Nos Nov 2018)	Sample Survey	Survey Report	Before and after school campaigns	CSO/CBOs, NHRC, Project Team, M&E 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>									
<b>Outcome indicators</b>	<b>Baseline (2016)</b>	<b>Target (2020*)</b> *Unless otherwise stated	<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>
3.1) Number of cases reported against law enforcement agencies and police to NHRC.	50% of total cases	10% (2017) 10% (2018) 10% (2019) 20% (2020) 40% of total cases (2020 Cumulative) (<2% per year) Male -20% Female -10% Ethnic -10%	50 % (46 Number cases Dec 2017) <sup>32</sup> 74% (69 cases Reported Dec 2018) <sup>33</sup>	Review of NHRC Annual Reports, NHRC UPR Stakeholder Report, Case Management System. Key Informant Review (KII)	NHRC Annual Reports, UPR Stakeholder Report. Case Management System. 18-month review report	Annually	NHRC, Police, Project Team, M&E Expert.		An increasingly restrictive political and civil rights environment may stifle human rights reporting.

*P. Selvan.*

<sup>30</sup> Baseline Survey would be conducted in November 2017 by the selected NGOs/CSOs.

<sup>31</sup> Achieved by DHRUBO-325, NARIPAKKHO-61, UMUS-100 and Rupanar Uddyog-500 students.

<sup>32</sup> NHRC received 46 Number of cases from NGOs and others against law enforcement agencies and police and 100% were sent for action.

<sup>33</sup> 69 Cases were received against LEA and 51 Cases were sent for action.



## PROJECT MONITORING AND EVALUATION PLAN

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
3.2) Number of 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) 50% (2020 Cumulative)	0 (Dec 2017) <sup>34</sup> 48 CSOs (December 2018)	Reports from CSOs and police Satisfaction Survey	Data base – HRDs and CSO feedback, Survey Report.	Annually	Police, UNDP, Project Team, M&E Expert.		Willingness of LEAs to work with CSOs
3.3) % of human rights champions and focal points actively engaged in human rights events and actions.	0	15% (2017) 15% (2018) 15% (2019) 30% (2020) 75% (2020 Cumulative) (Male-30%, Female-25%, Ethnic-20%)	0 (Dec 2017) 7 (Dec 2018)	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.	\$6000	Partnerships with police may become challenging to implement.

*R. Selvan.*

<sup>34</sup> Survey is pending and to be conducted in June 2018.

## PROJECT MONITORING AND EVALUATION PLAN

<p>3.4) % of police officials that have better understanding of Human Rights issues as a result of human rights advocacy and campaigns.</p>	<p>November 2017</p>	<p>3% increase (2017) 10 % increase (2018) 10 % increase (2019) 10% (2020) 15% increase (2020) Cumulative)</p>	<p>Work ongoing to design the framing curricular for police 100 Nos ( Dec 2018 )</p>	<p>Sample survey, review of Police reports and monitoring visit reports.</p>	<p>Sample survey, Police reports and monitoring field visits.</p>	<p>Annually.</p>	<p>Police, Project Team, M&amp;E Expert.</p>	<p>Partnerships with police may become challenging to implement.</p>
<p>3.5) Number of times the police take part in human rights dialogues with the NHRC and CSOs.</p>	<p>0</p>	<p>2 ( 2017 ) 3 ( 2018 ) 2 ( 2019 ) 3 ( 2020 ) 10 ( 2020 ) Cumulative)</p>	<p>2 (Dec 2017)<sup>35</sup> 4 (Dec 2018) 6 (Cumulative Dec 2018)</p>	<p>Review of NHRC reports and monitoring visits reports.</p>	<p>NHRC reports and monitoring field visits, HRP Report</p>	<p>Annually.</p>	<p>Police, Project Team, M&amp;E Expert.</p>	<p>Partnerships with police may become challenging to implement.</p>
<p>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.</p>	<p>0</p>	<p>10% (2017) 10% (2018) 10% (2019) 20 % (2020) 50% (2020) Cumulative)</p>	<p>0 (Dec 2017) No Progress till to date</p>	<p>Review of Police reports, ToRs and monitoring visits reports.</p>	<p>Police reports, ToRs and monitoring field visits.</p>	<p>Annually.</p>	<p>Police, Project Team, M&amp;E Expert.</p>	<p>Partnerships with police may become challenging to implement.</p>
<p><i>Expected Outcome 4: NHRC and national stakeholders better protect and promote women's rights. (HRP Output 4)</i></p>								

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## PROJECT MONITORING AND EVALUATION PLAN

Outcome Indicators	Baseline (2016)	Target (2020*) *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>4.1</b> Number of cases that the legal aid offices / centres provided legal assistance/advise to women and children victims of violence (and other vulnerable groups).	0	1 (2017) 5 (2018) 3 (2019) 1 (2020) 10 (2020 Cumulative)	An MOU is under process ( Dec-17) <sup>36</sup>  52 Nos ( Dec 2018 )	Review of Police Women Support and Investigation Division reports. Key informant Interview (KII)	Police Women Support and Investigation Division reports	Annually	Project Team, M&E Expert.		Partnerships with police may become challenging to implement.
<b>4.2</b> % of women population who understands and are aware of their rights as a human being and as women. <sup>37</sup>	57% (2014)	10% (2017) 20% (2018) 20% (2019) 20% (2020 ) 70% (2020 Cumulative)	10 % (699 Number of women (Dec 2017) <sup>38</sup> 4.67% (Dec 2018) <sup>39</sup> 5% (Cumulative Dec 2018)	Sample Survey	Survey report	At least once throughout programme.	NHRC, Project Team, M&E 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>
<b>4.3</b> % of school students (including teachers) that have a better understanding on women and girl's rights after campaigns.	November 2017	5% (2017) 10 % (2018) 5% (2019) 20% increase over baseline (2020 Cumulative)	10% (447 Number of Students (Dec 2017) <sup>40</sup>  14% ( Dec 2018 ) <sup>41</sup>	Sample Survey	Sample Survey Report, MTR Report	Two times (Before and after school campaigns)	Ministry of Education, NHRC, Project team, M&E Expert	\$6000	Relationships between CSOs/CBOs/HRDs with School and local authorities remain functional.

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<sup>36</sup> HRP supported NHRC, B to draft a MOU with NIASO and discussion are ongoing to finalize the MOU.

<sup>37</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>38</sup> Achieved by NARIKAKHO-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>39</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>40</sup> 61 Students aware on human right and sexuality achieved by the NARIKAKHO 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

<sup>41</sup> 600 students between age groups 11-15 Years out of 4,125 Students in 2018.

## PROJECT MONITORING AND EVALUATION PLAN

Further politicisation of civil society may compromise social engagement.									
Priorities of NHRC may change with consequences for engagement on women's rights. Further politicisation of civil society may compromise engagement.	NHRC, Police, Ministry of Home Affairs, Project Team, M&E Expert.	Annually	NHRC reports, Police reports, Ministry of Home Affairs reports, 18 Months review report	Review of rights dialogues/NHRC reports.	1 (December-2017) <sup>42</sup> 1 (Dec 2018) 2 (Cumulative Dec 2018)	1(2017) 2(2018) 1(2019) 1 (2020) 5 (2020 Cumulative)			
Change in political climate increases pressure on NHRC and reduces perception of independence.	NHRC, NNPC, CSO/CBOs, Project Team, M&E Expert.	Annually	NHRC CMS reports, NNPC and CSO/CBO reports.	Review of NHRC CMS reports and NNPC and CSO/CBO reports.	50 % (45 Number of Complaints (Dec 2017) <sup>43</sup> 61% of total complaints (Dec 2018) <sup>44</sup>	20% (2017) 20% (2018) 40% (2019) 20 % (2020 ) 100 % (2020 Cumulative)			
<b>Expected Outcome 5: NHRC and national stakeholders better protect and promote the rights of ethnic minorities. (HRP Output-5)</b>									
<b>Outcome Indicators</b>	<b>Baseline (2016)</b>	<b>Target (2020*)</b>	<b>Progress Against Target (M/Y)*</b>	<b>Data Collection Methods</b>	<b>Frequency</b>	<b>Responsibilities</b>	<b>Resources (M&amp;E Cost)</b>	<b>Assumptions and Risks</b>	

<sup>42</sup> A separate Rules on Child Marriage Restraint Act 2017 formulated and submitted to Ministry of Women and Children Affairs.

<sup>43</sup> NHRC received 45 number of complaints of women's rights violations from NGOs and individual victim and 100% are in action.

<sup>44</sup> NHRC received 33 complaints of women's rights violations of which 22 complaints (61%) are in under process of solution or referral.

## PROJECT MONITORING AND EVALUATION PLAN

	*Unless otherwise stated	(M&E Activities)	Survey Report	Mid and End of the Project	NHRC, Project Team, M&E Expert.			
5.1) % of ethnic minority population aware of their human rights and as "indigenous People" as per international human rights instruments. <sup>45</sup>	0 5% (2017) 5% (2018) 5% (2019) 5% (2020) 20% increase from Baseline (2020 Cumulative)	Review of surveys.	Survey Report	Mid and End of the Project	NHRC, Project Team, M&E Expert.			An increasingly restrictive rights environment may stifle human rights promotion.
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) 0 (2019) 1 (2020) 2 (2020 Cumulative)	Review of government reports, laws and policies, NHRC, CSO/CBO reports.	Government reports, NHRC reports, CSO/CBO reports.	Mid and End of the Project	NHRC, Project Team, M&E Expert			An increasingly restrictive political and civil rights environment may stifle human rights promotion of minority rights.
<b>Project Output Indicators</b>	<b>Baseline (Year)</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>	
5.3) % collaborations between the NHRC (including regional offices) and i) parliamentary caucus and ii) CSOs/CBOs that have resulted in at least one policy initiative or campaign on ethnic minority rights.	i) 0 ii) 0	Review of NHRC reports and MoUs.	NHRC reports, MoUs, and Parliamentary Caucus and CSO/CBO reports.	Annually	NHRC, Parliamentary Caucus, CSO/CBOs, Project Team, M&E Expert.	\$6000	Further politicisation of civil society may compromise engagement. Priorities of NHRC change having consequences for engagement with CSOs working on ethnic-minority rights.	

*P. Islam.*

<sup>45</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>46</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>47</sup> 47,536 ethnic and excluded minority communities are aware on their rights form a total population of 1,96,323 in 2018.

<sup>48</sup> The draft "Position Paper" on a separate land commission for plain land ethnic minorities have been sent to 8 Policy makers (Parliamentary Caucus members) for their feedback.

<sup>49</sup> Bangladesh Ethnic Minorities Act drafted by RDC.

<sup>50</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.



## PROJECT MONITORING AND EVALUATION PLAN

5.6) % of youth leaders trained have become active in transforming their leadership role to promote the rights of ethnic minorities.	0	15% (2017) 20% (2018) 25% (2019) 10% (2020) 70% (2020 Cumulative) [Disaggregation: sex and ethnic minority]	67% (Dec 2017) <sup>54</sup> Male-41% Female-26% 61% <sup>55</sup> (Dec 2018)	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.	Priorities of NHRC change having consequences for engagement with CSOs working on ethnic-minority rights.																		
5.7) No. of ethnic minority representatives included and active in the respective UP standing committees.	November 2017 (Survey would be conducted)	20 (2017) 20 (2018) 30 (2019) 30 (2020) 100 (2020 Cumulative)	4 (Dec 2017) <sup>56</sup> Men-2, Women-2 48 Nos. (Nov - 2018) Women-25 Men-23	Assessment of UP standing committees	Programme reports, Committee lists	Annually	UPs, ethnic minority CSOs/CBOs, Project team, M&E Expert	LG authorities (UP) in ethnic minority prone areas have positive mind set to include ethnic minority representatives in the UP SC																		
<p><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 marginalised groups</b></p> <p><b>SP Output Indicators with code number</b></p> <table border="1" data-bbox="1181 56 1324 2128"> <thead> <tr> <th>Baseline (Year)</th> <th>Target (Year 2020)</th> <th>Progress Against Target (M/Y)</th> <th>Data Collection Methods (M&amp;E Activities)</th> <th>Means of Verification (data sources)</th> <th>Frequency</th> <th>Responsibilities</th> <th>Resources (Cost)</th> <th>Assumptions and Risks</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>									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									
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																		

*P. De la Cruz*

<sup>54</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>55</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 1077 . Grand Total is 1174 and active is 723 Nos)

<sup>56</sup> Data collected from UMMUS CSOs final report submitted.

## PROJECT MONITORING AND EVALUATION PLAN

<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 MOL/PA</p>	<p>a) Yes</p> <p>b) Yes</p>	<p>a) No (Dec 2018)</p> <p>b) No (Dec 2018)</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</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>									
<p><b>SP Output Indicators with code number</b></p>	<p><b>Baseline (Year)</b></p>	<p><b>Target (Year)</b></p>	<p><b>Progress Against Target (MY)</b></p>	<p><b>Data Collection Methods (M&amp;E Activities)</b></p>	<p><b>Means of Verification (data sources)</b></p>	<p><b>Frequency</b></p>	<p><b>Responsibilities</b></p>	<p><b>Resources (Cost)</b></p>	<p><b>Assumptions and Risks</b></p>
<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) No</p> <p>b) No</p> <p>c) No</p>	<p><b>2018:</b></p> <p>a) No</p> <p>b) No</p>	<p>a) No</p> <p>b) No</p>	<p>Government records (administrative data, budget</p>	<p>Annual Report</p> <p>Mid-Term Evaluation Report</p>	<p>Annually</p>	<p>NHRC, ICC Sub-Committee,</p>	<p>No additional is needed</p>	<p>1. NHRC remains flexible to include CSO in the thematic committee dialogues</p>

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## PROJECT MONITORING AND EVALUATION PLAN

	d) No e) No f) No	c) No d) No e) Yes f) No <b>2019:</b> a) Yes b) No c) No d) No e) Yes f) No <b>2020:</b> a) Yes b) Yes c) Yes d) Yes e) Yes f) No	c) No d) No e) Yes f) No (Dec 2018)	allocations, planning documents) on the adoption of proposals.	Project Team, M&E Expert	2. GoB is willing to accept proposals of rights forums
a. Discrimination in labour markets (formal and informal sectors)						
b. Access to and control over assets and services						
c. Regulation of identity, tenancy rights, inheritance, marital status						
d. Reduction or redistribution of unpaid care work						
e. SGBV						
f. Others						

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## PROJECT MONITORING AND EVALUATION PLAN

<b>Key Result 1 (2019): Changed Human rights legislative or policies are recommended and implemented</b>						
Indicators	Baseline (Year)	Target (M/Year)	Progress Against Target (M/Y)*	Evidence		
				Full Title	Date of Publication	Author Link (if available)
2.1 Number of human rights legislative or policy consultations between Government and CSO/CBOs resulting implementation or policy advice or procedural changes	Baseline: 0	02 (2019)		Quarterly Result Report		
				Annual Report		
1.3 C. Number of recommendations made by rights forums that have resulted in implementation or policy advice or procedural changes.	Baseline: 0	50% (2019)		Quarterly Result Report		
				Annual Report		
<b>Key Result 2 (2019): CSOs and HRDs expressed their satisfaction on the role of coordination by the law enforcement officers regularly.</b>						
3.2) Number of CSOs and HRDs expressing their satisfaction on the role of coordination by the law enforcement officers/	0	20% increase (2019)		Quarterly Result Report		
				Annual Report		

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## PROJECT MONITORING AND EVALUATION PLAN

Key Result 3 (2019): Legal framework to address GBV has been formulated and submitted to GoB.					
4.4) Number of policy or service recommendations made as a result of rights dialogues on GBV with stakeholders: Bangladesh Women Police Network, VSU, Women Judges Network and CSO/CBOs.	0	01 (2019)	Quarterly Result Report Annual Report		
Key Result 4 (2019): International instruments/national laws/acts/policies on the rights of ethnic minority and other vulnerable groups adopted and implemented by government					
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	01 (2019)	Quarterly Result Report Annual Report		
5.3) % collaborations between the NHRC (including regional offices) and i) parliamentary caucus and ii) CSOs/CBOs that have resulted in at least one policy initiative or campaign on ethnic minority rights.	i) 0 % ii) 0%	i) 10 % (2019) ii) 10% (2019)	Quarterly Result Report Annual Report		

CPD Output 2.1 Civil society, interest groups, relevant government agencies and political parties leaves 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

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## PROJECT MONITORING AND EVALUATION PLAN

<p><b>[CPD Indicator 2.1.1.]</b> : 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 mechanisms/platforms to engage civil society (with a focus on women, youth or excluded groups)</p>	<p>Baseline (2016): low (on 3 groups)</p>	<p>0 (2017) 0 (2018) Medium (2019) By 2020: medium (on 3 groups)</p>	<p>There is no significant progress up to now. (Dec 17) 0 (2018)</p>	<p>Review the Documents and annual reports</p>	<p>Human Right Commission Report Mid Term and Final Evaluation Report</p>	<p>Annually</p>	<p>NHRC, M&amp;E Expert of HRP project</p>	<p>US \$ 500</p>	<p>Government may reluctant to provide real information</p>
<p><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></p>									
<p><b>CPD Output Indicators</b></p>	<p><b>Baseline (Year)</b></p>	<p><b>Target (Year) (2020)</b></p>	<p><b>Progress Against Target (M/Y)</b></p>	<p><b>Data Collection Methods (M&amp;E Activities)</b></p>	<p><b>Means of Verification (data sources)</b></p>	<p><b>Frequency</b></p>	<p><b>Responsibilities</b></p>	<p><b>Resources (Cost)</b></p>	<p><b>Assumptions and Risks</b></p>
<p><b>[CPD 2.2.2.]:</b> Extent to which operational institutions have the capacity to support fulfilment of nationally and internationally</p>	<p>A review of the NHRC act was conducted in 2014 and recommendations to amend the</p>	<p>3 (composite based on scaling – see footnote)<sup>57</sup> 0 (2018)</p>	<p>NHRC has displayed a very autonomous approach in handling</p>	<p>Review of NHRC report, GoB report</p>	<p>Published NHRC report, GoB report</p>	<p>Annually</p>	<p>NHRC, M&amp;E Expert of HRP project</p>	<p>US\$ 500</p>	<p>Sometimes government shifts its priority for publishing national monitoring report</p>

<sup>57</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.

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## PROJECT MONITORING AND EVALUATION PLAN

ratified human rights obligations	act was submitted to the MOLJPA	selected issues <sup>58</sup> Analysis of the composite indicators show that NHRC has achieved medium level results. See Note <sup>59</sup> (Dec 2018)	Review of Report of National Legal Aid Services Organization, NHRC	Report of National Legal Aid Services Organization, NHRC	Annually	NHRC, M&E Expert of FHRP project	US\$.500	NHRC and NLSO willing to work in a coordinated manner
<b>[CPD Indicator 2.2.3]</b> Number of cases resolved through legal aid services to the poor and disadvantaged groups.	No referral services currently exists.	50 (2017) 50 (2018) 50 (2019) 200 (2020) <sup>60</sup>	Review of Report of National Legal Aid Services Organization, NHRC	Report of National Legal Aid Services Organization, NHRC	Annually	NHRC, M&E Expert of FHRP project	US\$.500	NHRC and NLSO willing to work in a coordinated manner
<b>[CPD Indicator 2.2.4.1]</b> Number of victim cases of sexual and gender-based violence redressed through institutional responses <sup>61</sup> .	0 In 2016-750 (Sources UNDP Data base) <sup>62</sup>	45 Number of complaints (Dec 2017) <sup>63</sup> . 20 Complaints (Dec 2018)	Review of Report of National Legal Aid Services Organization, NHRC	Report of National Legal Aid Services Organization, NHRC	Annually	NHRC, M&E Expert of FHRP project	US\$.500	NHRC and NLSO willing to work in a coordinated manner

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<sup>58</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. Where as issues related to minority matters and enforced disappearance NHRC was not too proactive and was less assertive.

<sup>59</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>60</sup> At least 50 referrals per year

<sup>61</sup> NHRC received 46 Number of cases from NGOs and others against law enforcement agencies and police and 100% were sent for action.

<sup>62</sup> Source: UNDP database 'Strengthening response to gender-based violence'

<sup>63</sup> NHRC received 45 number of complaints of women's rights violations from NGOs and individual victim and 100% are in action.

## PROJECT MONITORING AND EVALUATION PLAN

<i>(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</i>									
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>64</sup>	10% (2017) 10% (2018) 10% (2019) 50% (2020)	An MOU has been proposed between NHRC and NLASO <sup>65</sup> to ensure the coordination of LA to victims of HR	Review of Report of National Legal Aid Services Organization, NHRC	Report of National Legal Aid Services Organization, NHRC	Annually	M&E Expert of HRP project	No additional is needed	Sometimes government shifts its priority for publishing national monitoring report
<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>66</sup>	Review of Report of NHRC	Report of NHRC	Annually	M&E Expert of HRP project	No additional is needed	1. NHRC remains flexible to include CSO in the thematic committee dialogues. 2. GoB is willing to accept proposals of rights forums

*[Signature]*

<sup>64</sup> No referral services currently exist.

<sup>65</sup> National Legal Aid Service Organization

<sup>66</sup> 1. drafting of CRMA<sup>66</sup> rules. 2. Consolidating the road map on disabilities. 3. Re-commence discussions on Anti-discriminatory law

## PROJECT MONITORING AND EVALUATION PLAN

<i>5.1 End all forms of discrimination against all women and girls everywhere</i>									
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
<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	No Progress up to now	Review of GoB reports	GOB reports	Annually	M&E Expert of HRP project	No additional is needed	Sometimes government shifts its priority for publishing national monitoring report
<i>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</i>									
SDG 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>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 MOJ, JPA	0 (2017) 0 (2018) 0 (2019) 3 (composite based on scaling – see footnote 6)	Several follow ups were done by NHRC with MOJ, JPA. As next steps a discussion session on the amendment is planned.	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.	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.

*R. Islam.*

## PROJECT MONITORING AND EVALUATION PLAN

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
Project review at 18 months of HRP Project	(SP Outcome 2) Citizen expectations for voice, development, the rule of law and accountability are met by stronger systems of democratic governance	N/A	UNDP	18 months' Project review	22 October 2017	23 November 2017 (25 Working Days)	7,500 US \$	Donor/Project Budget	Individual National Consultant to be hired, 300 US \$ Per Day
Mid-term Evaluation of HRP Project	(SP Outcome 2) Citizen expectations for voice, development, the rule of law and accountability are met by stronger systems of democratic governance	N/A	UNDP	Mid-term Project Evaluation	1 Dec 2018	31 January 2018 (60 Working Days)	30,000 US \$	Donor/Project Budget	The Consulting Firm to be recruited (A Team consisting 4 Consultants,)
Final Evaluation of HRP Project	(SP Outcome 2) Citizen expectations for voice, development, the rule of law and accountability are met by stronger systems of democratic governance	N/A	UNDP	Final Project Evaluation	1 June 2020	30 August 2020 (six months before project end) 90 Working Days	40,000 US \$	Donor/Project Budget	The Consulting Firm to be recruited (A Team consisting 4 Consultants,)
Client satisfaction sample surveys	(SP Outcome 2) Citizen expectations for voice, development, the rule of law and accountability are met by stronger systems of democratic governance	N/A	UNDP	Annual Perception survey	18 November 2018	20 December 2018 (30 Days)	2000 US \$	Donor/Project Budget	Conducted by HRP Component Leader and M&E Personnel
Sample baseline and impact surveys (understanding of students and teachers on women's and girls' rights/human rights)	(SP Outcome 2) Citizen expectations for voice, development, the rule of law and accountability are met by stronger systems of democratic governance	N/A	UNDP	Bi-annual/annual survey	1 November 2017 4 December 2018	30 November 2017 30 December 2018 Before and after school campaigns	2000 US \$	Donor/Project Budget	Conducted by NGOs/CSOs and assisted by HRP Component Leader and M&E Personnel
Perception survey (CSOs/HRDs on police coordination)	(SP Outcome 2) Citizen expectations for voice, development, the rule of law and accountability are met by stronger systems of democratic governance	N/A	UNDP	Perception survey	3 December in every Year	December 2018, December 2019 & (completed with 15 Days from starting)	2000 US \$	Donor/Project Budget	Conducted by HRP Component Leader and M&E Personnel

*T. Adnan.*



## PROJECT MONITORING AND EVALUATION PLAN

Sample survey (understanding of police on human rights)	(SP Outcome 2) Citizen expectations for voice, development, the rule of law and accountability are met by stronger systems of democratic governance	N/A	UNDP	Perception survey	3 December in every Year	December 2018, December 2019 & (Annual basis) (completed with 15 Days from starting)	2000 US \$	Donor/Project Budget	Conducted by HRP Component Leader and M&E Personnel
Perception survey (understanding of women on human rights)	(SP Outcome 2) Citizen expectations for voice, development, the rule of law and accountability are met by stronger systems of democratic governance	N/A	UNDP	Perception survey	3 June 2019	At least once throughout programme 21 June 2019 (15 Working Days)	2000 US \$	Donor/Project Budget	Conducted by HRP Component Leader and M&E Personnel
Perception survey (understanding of ethnic minority population on their rights)	(SP Outcome 2) Citizen expectations for voice, development, the rule of law and accountability are met by stronger systems of democratic governance	N/A	UNDP	Perception survey	2 Nov 2017 2 Dec 2018	20 Nov 2017 20 Dec 2018 Beginning and end of NGOs/CSOs implementing Project	2000 US \$	Donor/Project Budget	Conducted by NGOs/CSOs and assisted by HRP Component Leader and M&E Personnel

*P. L. Law.*

## PROJECT MONITORING AND EVALUATION PLAN

### M&E Budget/Expenditure in 2019

Description	Budget allocated in 2018 (USD)	Total cost spent in 2018 (USD)	Time spent on 1) Monitoring and 2) Evaluation
<b>1. Dedicated M&amp;E staff</b>			
a) M&E Specialist (SC)	17,500		Monitoring ( 80%) Evaluation ( 20%) Others ( % )
b) M&E Consultant (IC)	0		Monitoring ( % ) Evaluation ( % )
<b>Sub-Total</b>	<b>17,500</b>		
<b>2. Monitoring Activities</b>			
a) Monitoring travel	6,000		
b) Baseline survey	0		
<b>Sub-Total</b>	<b>6,000</b>		
<b>3. Evaluation Activities</b>			
a) 18-Month Project Review			
b) Mid-term evaluation			
c) Evaluation workshop			
d) Perception Survey	15,000		
<b>Sub-Total</b>	<b>15,000</b>		
<b>Grand Total</b>	<b>38,500</b>		
<b>Proportion to Total Project Budget/Cost</b>	<b>2.71%</b>		

As of 31<sup>st</sup> December 2019

P. Sulaiman.

**PROJECT MONITORING AND EVALUATION PLAN**

**Annexure-A**

**Human Rights Programme (HRP), UNDP**



Empowered lives,  
Resilient nations.

**Assessment Report of Training and Youth Leadership Role**

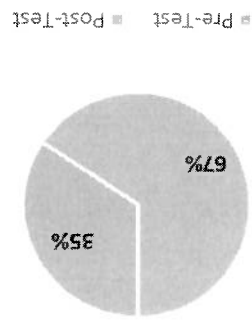
**A. Training on Human Rights Monitoring and Reporting for Human Rights Defender**

The Human Rights Programme (HRP) of UNDP-Bangladesh organized a three days training titled 'Human Rights monitoring and Reporting' on 25-27 July 2017 at YWCA, Dhaka. The core purpose of the training programme was to "strengthen capacity of Human Rights Defenders to perform better in promotion and protection of Human Rights at grassroots level". Total 24 Human Rights Defenders (Male=20 and Female=4) from five HRP priority districts (i.e. Satkhira, Cox's Bazar, Gaibandha, Sirajganj and Habiganj) participated in the training.

The training test result is mentioned in the below:

It is clearly seen that HRDs obtained good score in post-test compare to pre-test.

Graph-1: Score obtained by HRDs



**B. Assessment of the Leadership role of Youth Leaders' to promote the right of ethnic minority.**

The refreshers course on Actions and Engagement of Ethnic Minority Youth Leaders was held on 14-15 November 2017 at BICC.

At the end of refreshers course a comprehensive assessment was conducted using prescribed instrument. The assessment report depicts that around 95% trained youths are playing leadership role to promote rights of ethnic minority in grass root level. It was found from the quick assessment that more than 2008 ethnic minorities people are aware on their right through the role of youth leadership. Youth Leaders reported that among them 815 people are very satisfied with the leadership role of youths, whilst 1193 are only satisfied. 71% (27) youth Leaders out of 38 also reported that they have evidence like report, photos, news clipping etc. Some of them committed to submit the evidence later on.

Overall, 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 groups.

Around 67% Youth Leaders trained are active in transforming their leadership role to promote the rights of ethnic minorities.

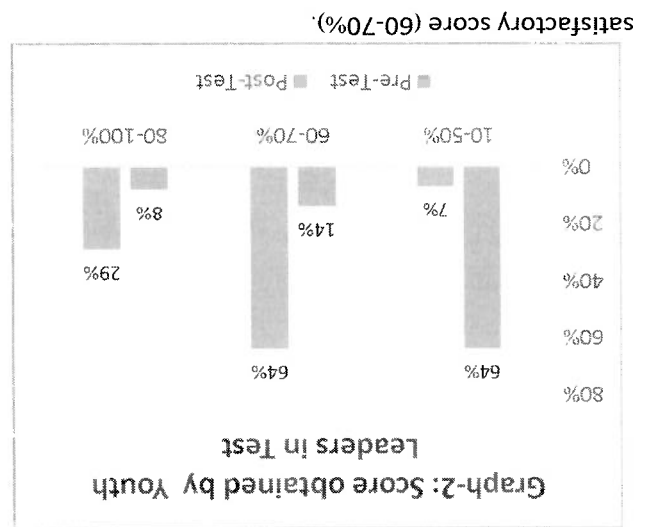
*1/1/2018*

## PROJECT MONITORING AND EVALUATION PLAN

### C. Training for Youth Leaders on Human Rights, Leadership and Youth Empowerment

The Human Rights Programme (HRP) of UNDP-Bangladesh organized a three days training for youth leaders on 10-12 April 2018 at NHRRC Conference room to build capacity on leadership role. Around 38 Youth Leaders participated in the training. They also participated in pre- and post-test, most of them obtained satisfactory score in post-test compare to pre-test. The test result is mentioned in the below.

The Graph-2 depicts the test result of youth leaders. It is found that 29% youth leaders obtained highest score while only 7% obtained less satisfactory result but majority obtained



R. J. Islam