







UNDP Bangladesh 2021 Annual Work Plan (AWP) Checklist

| Award ID: 00085027 | | Project ID: 00097336 | | Title: Human Rights Programme | |
|----------------------------|---|----------------------|----|-------------------------------|--|
| Format and General Issues: | | Yes | No | N/A | Comments |
| 1 | Submitted AWP is prepared in Standard Prescribed Format including AWP cover page | √ | | | Annex-1 (AWP) Annex-2 (MYP) |
| 2 | Atlas codes correctly mentioned (Award ID, Project ID, and Project title, Donor, Account, Fund etc.) | √ | | | |
| 3 | AWP Planning meeting conducted | √ | | | |
| 4 | Minutes of the Appraisal/Review meeting attached | √ | | | Annex-3 |
| 5 | Annual/Mid year Review Meeting conducted | | √ | | Annex-4 |
| 6 | Annual HR, Procurement and Communications plans are prepared and attached with AWP | √ | | | Annex-5 (HR) Annex-6 (PC) Annex-7 (Comm) |
| 7 | Resources are available to support the AWP | √ | | | |
| 8 | AWP is approved by the Implementing Partner, if applicable | | | √ | |
| 9 | AWP is endorsed/agreed by the Project Board/Steering Committee, if applicable | | | √ | |
| 10 | Signature of the Project Manager/NPD available in the AWP | √ | | | |
| Results Related Issues: | | Yes | No | N/A | |
| 1 | The AWP reflects overall priorities of the year | √ | | | |
| 2 | The activities are clearly defined (indicate what exactly will be done, to the point with | √ | | | |
| 3 | The activity lines spell out the geographic location wise intervention | √ | | | |
| 4 | Possible areas of collaboration with other projects have been considered in project activities | √ | | | |
| 5 | Outputs and activities are aligned to the UNDAF, CPD and project document (The listed activity/s can be directly attributed to the achievement of the expected country programme outputs) | √ | | | |
| 6 | The activity/s implemented with CSOs, academic institutions, other quasi-Governmental institutions, and other UN agencies as implementing partners are | √ | | | |
| 7 | A one page summary of intended/achievable results is attached | √ | | | Annex-08 |
| 8 | The Outcome / Intermediate Outcomes and Outputs are correctly entered as per the | √ | | | |
| 9 | M&E plan attached and adequately budgeted in the AWP | √ | | | Annex-09 |
| 10 | Field monitoring plan attached (for field-based project only) | | | √ | |
| 11 | Risk Log, Issue Log, monitoring Log updated in ATLAS and attached with AWP | √ | | | Annex-10 |
| 12 | Gender Marker is attributed in ATLAS | √ | | | |
| 13 | Lessons learned have been incorporated in the AWP, as per the last APR minutes | √ | | | |
| 14 | Baseline, Target and Deliverables for 2021 are aligned to the Results Framework | √ | | | Incorporated in M&E Plan |
| 15 | Baseline data for each indicator have been collected | √ | | | Incorporated in M&E Plan |
| 16 | Annual target for each indicator has been set | √ | | | Incorporated in M&E Plan |
| 17 | 3 to 5 annual key results have been identified and attached | √ | | | Incorporated in M&E Plan |
| 18 | The Targets and baselines are gender-disaggregated where a population group is being measured | √ | | | |
| 19 | Articulation of results of the AWP has followed the SMART and RBM guidelines | √ | | | |

| | | | | | |
|----|--|---|--|--|--------------------------|
| 20 | Assumptions and risks specific to each outcput and outcome is contextualised and clearly spelt out | √ | | | |
| 21 | Knowledge Management has been planned and budgeted | √ | | | Incorporated in M&E Plan |
| 22 | Generation and use of evidence - from monitoring, research and/or evaluation - has | √ | | | |
| 23 | The Budget comply with the spirit of Results Based Budgeting (RBB) | √ | | | |

| | | | | | |
|---|--|---|--|--|----------|
| 1 | Total proposed budget for the AWP does not exceed approved total project budget | √ | | | |
| 2 | The AWP budget is within the scope of the funds availability/commitment (available | √ | | | Annex-11 |
| 4 | Appropriate provisions are available according to the AWP Commisioning memo (Common cost, GMS, DPC, Communication, M&E etc.) | √ | | | Annex-12 |
| 5 | Updated list of Equipment assets with the project/Programme showing UNDP assets | √ | | | |
| 6 | The summary page reflects the resources | √ | | | |

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

| | |
|---|---|
| Reviewed by | Recommended by |
|  27-Jan-2021 |  27-Jan-2021 |
| Hamidur Rahman Admin and Finance Officer, Governance Portfolio | Md. Monzurul Islam Kamal Programme Associate, Governance Portfolio |
| |  27-Jan-2021 |
| Cleared by Programme Cluster: | Cleared by Partnerships Cluster: |
|  27-Jan-2021 |  |
| Ashekur Rahman Assistant Resident Representative Governance, Portfolio | Date: 06-Feb-2021 |
| Date: | |
| Signed by DRR/RR:  | Date: 06-Feb-2021 |

Clearance Certification
Project Document (AWP)
or
Project/Budget



| | |
|----------------------|--|
| SHORT TITLE : | NATIONAL HUMAN RIGHTS PROGRAMME |
|----------------------|--|

| | | |
|------------------------|---------------------------|-----------------------------|
| PROJECT NUMBER: | Award ID: 00085027 | Project ID: 00097336 |
|------------------------|---------------------------|-----------------------------|

(I) SUBMITTING PROGRAMME MANAGER: ANDREW MACGREGOR, CHIEF TECHNICAL ADVISER, 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.

Andrew Macgregor

Program Manager. Signature: Andrew Macgregor Date: 27-Jan-2021

(II) CLUSTER HEAD : Mr. Ashekur Rahman , ARR , Governance portfolio

I have reviewed and hereby recommend approval of this Project **AWP-2021**

Signature: *LC* Date: 27-Jan-2021

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

| CLEARANCE FROM DESK OFFICER: | CLEARANCE FROM ARR: |
|---|--|
| <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 Signature <i>Antarce</i> Date 06-Feb-2021 | Recommendation for approval Signature <i>[Signature]</i> Date 06-Feb-2021 |

VE

06-Feb-2021

Recommended/Approved by DRR

Approved by RR

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

United Nations Development Programme Budget -"J"
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 Agency | 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- Dec 2021 Key results are: UNDAF/CPD outcome 1.2 Democratic Governance Atlas award ID: 00085027 Project ID: 00097336 Covid Project ID: 00121476 Start date: 01 January 2016 End date: 31 December 2021 PAC meeting date: 01 December 2015 Management arrangements: DIM/DEX | Summary of Budget | | | |
|--|---|----------------------|----------------------|---------------------|
| | Fund | I | J | Increase / Decrease |
| | SIDA | 4,227,605.00 | 4,227,605.00 | - |
| | DANIDA | 270,880.40 | 268,577.00 | (2,303.40) |
| | SDC | 2,586,291.62 | 3,330,349.00 | 744,057.38 |
| | TRAC | 123,932.07 | 308,926.07 | 184,994.00 |
| | Sub-total output 97336-HRP | 7,208,709.09 | 8,135,457.07 | 926,747.98 |
| | SDC | 1,027,749.00 | 1,062,699.00 | 34,950.00 |
| | TRAC 2 | 252,000.00 | 252,000.00 | - |
| | Sub-totaal output 121476-Covid19 | 1,279,749.00 | 1,314,699.00 | 34,950.00 |
| | UNFUNDED | 2,109,111.91 | 1,147,413.93 | (961,697.98) |
| | Total USD | 10,597,570.00 | 10,597,570.00 | - |

Justification: The budget version J has been revised due to the below reasons:

1. SDC fund increased CHF 700,000 in the output 97336 - HRP
2. SDC fund added CHF 1000,000 in the output 121476-COVID19-HRP
3. TRAC2 fund added USD 252,000 in the output 121476-COVID19-HRP
4. DANIDA loss/gain USD (2,303.40) in the output 97335-HRP

Approved by _____

06-Feb-2021

Deputy Resident Representative, United Nations Development Programme, Bangladesh

| Atlas Project ID: 00097336 | | Annual Work Plan (AWP) for 2021: HRJP | | | | | | | | | | | | | |
|---|--|--|--|--|--|-----------|----|----|----|-------------------|-----------|-------|-------------|---------------------------------|--------------|
| Atlas Output ID: 00085027 | | | | | | | | | | | | | | | |
| Project/Programme Title: | | Human Rights and Justice Programme (HRJP) | | | | | | | | | | | | | |
| UNDAF Outcome 1.2: | | Justice and human rights institutions are strengthened to better serve and protect the rights of all citizens, including women and vulnerable groups. | | | | | | | | | | | | | |
| Applicable Output(s) from the UNDP Strategic Plan: | | By 2020, Justice and Human Rights institutions more effectively serve and protect the rights of all citizens, in particular women and ethnic minorities | | | | | | | | | | | | | |
| CPD Outcome: | | | | | | | | | | | | | | | |
| CPD 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 | | | | Planned Budget | | | | | |
| 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 | | | | Q1 | Q2 | Q3 | Q4 | Responsible Party | Fund Code | Donor | Budget Code | Budget Description | Amount (USD) |
| Atlas Activity # 1: The National Human Rights Commission (NHRC) can more effectively deliver on its mandate | | Activity-1 : Strengthened capacity_NHRC | | | | | | | | | | | | | |
| | | Activity-1.1: Thematic committees have the capacity to undertake rights dialogues. | | | | | | | | | | | | | |
| First Level Indicators: | | Activity-1.1.1: Support to NHRC thematic committees to undertake rights dialogues in their spheres. | | | | | | | | | | | | | - |
| 1) The extent to which the NHRC's legal framework and operation are aligned to the Paris Principles (ICC) | | Actions: NHRC strategic plan | | | | X | X | X | X | 001981 | 30000 | 00555 | 71300 | IC consultant | 6,000.00 |
| Baseline: to be set; Target 2020: 3 (composite based on scaling – see footnote 6) | | Action: TCs discussion including strategic plan, planning meeting, legal and policy reform | | | | X | X | X | X | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | 15,000.00 |
| | | Action: Integrated digital system of operationalization of NHRC | | | | X | X | | | 001981 | 30000 | 10282 | 72100 | Contractual Services-Companies | 50,000.00 |
| | | Action: strengthen capacity of commission and its staff (training etc.) | | | | X | X | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | 6,000.00 |
| Second level Indicators: | | Action: Research and knowledge management | | | | X | X | X | X | 001981 | 30000 | 00555 | 74200 | Printing & Publication | 5,000.00 |
| Indicator-1: % of decisions of the forums that have resulted in implementation or policy advise to government and parliament. | | Action: International reporting (i.e. ICCPR) | | | | | | X | X | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | 4,000.00 |
| Baseline: 0; Target: at least 50%. | | Activity 1.1.2: Produce Human rights research papers and ensure its well dissemination at different level | | | | | | | | | | | | | - |
| | | Activity 1.2: Improved mechanisms in place for NHRC to coordinate and partner with national authorities and civil society. | | | | | | | | | | | | | - |
| Indicator-5: Number of Human rights (annual) situational analysis reports produced from data collection system including CMS data and CSO/CBO/HRD data. | | Activity 1.2.1: Partnership with Parliamentary Caucus/standing committees | | | | | | | | | | | | | |
| Baseline: n/a; Target 2020: 5 (1 per year) | | Action: Coordination with different stakeholders (LEAs, Judiciary, NHRC Panel Lawyers, Ministries, NLASO, CSOs, HRDs, Media, Youths, interfaith leaders, Parliamentarians, academicians, private Sector stakeholders etc.) | | | | | | | | | | | | | |
| | | Action: SDGs and Human Rights Actions: coordination, monitoring and tracking of the functions of line ministries and Departments | | | | X | X | X | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | 8,000.00 |
| | | 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 | | | | | | | | | | | | | - |
| | | Activity 1.3.2: Support an NHRC led nation-wide year-long campaign | | | | | | | | | | | | | |
| | | Action: Campaign and Awareness raising (day observance, media communication etc.) | | | | X | X | X | X | 001981 | 30000 | 10282 | 75700 | Training, workshop & conference | 5,000.00 |
| | | Activity 1.4: A system of collecting and analysing human rights data is built and operational. | | | | | | | | | | | | | - |

| EXPECTED OUTPUTS <i>Components or major interim Results of the project ; To be shown as Activities in Atlas</i> | PLANNED ACTIVITIES Activity Results are the Outputs of the Project and Actions are the activities for achieving each output- not to be included in Atlas | Timeframe | | | | Responsible Party | Fund Code | Planned Budget | | | |
|--|---|-----------|----|----|----|-------------------|-----------|----------------|-------------|---------------------------------|------------------------|
| | | Q1 | Q2 | Q3 | Q4 | | | Donor | Budget Code | Budget Description | Amount (USD) |
| | Activity 3.5.1: Human rights desks are established in police HQs and in districts. | | | | | | | | | | |
| | Salary of National Programme Coordinator | X | X | X | X | 001981 | 30000 | 00555 | 71400 | Contractual Services - Individ | 82,000.00 |
| | Salary of Programme Officer | X | X | X | X | 001981 | 30000 | 10282 | 71400 | Contractual Services - Individ | 39,000.00 |
| | Office miscellaneous, UNDP cost recovery-DPC | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops and Confer | 4,785.00 |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | 8,277.50 |
| | GMS | | X | | X | 001981 | 30000 | 00555 | 75100 | Facilities & Administration | 6,960.00 |
| | | | X | | X | 001981 | 30000 | 10282 | 75100 | Facilities & Administration | 12,040.00 |
| Total of Atlas ACTIVITY 3 | SUB TOTAL : ACTIVITY 3 | | | | | | | | | | 269,562.50 |
| Atlas Activity # 4: NHRC and national stakeholders better protect and promote | Output # 4: Gender Capacity | | | | | | | | | | |
| | Output # 4.1. Greater advocacy and awareness of women's | | | | | | | | | | |
| | Activity 4.1.1 Develop Women's rights campaigns | | | | | | | | | | |
| | Action: Continue capacity development of relevant stakeholders (including NHRC, Youth and CSOs) on Gender and Diversity | X | X | X | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | 6,000.00 |
| | Action: Day Observation (IWD, VAW week) | X | X | X | | 001981 | 30000 | 10282 | 75700 | Training, workshop & conference | 5,000.00 |
| | | | | | X | X | 001981 | 30000 | 10282 | 74200 | Printing & Publication |
| | | | | X | X | 001981 | 30000 | 10282 | 72100 | Contractual Services-Companies | 5,000.00 |
| | Action: Awareness raising campaign on GBV particular focus on women safety in public spaces | X | X | X | X | 001981 | 30000 | 10282 | 75700 | Training, workshop & conference | 11,000.00 |
| | Awareness raising among adolescent and youths on HR including women rights/GBV (linked with OP-5) | X | X | X | | 001981 | 30000 | 10282 | 74200 | Printing & Publication | 13,000.00 |
| | | X | X | X | | 001981 | 30000 | 10282 | 72100 | Contractual Services-Companies | 30,000.00 |
| | Activity 4.1.2: NHRC is continuing to advocate for women's rights as a priority the national level. | | | | | | | | | | |
| | Action: Strengthen the functions of TC, NHRC to better promote women rights and child rights | X | X | X | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | 5,000.00 |
| | Action: Advocacy on legal reform (eg. new SH law and so on) | X | X | X | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | 5,000.00 |
| | Action: Support NHRC to submit the UN treaty body report | X | X | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | 5,000.00 |
| | Activity 4.1.2 | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | - |
| | Activity 4.1.3: Support the NHRC to work with Dalit community CSO's on women's empowerment | | | | | | | | | | - |
| | Activity 4.2.1: NHRC undertake campaigns with schools and with support from education ministry. | | | | | | | | | | |
| | Action: Discussion with NCTB, Education Ministry and other relevant stakeholders | X | X | X | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | 5,000.00 |
| | Action: Review the existing curriculum and Share the recommendation with NCTB, Education Ministry and other relevant stakeholders | X | X | X | | 001981 | 30000 | 00555 | 71300 | IC Consultant | 6,000.00 |
| | Activity 4.3. Law enforcement and police have the capacity to uphold women's 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 4.4.2 Support UP governments to engage in women's rights activities: | | | | | | | | | | |

| EXPECTED OUTPUTS <i>Components or major interim Results of the project ; To be shown as Activities in Atlas</i> | PLANNED ACTIVITIES Activity Results are the Outputs of the Project and Actions are the activities for achieving each output- not to be included in Atlas | Timeframe | | | | Responsible Party | Fund Code | Planned Budget | | | |
|--|---|-----------|----|----|----|-------------------|-----------|----------------|-------------|---------------------------------|-------------------|
| | | Q1 | Q2 | Q3 | Q4 | | | Donor | Budget Code | Budget Description | Amount (USD) |
| | Salary of Gender Expert | X | X | X | X | 001981 | 30000 | 00555 | 71400 | Contractual Services - Individ | 39,000.00 |
| | Office miscellaneous, UNDP cost recovery-DPC | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops and Confer | 3,575.00 |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | 4,015.00 |
| | GMS | X | X | X | X | 001981 | 30000 | 00555 | 75100 | Facilities & Administration | 5,200.00 |
| | | X | X | X | X | 001981 | 30000 | 10282 | 75100 | Facilities & Administration | 5,840.00 |
| Total of Atlas ACTIVITY 4 | SUB TOTAL : ACTIVITY 4 | | | | | | | | | | 156,630.00 |
| Atlas Activity # 5: NHRC and national stakeholders better protect and promote the rights of ethnic minorities | Activity 5: Ethnic minorities component | | | | | | | | | | |
| | Activity 5.1: NHRC has a system in place to collaborate with the Parliamentary Caucus, ethnic minority CSOs & HRDs | | | | | | | | | | |
| | 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 | | | | | | | | | | |
| | Activity 5.1.3 Convene meetings/forums between regional | | | | | | | | | | |
| | Activity 5.1.4: Establish formal collaboration with the Parliamentary Caucus on Indigenous people | | | | | | | | | | |
| | Action: Multi-stakeholders dialogues on existig laws and policies (including BEMRA) for better protection of rights of the ethnic, Dalits and other excluded groups | | X | X | X | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | 5,000.00 |
| | Action: Fact-finding, rapid response and media reporting/sharing | | X | X | X | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | 5,000.00 |
| | | X | X | X | X | 001981 | 30000 | 00555 | 71600 | Travel | 1,000.00 |
| | Activity 5.1.5 Support the NHRC to undertake advocacy for other minorities | | | | | | | | | | |
| | Action: Support the NHRC TCs priority action on minority rights issues | | X | X | X | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | 5,000.00 |
| | Action: Celebration of world indogenous day | | | X | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | 3,000.00 |
| | Action: Support to connect local journalists with national media on HRs and FOE issues | | | X | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | 5,000.00 |
| | Activity 5.2.1: Connect ethnic minority groups with community radio stations to broadcast language programming and rights education | | | | | | | | | | |
| | Action: Connect the Bangladesh Betar and community radio stations to develop and broadcast ethnic rights awareness and education programmes | | | | | | | | | | - |
| | Action: Demonstration of LNOB rights issues through linking radio programming of Bangladesh Betar and community radio stations | | X | X | | 009375 | 30000 | 10282 | 72100 | Contractual Services-Companies | 5,000.00 |
| | Action: Coordination and exchange of Bangladesh Betar and community radio programmes on ethnic/local language based rights education programmes | X | X | | | 001981 | 30000 | 10282 | 72600 | Grants | 21,000.00 |
| | | X | X | X | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | 5,000.00 |
| | Action: Consultation and wider dissemination of research findings on LNOB and HRs issues | X | X | X | | 001981 | 30000 | 00555 | 74200 | Printing and publications | 3,000.00 |
| | | X | X | X | | 001981 | 30000 | 00555 | 75700 | Training, Workshops and Confer | 5,000.00 |
| | 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: Capacity development of Youth leaders to address | X | X | X | X | 001981 | 30000 | 10282 | 75700 | Training, workshop & conference | 5,000.00 |
| | Action: Extend networks (online platform) of youth leaders | X | X | X | X | 001981 | 30000 | 00555 | 72100 | Contractual Services-Companies | 3,000.00 |

| EXPECTED OUTPUTS <i>Components or major interim Results of the project ; To be shown as Activities in Atlas</i> | PLANNED ACTIVITIES Activity Results are the Outputs of the Project and Actions are the activities for achieving each output- not to be included in Atlas | Timeframe | | | | Responsible Party | Fund Code | Planned Budget | | | |
|--|---|-----------|----|----|--------|-------------------|-----------|----------------|--------------------------------|---------------------------------|-------------------|
| | | Q1 | Q2 | Q3 | Q4 | | | Donor | Budget Code | Budget Description | Amount (USD) |
| Indicator-3: Number of community radio stations broadcasting minority language | Action: Connecting Youth Leaders with community-based/school- based human rights education and awareness | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | 6,000.00 |
| | Action: National youth dialogues for searching good practices, challenges and future actions | | | X | X | 001981 | 30000 | 10282 | 75700 | Training, workshop & conference | 5,000.00 |
| | Activity 5.4: Ethnic minority CSOs/CBOs have capacity to | | | | | | | | | | |
| | Activity 5.4.1: Support to promote cultural rights and diversity of the ethnic and excluded minority groups/communities in Bangladesh | | | | | | | | | | |
| | Action: Support to organise events for promotion and | X | X | X | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | 4,400.00 |
| | Action: Capacity development of of inter-faith leaders on peace, tolerance and social cohesion issues in post COVID situation | X | X | X | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | 3,700.00 |
| | Action: Wider dissemination of cultural rights, diversity and peace messages in society | X | X | X | X | 001982 | 30000 | 10282 | 74200 | Printing & Publication | 3,500.00 |
| | | | X | X | X | 001981 | 30000 | 10282 | 72100 | Contractual Services-Companies | 5,000.00 |
| | Activity 5.4.2: Support Local Governments (UP) to engage in human rights activities. | | | | | | | | | | - |
| | Activity 5.5.1: Law enforcement (police) is better able to | | | | | | | | | | |
| | Local travel | | | X | X | 001981 | 30000 | 00555 | 71600 | Travel | 1,000.00 |
| | Communities and Minorities Expert | X | X | X | X | 001981 | 30000 | 10282 | 71400 | Contractual Services - Individ | 39,000.00 |
| | Office miscellaneous, UNDP cost recovery-DPC | | X | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | 2,293.50 |
| | | X | X | X | X | 001981 | 30000 | 10282 | 75700 | Training, workshop & conference | 5,329.50 |
| GMS | X | X | X | X | 001981 | 30000 | 00555 | 75100 | Facilities & Administration | 3,336.00 | |
| | X | X | X | X | 001981 | 30000 | 10282 | 75100 | Facilities & Administration | 7,752.00 | |
| Total of Atlas ACTIVITY 5 | SUB TOTAL : ACTIVITY 5 | | | | | | | | | | 157,311.00 |
| Atlas Activity # 6: Programme Management Activities | Activity6: Implementation Period Assets, Finance Resources, Procurement Plan Finalized | | | | | | | | | | |
| Monitoring & Evaluation | | | | | 001981 | 30000 | 10282 | 63100 | Staff Mgmt Costs - IP Staff | 5,000.00 | |
| HRJP Evaluation | | | | X | 001981 | 30000 | 10282 | 71200 | International Consultants | 5,000.00 | |
| | | | | X | 001981 | 30000 | 10282 | 71300 | Local Consultants | 7,000.00 | |
| Admin & Finance Associate | X | X | X | X | 001981 | 30000 | 10282 | 71400 | Service Contracts-Individuals | 20,500.00 | |
| Programme Assistant | X | X | X | X | 001981 | 30000 | 10282 | 71400 | Service Contracts-Individuals | 13,500.00 | |
| Driver cum Messenger | X | X | X | X | 001981 | 30000 | 10282 | 71400 | Service Contracts-Individuals | 10,500.00 | |
| Local Travel | | | | | 001981 | 30000 | 00555 | 71600 | Travel | 2,000.00 | |
| Contractual Services Company | | | | | 001981 | 30000 | 10282 | 72100 | Contractual Services-Companies | 6,000.00 | |
| ICT materials | X | | | | 001981 | 30000 | 00555 | 72200 | Furniture & Equipment | 3,000.00 | |
| Fuel, petroleum and other oils | X | X | X | X | 001981 | 30000 | 10282 | 72300 | Materials & Goods | 7,000.00 | |
| Communication & Audio Visual [Internet, Mobile, Land Phone ect] | X | X | X | X | 001981 | 30000 | 10282 | 72400 | Postal & courier | 2,225.00 | |
| Supplies | X | X | X | X | 001981 | 30000 | 10282 | 72500 | Supplies | 3,865.00 | |
| Office maintenance | | | | | 001981 | 30000 | 00555 | 72800 | ICT supplies | 2,000.00 | |
| | | | | | 001981 | 30000 | 10282 | 73100 | Rental & Maintenance-Premises | 5,000.00 | |
| Maint, Oper of Transport Equip | X | X | X | X | 001981 | 30000 | 00555 | 73400 | Rental & Maint of Other Equip | 2,153.00 | |
| Leased Vehicles | X | X | X | X | 001981 | 30000 | 10282 | 73400 | Rental & Maint of Other Equip | 2,000.00 | |
| Project Audit | | | | | 001981 | 30000 | 10282 | 74100 | Professional Services | 1,000.00 | |
| Printing and Publications | X | X | X | X | 001981 | 30000 | 10282 | 74200 | Audio Visual&Print Prod Costs | 2,000.00 | |
| Contributions to ICSC | | | | | 001981 | 30000 | 10282 | 74300 | Contributions to Security | 3,600.00 | |
| | X | X | X | X | 001981 | 30000 | 00555 | 74300 | Contributions to Clinic | 4,800.00 | |

| EXPECTED OUTPUTS <i>Components or major interim Results of the project ; To be shown as Activities in Atlas</i> | PLANNED ACTIVITIES Activity Results are the Outputs of the Project and Actions are the activities for achieving each output- not to be included in Atlas | Timeframe | | | | Responsible Party | Fund Code | Planned Budget | | | |
|--|---|-----------|----|----|----|-------------------|-----------|----------------|-------------|--------------------------------|---------------------|
| | | Q1 | Q2 | Q3 | Q4 | | | Donor | Budget Code | Budget Description | Amount (USD) |
| | Office miscellaneous | X | X | X | X | 001981 | 30000 | 10282 | 74500 | Miscellaneous | 2,000.00 |
| | Office Meeting, Workshops and Confer DPC | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops and Confer | 814.00 |
| | | X | X | X | X | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | 5,560.50 |
| | GMS | X | X | X | X | 001981 | 30000 | 00555 | 75100 | Facilities & Administration | 3,166.00 |
| | | X | X | X | X | 001981 | 30000 | 10282 | 75100 | Facilities & Administration | 11,863.00 |
| Total of Atlas ACTIVITY 6 | SUB TOTAL : ACTIVITY 6 | | | | | | | | | | 131,546.50 |
| Atlas Activity # 7: Strengthened capacity and coordination of justice sector institutions to better justice delivery and remedies to all citizens including LNOB people | Activity 7.1: Strengthening justice delivery | | | | | | | | | | |
| | Action: Support to develop Strategic plan of SC | X | X | X | X | 001981 | 04000 | 00012 | 75700 | Training, Workshops and Confer | 2,000.00 |
| | | X | X | X | X | 001981 | 04000 | 00012 | 71300 | Local Consultant-Individual | 8,000.00 |
| | Action: Broadening of remedies by the High Court benches on writ cases of commercial nature and Support | X | X | | | 001981 | 04000 | 00012 | 72200 | Equipments and furniture | 8,000.00 |
| | | X | X | X | X | 001981 | 04000 | 00012 | 75700 | Training, Workshops and Confer | 5,000.00 |
| | Action: Support to improve commercial legal justice delivery mechanism | X | X | X | X | 001981 | 04000 | 00012 | 75700 | Training, Workshops and Confer | 10,000.00 |
| | Action: Reinforce the ADR mechanism in higher and subordinate courts, in legal aid and labour courts | X | X | X | X | 001981 | 04000 | 00012 | 75700 | Training, Workshops and Confer | 4,550.00 |
| | | X | X | X | X | 001981 | 04000 | 00012 | 72100 | Contractual Services-Companies | 5,000.00 |
| | Action: Functioning of the NJCC and DJCC | X | X | X | X | 001981 | 04000 | 00012 | 75700 | Training, Workshops and Confer | 12,000.00 |
| | Action: Legal aid and referral services (linked with | | | | | | 04000 | | | | |
| | Action: Support to improve the quality of legal aid services through Advocacy and awareness | X | X | X | X | 010381 | 04000 | 00012 | 72100 | LOA | 37,800.00 |
| | Action: Support to reinforce the functions of NLASO for quality legal aid services to LNOB people | X | X | X | X | 001981 | 04000 | 00012 | 72100 | | |
| | Activity 7.2: Effective Remedies for justice seeking | | | | | | 04000 | | | | |
| | Action: joint initiatives with Bangladesh Women Judges Association in addressing GBV cases amid COVID-19 and beyond | X | X | X | X | 001981 | 04000 | 00012 | 75700 | Training, Workshops and Confer | 10,000.00 |
| | | | | | | 001981 | 04000 | 00012 | 72100 | Contractual Services-Companies | 15,000.00 |
| | Action: Access to Justice Hackathon: promotion innovation for legal remedy | X | X | X | X | 001981 | 04000 | 00012 | 72100 | Contractual Services-Companies | 20,000.00 |
| | Campaign on access to justice for Left Behind Communities by engaging community youth leaders | | | X | X | 04001 | 04000 | 00012 | 75700 | Training, Workshops and Confer | 10,000.00 |
| | Learning and Exchange visit_local and international travel | X | X | X | X | 001981 | 04000 | 00012 | 71600 | Travel | 20,000.00 |
| | Develop awareness material | X | X | X | | 001981 | 04000 | 00012 | 74200 | Printing/Publication | 8,000.00 |
| | Office miscellaneous, UNDP cost recovery-DPC | X | X | X | X | 001981 | 04000 | 00012 | 75700 | Facilities & Administration | 9,644.00 |
| | SUB TOTAL : ACTIVITY 7 | | | | | | | | | | 184,994.00 |
| | | | | | | | | | | | 1,733,134.00 |

| TOTAL PROJECT BUDGET (January-December 2021) | Output | Amount (\$) |
|---|--------------|---------------------|
| Total Budget by Output | Output 1 | 547,070.00 |
| | Output 2 | 286,020.00 |
| | Output 3 | 269,562.50 |
| | Output 4 | 156,630.00 |
| | Output 5 | 157,311.00 |
| | Output 6 | 131,546.50 |
| | Output 7 | 184,994.00 |
| | Total | 1,733,134.00 |

| Total Budget By Donor(s) | Donors | Code | Amount (\$) |
|--------------------------|--------------|-------|---------------------|
| | DANIDA | 00095 | - |
| | SIDA | 00555 | 553,312.50 |
| | SDC | 10282 | 994,827.50 |
| | Trac | 00012 | 184,994.00 |
| | Total | | 1,733,134.00 |

| Total Budget By Fund & Donor(s) | Fund | Code | Amount (\$) |
|---------------------------------|----------------------|-------|---------------------|
| | Cost Sharing (30000) | 30000 | 1,548,140.00 |
| | TRAC FUND (04000) | 04000 | 184,994.00 |
| | | | - |
| | Total | | 1,733,134.00 |

| Total by Implementing Agency | Total Programme Budget | Code | Amount (\$) |
|-----------------------------------|---|--------|---------------------|
| Total by Implementing Agency(ies) | UNDP | 001981 | 1,620,834.00 |
| | Commision of Three Fesearch (BD Police) | 013302 | 74,500.00 |
| | NLASO | 010381 | 37,800.00 |
| | Total Project Budget | | 1,733,134.00 |



Taslima Islam

Programme Coordinator
HRP, UNDP
Signature and Date



Andrew Macgregor

Chief Technical Adviser
HRP, UNDP
Signature and Date



Deputy Resident Representative
UNDP Bangladesh
Signature & Date 06-Feb-2021

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.

| EXPECTED OUTPUTS | PLANNED ACTIVITIES | Timeframe | | | | Responsible Party | Planned Budget | | | | | | | | | | |
|------------------|--|-----------|----|----|----|-------------------|----------------|-------|-------------|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------|
| | | Q1 | Q2 | Q3 | Q4 | | Fund Code | Donor | Budget Code | Budget Description | 2016 (Jan-Dec) | 2017 (Jan-Dec) | 2018 (Jan-Dec) | 2019 (Jan-Dec) | 2020 (Jan-Dec) | 2021 (Jan-Dec) | Total |
| | Action: TCs discussion including strategic plan, planning meeting, legal and policy reform | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | 15,000 | 15,000 |
| | Action: Integrated digital system of operationalization of NHRC | | | | | 001981 | 30000 | 00555 | 72100 | Contractual Services-Companies | | | | | | 50,000 | 50,000 |
| | Action: strengthen capacity of commission and its staff (training etc.) | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | | | | | | 6,000 | 6,000 |
| | Action: Research and knowledge management | | | | | 001981 | 30000 | 00555 | 74200 | Printing & Publication | | | | | | 5,000 | 5,000 |
| | Action: International reporting (i.e. ICCPR) | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | 4,000 | 4,000 |
| | Activity 1.1.2: Produce Human rights research papers and ensure its well dissemination at different level | | | | | 001981 | 30000 | 10282 | 71300 | National Consultant (IC) | | 3,595 | 6,600 | - | - | | 10,195 |
| | | | | | | 001981 | 30000 | 10282 | 71400 | Contractual Services - Individ | | | - | - | - | | - |
| | Activity 1.2: Improved mechanisms in place for NHRC to coordinate and partner with national authorities and civil society. | | | | | | | | | | | | | | | | - |
| | Activity 1.2.1: Improved coordination with civil society and human rights defenders has led to stronger partnerships across the country | | | | | 001981 | 30000 | 00555 | 71600 | International Travel | | | | - | | | - |
| | | | | | | 001981 | 30000 | 10282 | 71600 | International Travel | | | | 1,000 | | | 1,000 |
| | | | | | | 001981 | 30000 | 10282 | 71200 | Int. Consultant | | | | - | | | - |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | | | | 5,000 | 20,000 | | 25,000 |
| | | | | | | 001981 | 30000 | 00555 | 74200 | Printing & Publication | 716 | | | | | | 716 |
| | | | | | | 001981 | 30000 | 00555 | 75700 | Learning Costs | 189 | 12,337 | | | 8,000 | | 20,526 |
| | | | | | | 001981 | 30000 | 00095 | 75700 | Learning Costs | - | 22,631 | | | | | 22,631 |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Learning Costs | | | 2,000 | - | | | 2,000 |
| | Action: SDGs and Human Rights Actions: coordination, monitoring and tracking of the functions of line ministries and Departments | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | 8,000 | 8,000 |
| | Activity 1.2.2: Support the NHRC to create a stronger network of human rights defenders | | | | | 001981 | 30000 | 10282 | 71600 | National Travel | | | - | - | - | | - |
| | | | | | | 001981 | 30000 | 00555 | 72400 | Courier Charges | 1 | | | - | - | | 1 |
| | Activity 1.3: NHRC fulfills its awareness raising and advisory roles and promotes access to justice | | | | | 001981 | 30000 | 10282 | 71600 | National Travel | | | - | - | - | | - |
| | Activity 1.3.1: Support the NHRC to leverage the Legal Aid Act and the Local Authority Act | | | | | 001981 | 30000 | 10282 | 71600 | National Travel | | | - | - | - | | - |
| | | | | | | 001981 | 30000 | 00555 | 72400 | Acquisition of Communic Equip | 1,805 | | | | | | 1,805 |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Learning Costs | | | 4,000 | - | - | | 4,000 |
| | | | | | | 001981 | 30000 | 00555 | 75700 | Learning Costs | | 5,372 | | | | | 5,372 |
| | Action 1.3.1.1: Establish link with NLASO and other legal aid providers to ensure that legal aid services are provided to the victims | | | | | 001981 | 30000 | 00095 | 72200 | Equipment and Furniture | - | - | | | | | - |
| | | | | | | 001981 | 30000 | 10282 | 72200 | Equipment and Furniture | | | | - | | | - |
| | Activity 1.3.2: Support an NHRC led nation-wide year-long campaign on an invisible/ignored topic to build the issues profile | | | | | 001981 | 30000 | 00095 | 72300 | Materials & Goods | - | 5,818 | | | | | 5,818 |
| | | | | | | 001981 | 30000 | 10282 | 72100 | Contractual Services-Companies | | | | 17,000 | 27,900 | | 44,900 |
| | | | | | | 001981 | 30000 | 00095 | 72200 | Asstes & Furniture | - | 2,822 | | | | | 2,822 |
| | | | | | | 001981 | 30000 | 00555 | 72200 | Asstes & Furniture | | | 3,424 | - | - | | 3,424 |
| | | | | | | 001981 | 30000 | 00555 | 72400 | Communication Charges | | | 2,686 | - | - | | 2,686 |
| | | | | | | 001981 | 30000 | 00555 | 72500 | Supplies | | | 44 | - | - | | 44 |
| | | | | | | 001981 | 30000 | 00095 | 72800 | ICT equipment | - | 652 | | | | | 652 |
| | | | | | | 001981 | 30000 | 00095 | 73100 | Rental & Maintenance-Premises | - | 11,909 | | | | | 11,909 |
| | | | | | | 001981 | 30000 | 00555 | 71300 | National Consultant (IC) | | 2,469 | | | | | 2,469 |
| | | | | | | 001981 | 30000 | 10282 | 71300 | National Consultant (IC) | | | | 15,000 | | | 15,000 |
| | | | | | | 001981 | 30000 | 00095 | 73200 | Premises Alternations | - | 551 | | | | | 551 |
| | | | | | | 001981 | 30000 | 10282 | 73400 | Rental & Maint of Other Equip | | | - | - | - | | - |
| | | | | | | 001981 | 30000 | 00555 | 74200 | Printing & Publication | | | 10,176 | - | - | | 10,176 |
| | | | | | | 001981 | 30000 | 10282 | 74200 | Printing & Publication | | 1,699 | 9,835 | 5,000 | - | | 16,534 |
| | | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops and Confer | 482 | | | | | | 482 |
| | Action: Campaign and Awareness raising (day observance, media communication etc.) | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | 5,000 | 5,000 |
| | Activity 1.4: A system of collecting and analysing human rights data is built and operational. | | | | | 001981 | 30000 | 00095 | 74500 | Miscellaneous (DPC) | - | - | | | | | - |
| | Activity 1.4.1: Support NHRC to draft, train and undertake community profiles in pilot districts through CSO/CBOs and feed data back to NHRC. | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops and Confer | | | | | (65,609) | | (65,609) |
| | Activity 1.4.2: Improve the NHRCs ability to collect and report data by introducing alternative ways for data | | | | | 001981 | 30000 | 00555 | 71300 | Local Consultant | | | 6,744 | - | - | | 6,744 |
| | | | | | | 001981 | 30000 | 00555 | 72400 | Acquisition of Communic Equip | | | | | | | - |
| | Activity 1.4.3: | | | | | 001981 | 30000 | 00555 | 71300 | Local Consultant | | | | - | - | | - |
| | Activity 1.4.4: Support the NHRC and CSOs to undertake further research into the rights enjoyment of plain-land | | | | | 001981 | 30000 | 00555 | 72400 | Courier Charges | | | | | | | - |
| | | | | | | 001981 | 30000 | 00555 | 71600 | National Travel | | 1,364 | | | | | 1,364 |

| EXPECTED OUTPUTS | PLANNED ACTIVITIES | Timeframe | | | | Responsible Party | Planned Budget | | | | | | | | | | | |
|---|---|---|----|--------|--------|-------------------|----------------|---------------------|--------------------------------|------------------------------------|----------------|----------------|----------------|----------------|----------------|------------------|--------|--------|
| | | Q1 | Q2 | Q3 | Q4 | | Fund Code | Donor | Budget Code | Budget Description | 2016 (Jan-Dec) | 2017 (Jan-Dec) | 2018 (Jan-Dec) | 2019 (Jan-Dec) | 2020 (Jan-Dec) | 2021 (Jan-Dec) | Total | |
| | Activity 1.5.1: Regional centres are established and have the capacity to deliver on their mandate. | | | | | 001981 | 30000 | 00555 | 61300 | Salary and Post Adj cst-IP staff | | | | | | | 28,278 | 28,278 |
| | | | | | | 001981 | 30000 | 10282 | 61300 | Salary and Post Adj cst-IP staff | | | | | | | 28,278 | 28,278 |
| | | | | | | 001981 | 30000 | 00555 | 62300 | Recruitment Payroll Gosts-IP staff | | | | | | | 63,000 | 63,000 |
| | | | | | | 001981 | 30000 | 10282 | 62300 | Recruitment Payroll Gosts-IP staff | | | | | | | 63,000 | 63,000 |
| | Action: Establish district offices of NHRC/support National inquiry committee | | | | | 001981 | 30000 | 00555 | 71400 | Service Contracts-Individuals | | | 17,889 | 32,457 | 35,600 | | | 85,946 |
| | | | | | | 001981 | 30000 | 00555 | 71600 | National Travel | | 5,591 | 8,000 | 10,401 | 8,000 | 5,000 | | 36,992 |
| | | | | | | 001981 | 30000 | 10282 | 71600 | National Travel | | 10,326 | 46,500 | 15,000 | | | | 71,826 |
| | | | | | | 001981 | 30000 | 10282 | 72100 | Contractual service company | | | | | | | | - |
| | | | | | | 001981 | 30000 | 10282 | 72200 | Equipment and Furniture | | | | 4,500 | 5,000 | 5,000 | | 14,500 |
| | | | | | | 001981 | 30000 | 10282 | 72400 | Communic & Audio Visual Equip | | | | | 5,000 | | | 5,000 |
| | | | | | | 001981 | 30000 | 00555 | 74200 | Printing and stationary | | | 1,000 | | | | | 1,000 |
| | | | | | | 001981 | 30000 | 10282 | 74200 | Printing and stationary | | | | 3,000 | | | | 3,000 |
| | | | | | | 001981 | 30000 | 00095 | 76100 | Foreign Exchange Currency Loss | 6,879 | 41 | | | | | | 6,920 |
| | | | | | | 001981 | 30000 | 10282 | 76100 | Foreign Exchange Currency Loss | | | | | | | | - |
| | | | | | | 001981 | 30000 | 00555 | 76100 | Foreign Exchange Currency Loss | 1 | | | | | | | 1 |
| | | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops and Confer | | | 6,900 | | | | | 6,900 |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | | | 11,057 | | | | 10,000 | 21,057 |
| | | | | | | 001981 | 30000 | 00555 | 74500 | DPC | 481 | 17 | | | | | | 498 |
| | | | | | | 001981 | 30000 | 00095 | 74500 | DPC | 2,520 | | | | | | | 2,520 |
| | | | | | | 001981 | 30000 | 10282 | 74500 | DPC | | | | | | | | - |
| | | | | | | 001981 | 30000 | 00555 | 63500 | Insurance and Security Costs | | 83 | | | | | | 83 |
| | | | | | | 001981 | 30000 | 10282 | 71300 | IC Consultant | | | | | | | 25,000 | 25,000 |
| | | Action: - Support peer to peer learning opportunities | | | | | 001981 | 30000 | 00555 | 71600 | Travel | | | | | | 8,000 | 8,000 |
| | Activity 1.5.1.3: | | | | | 001981 | 30000 | 10282 | 71600 | Travel | | | 2,750 | | | | 2,750 | |
| | Activity 1.5.1.4: | | | | | 001981 | 30000 | 00095 | 72400 | Communic & Audio Visual Equip | | | 3,900 | | | | 3,900 | |
| | Office miscellaneous, UNDP cost recovery-DPC | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops and Confer | | | | | | 14,025 | 14,025 | |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | | | | | | 12,485 | 12,485 | |
| GMS | | | | | 001981 | 30000 | 00095 | 75100 | Facilities and Administration | 639 | 14,425 | | | | | 15,064 | | |
| | | | | | 001981 | 30000 | 00555 | 75100 | Facilities and Administration | 8,692 | 28,038 | 11,491 | 6,836 | 13,100 | 20,400 | 88,557 | | |
| Activity 1.5.1.5: | | | | | 001981 | 30000 | 10282 | 75100 | Facilities and Administration | | 2,578 | 24,223 | 8,399 | 7,946 | 18,160 | 61,305 | | |
| | | | | | 001981 | 30000 | 00555 | 71600 | National Travel | | | | | | | - | | |
| Total of Atlas ACTIVITY1 | | | | | | | | | | 119,824 | 609,613 | 515,993 | 321,538 | 362,244 | 547,070 | 2,476,282 | | |
| Atlas Activity # 2: CSO/CBOs /HRDs raise human rights awareness and promote a human rights culture. | ACTIVITY2: CSO/CBO capacity devevelopment | | | | | | | | | | | | | | | | | |
| | Activity 2.1: Human rights CSOs/CBOs initiatives mapped to increase coordination and collaboration. | | | | | | | | | | | | | | | | | |
| | Activity 2.1.1: Mapping and coordination of civil society organisations and initiatives. | | | | | 001981 | 30000 | 00095 | 64300 | Staff Mgmt Costs - IP Staff | | 3,181 | | | | | 3,181 | |
| | | | | | | 001981 | 30000 | 00555 | 64300 | Staff Mgmt Costs - IP Staff | | 5,920 | | | | | 5,920 | |
| | | | | | | 001981 | 30000 | 10282 | 64300 | Staff Mgmt Costs - IP Staff | | 780 | | | | | 780 | |
| | | | | | | 001981 | 30000 | 10282 | 71400 | Contractual Services-Individual | | | 26,626 | | | | 26,626 | |
| | | | | | | 001981 | 30000 | 00555 | 71400 | Contractual Services-Individual | | 20,220 | 21,396 | | | | 41,616 | |
| | | | | | 001981 | 30000 | 00555 | 71300 | Individual consultant | | 2,409 | | | | | 2,409 | | |
| | | | | | 001981 | 30000 | 00555 | 71500 | UNV | | (872) | | | | | (872) | | |
| | | | | | 001981 | 30000 | 00555 | 71600 | National Travel | 477 | 3,378 | | | 3,000 | | 6,856 | | |
| | | | | | 001981 | 30000 | 00095 | 71600 | National Travel | | 3,170 | | 916 | | | 4,086 | | |
| | | | | | 001981 | 30000 | 10282 | 71600 | National Travel | | 407 | 1,103 | | | | 1,510 | | |
| | | | | | 001981 | 30000 | 00555 | 72300 | Materials & Goods | | | | | | | - | | |
| | | | | | 001981 | 30000 | 10282 | 72400 | Communication Charges | | | 60 | | | | 60 | | |
| | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops and Confer | | | | | 20,000 | | 20,000 | | |
| | | | | | 001981 | 30000 | 00555 | 74200 | Printing & Publication | 4,024 | | | | | | 4,024 | | |
| | | | | | 001981 | 30000 | 00095 | 74500 | DPC | | 300 | | | | | 300 | | |
| | | | | | 001981 | 30000 | 00555 | 74500 | DPC | | 2,200 | | | | | 2,200 | | |
| | | | | | 001981 | 30000 | 10282 | 74500 | DPC | | 500 | | | | | 500 | | |
| | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops | 5,427 | 1,255 | | | | | 6,681 | | | |
| | | | | 001981 | 30000 | 00095 | 75700 | Training, Workshops | | 76 | | | | | 76 | | | |
| | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops | | 11,579 | 4,000 | 4,000 | | | 19,579 | | | |

| EXPECTED OUTPUTS | PLANNED ACTIVITIES | Timeframe | | | | Responsible Party | Planned Budget | | | | | | | | | | |
|------------------|--|-----------|----|----|----|-------------------|----------------|-------|-------------|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|---------|
| | | Q1 | Q2 | Q3 | Q4 | | Fund Code | Donor | Budget Code | Budget Description | 2016 (Jan-Dec) | 2017 (Jan-Dec) | 2018 (Jan-Dec) | 2019 (Jan-Dec) | 2020 (Jan-Dec) | 2021 (Jan-Dec) | Total |
| | Action: Continue support to develop capacity of CSOs and CSOs coalitions as per need of CSOs in post COVID-19 situation | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | 8,000 | 8,000 |
| | Action: National consultation of all CSOs/CBOs, working under the CF and MCG/LVG of HRP, UNDP (during 2016-2020) to capture their good practices, challenges and future actions in addressing HRs problems at grassroots level | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | 7,000 | 7,000 |
| | Activity 2.1.1 | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | | | | - | - | | - |
| | | | | | | 001981 | 30000 | 00095 | 71600 | Travel | - | - | | - | - | | - |
| | | | | | | 001981 | 30000 | 00555 | 71600 | Travel | | | | 84 | | | 84 |
| | | | | | | 001981 | 30000 | 00555 | 74200 | Printing and publications | | | | 5,000 | 4,000 | | 9,000 |
| | | | | | | 001981 | 30000 | 00095 | 75100 | Facilities & Administration | - | - | | 73 | - | | 73 |
| | Activity 2.2.1: Undertake mapping of civil society organisations and initiatives. | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops | | 40,787 | 3,000 | - | - | | 43,787 |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops | | | 12,420 | - | - | | 12,420 |
| | | | | | | 001981 | 30000 | 10282 | 72100 | Contractual Services-companies | | | | - | - | | - |
| | | | | | | 001981 | 30000 | 10282 | 72200 | Equipment and Furniture | | | - | - | - | | - |
| | | | | | | 001981 | 30000 | 10282 | 72600 | Grants | | | | - | - | | - |
| | | | | | | 001981 | 30000 | 00095 | 74200 | Printing & Publication | - | 1,556 | | | | | 1,556 |
| | | | | | | 001981 | 30000 | 10282 | 71300 | Local Consultant | | | 19 | - | - | | 19 |
| | Action: Coordination of relevant stakeholders (CSO, CSOs coalition, HRDs, interfaith leaders, Police, youth leaders, journalist) and support to produce situation | | | | | 001981 | 30000 | 10282 | 75700 | Training, workshop & conference | | | | | | 6,000 | 6,000 |
| | Action: Support small and emerging awareness and advocacy initiatives of coalitions addressing LNOB issues; Mapping of local accessible services and facilities for LNOB people to inform the people | | | | | 001981 | 30000 | 10282 | 74200 | Printing and publications | | | | | | 2,000 | 2,000 |
| | Activity 2.2.2: Support CSOs to engage community radio to deliver human rights messaging | | | | | 001981 | 30000 | 10282 | 72100 | Contractual service Company | | | | 3,000 | | | 3,000 |
| | | | | | | 001981 | 30000 | 10282 | 72600 | Grants | | | | 20,000 | | | 20,000 |
| | Activity 2.3: Forum for human rights defenders is built and operational. | | | | | 001981 | 30000 | 10282 | 72600 | Grants | | | - | - | - | | - |
| | 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. | | | | | 001981 | 30000 | 00555 | 71600 | National Travel | | | - | 33 | 1,000 | | 1,033 |
| | | | | | | 001981 | 30000 | 10282 | 73400 | Rental & Maint of Other Equip | | | | - | - | | - |
| | | | | | | 001981 | 30000 | 10282 | 74200 | Printing and publications | | | | - | - | | - |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops | | | 2,500 | 5,000 | - | | 7,500 |
| | Action: Capacity development of HRDs and activate HRDs networks | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops and Confer | | | | | | 5,000 | 5,000 |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Travel | | | | | | 1,000 | 1,000 |
| | Activity 2.3.2: Build on the informal network already in place for human rights defenders | | | | | 001981 | 30000 | 10282 | 71400 | Contractual service company | | | - | - | - | | - |
| | | | | | | 001981 | 30000 | 00555 | 71300 | Local Consultant | | | | 7,000 | | | 7,000 |
| | | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops | | 4,538 | 5,000 | - | - | | 9,538 |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops | | | 3,423 | - | - | | 3,423 |
| | Activity 2.4: Small scale CSO/CBO human rights initiatives are supported through challenge fund. | | | | | 001981 | 30000 | 10282 | 71600 | National Travel | | | | | | | - |
| | 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 | | | | | 001981 | 30000 | 10282 | 71300 | National Consultant (IC) | | | | | | | - |
| | | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops | | 40 | | | | | 40 |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops | | 4,911 | | | | | 4,911 |
| | Action: Small grants support to existing CSOs and CSOs Coalitions in post COVID-19 situation - Continue with CSOs coalition (2019 grantees) - Support to new grantees (2021) | | | | | 001981 | 30000 | 10282 | 72600 | Grants | | | | | | 150,000 | 150,000 |
| | | | | | | 001981 | 30000 | 00555 | 74200 | Printing and Publications | | | | | | 1,000 | 1,000 |
| | Action: Orientation and Coordination of CSOs (grants recipients) | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | 5,000 | 5,000 |
| | | | | | | 001981 | 30000 | 00555 | 71600 | Travel | | | | | | 1,000 | 1,000 |
| | Action: Discussion/ dialogue/advocacy with LGIs, local administration and authorities for inclusion of LNOB representatives in their decision-making bodies | | | | | 001981 | 30000 | 10282 | 75700 | Training, workshop & conference | | | | | | 3,000 | 3,000 |
| | Action: Learning and exchange visits of CSOs | | | | | 001981 | 30000 | 00555 | 71600 | Travel | | | | | | 1,000 | 1,000 |
| | Activity 2.4.2: Provide seed funding to a challenge fund administered by UNDP for small scale initiatives being undertaken by CSO coalitions | | | | | 001981 | 30000 | 10282 | 71400 | Contractual Services - Individ | | | - | - | - | | - |
| | | | | | | 001981 | 30000 | 00555 | 71400 | Contractual Services - Individ | | (9) | | | | | (9) |
| | | | | | | 001981 | 30000 | 00555 | 71600 | Travel | | | | 2,000 | | | 2,000 |
| | | | | | | 001981 | 30000 | 10282 | 72200 | Furniture and equipment | | | 22,000 | - | - | | 22,000 |
| | | | | | | 001981 | 30000 | 00555 | 72600 | Grants | 24,437 | 136,053 | - | 56,286 | 55,556 | | 272,332 |

| EXPECTED OUTPUTS | PLANNED ACTIVITIES | Timeframe | | | | Responsible Party | Planned Budget | | | | | | | | | | | | |
|---|--|-----------|----|----|--------|-------------------|----------------|-------|------------------------|---------------------------------|--------------------------------|----------------|----------------|----------------|----------------|----------------|---------|--------|--------|
| | | Q1 | Q2 | Q3 | Q4 | | Fund Code | Donor | Budget Code | Budget Description | 2016 (Jan-Dec) | 2017 (Jan-Dec) | 2018 (Jan-Dec) | 2019 (Jan-Dec) | 2020 (Jan-Dec) | 2021 (Jan-Dec) | Total | | |
| | Action: Commissioning of three research | | | | | 001981 | 30000 | 00555 | 72100 | LoA | | | | | | 74,500 | 74,500 | | |
| | 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). | | | | | 001981 | 30000 | 00555 | 71300 | National Consultant (IC) | | | 10,112 | - | - | | 10,112 | | |
| | | | | | | 001981 | 30000 | 10282 | 71400 | Contractual Services-Individual | | | - | - | - | | - | | |
| | | | | | | 001981 | 30000 | 10282 | 72100 | LOA | | | - | - | - | | - | | |
| | | | | | | 001981 | 30000 | 00555 | 72100 | LOA | | | 1,500 | - | - | | 1,500 | | |
| | | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops and Confer | | | - | - | - | | - | | |
| | Activity 3.2.1.3: | | | | | 001981 | 30000 | 10282 | 71600 | Travel | | | - | - | - | | - | | |
| | Activity 3.3: Law enforcement is better able to conduct human rights advocacy. | | | | | 001981 | 30000 | 00095 | 64300 | DPC | | | - | - | - | | - | | |
| | 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.) | | | | | 001981 | 30000 | 10282 | 71600 | National Travel | | | | 8,000 | - | | 8,000 | | |
| | | | | | | 001981 | 30000 | 00555 | 71300 | Local Consultant | | | | 8,000 | - | | 8,000 | | |
| | | | | | | 001981 | 30000 | 00555 | 72100 | Contractual Services-Companies | | | | - | 15,000 | | 15,000 | | |
| | | | | | | 001981 | 30000 | 10282 | 74200 | Printing & Publication | | | | 2,000 | - | | 2,000 | | |
| | Action: Online HRs training for police | | | | | 001981 | 30000 | 10282 | 72100 | Contractual Services-Companies | | | | - | - | | 30,000 | 30,000 | |
| | Action: Continue HRs orientation/training for Police in collaboration with DTS | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | | | | | | | 7,000 | 7,000 | |
| | Activity 3.3.2: Undertake joint advocacy initiatives with law enforcement, CSOs and the NHRC on human rights issues | | | | | 001981 | 30000 | 10282 | 75700 | Training and workshop | | | | 8,000 | - | | 8,000 | | |
| | | | | | | 001981 | 30000 | 00555 | 72600 | Grants | | | | 15,000 | - | | 15,000 | | |
| | Activity 3.4: Law enforcement and judiciary undertake human rights dialogues with the NHRC and CSOs. | | | | | 001981 | 30000 | 00555 | 64300 | DPC | | | | - | - | | - | | |
| | Activity 3.4.1: Facilitate regular CSO and NHRC meetings with law enforcement to discuss current human rights and policing issues. | | | | | 001981 | 30000 | 10282 | 75700 | Training and workshop | | | | - | - | | - | | |
| | Action: Dialogue between LEAs, NHRC, Judiciary, CSOs and other stakeholders on emerging human rights issues including GBV. | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | | 5,000 | 5,000 | |
| | Activity 3.4.2: Facilitate biannual meetings between NHRC, CSO and law enforcement on human rights concerns. | | | | | 001981 | 30000 | 00555 | 75700 | Training and workshop | | | | | | | 3,157 | 3,157 | |
| | | | | | | 001981 | 30000 | 00555 | 76100 | National Travel | | | | - | - | | - | | |
| | Activity 3.5: Human rights desks are established in police HQs and in districts. | | | | | 001981 | | | | | | | | | | | - | | |
| | Activity 3.5.1: Develop human rights desk concept with police HQs; PC SB-5; PO SB-4 | | | | | 001981 | 30000 | 00555 | 71400 | Service Contracts-Individuals | | | - | 70,000 | 61,900 | | 131,900 | | |
| | | | | | | 001981 | 30000 | 10282 | 71400 | Service Contracts-Individuals | | | - | 36,000 | 35,600 | | 71,600 | | |
| | Action: Establishing HR desks - pilot in Cox's Bazar | | | | | 001981 | 30000 | 00555 | 71600 | Travel | | | | 1,000 | 8,000 | | 9,000 | | |
| | | | | | | 001981 | 30000 | 10282 | 71600 | Travel | | | | - | - | | - | | |
| | | | | | | 001981 | 30000 | 10282 | 72100 | Contractual Services-Companies | | | | - | - | | - | | |
| | | | | | | 001981 | 30000 | 00555 | 72200 | Furniture and equipment | | | | 2,000 | - | | 2,000 | | |
| | | | | | | 001981 | 30000 | 10282 | 72400 | Communic & Audio Visual Equip | | | | - | - | | - | | |
| | | | | | | 001981 | 30000 | 10282 | 64397 | Staff related Cost-Others | | | | 12,225 | 4,800 | | 17,025 | | |
| | | | | | | 001981 | 30000 | 00555 | 74596 | UNDP cost recovery chrgs-Bills | | | | 5,468 | 4,700 | | 10,168 | | |
| | Salary of National Programme Coordinator | | | | | 001981 | 30000 | 00555 | 71400 | Contractual Services - Individ | | | | | | | 82,000 | 82,000 | |
| | Salary of Programme Officer | | | | | 001981 | 30000 | 10282 | 71400 | Contractual Services - Individ | | | | | | | 39,000 | 39,000 | |
| | Office miscellaneous, UNDP cost recovery-DPC | | | | | 001981 | 30000 | 00555 | 75700 | Training and workshop | | | | 3,456 | | | 4,785 | 8,241 | |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training and workshop | | | | 826 | 4,455 | | 8,277 | 13,558 | |
| | | | | | | 001981 | 30000 | 00095 | 75100 | Facilities and Administration | | | - | 48 | - | | 48 | | |
| | GMS | | | | | 001981 | 30000 | 00555 | 75100 | Facilities and Administration | | | | 9,420 | 7,967 | 3,372 | 3,200 | 6,960 | 30,919 |
| | | | | | | 001981 | 30000 | 10282 | 75100 | Facilities and Administration | | | | 520 | 5,736 | 3,837 | 3,600 | 12,040 | 25,733 |
| Total of Atlas ACTIVITY3 | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | |
| Atlas Activity # 4: NHRC and national stakeholders better protect and promote women's rights. | Output # 4: Gender Capacity | | | | | | | | | | | | | | | | | | |
| | Output # 4.1: Greater advocacy and awareness of women's and girl's rights. | | | | | | | | | | | | | | | | | | |
| | Activity 4.1.1: Develop Women's rights campaigns | | | | | | 001981 | 30000 | 00555 | 63200 | DPC | | | | 631 | - | | 631 | |
| | | | | | | | 001981 | 30000 | 00095 | 64300 | DPC | | | - | 1,400 | - | | 1,400 | |
| | | | | | | | 001981 | 30000 | 00555 | 64300 | | | | | 2,200 | - | | 2,200 | |
| | | | | | | | 001981 | 30000 | 00555 | 71300 | Local Consultant | | | | - | 1,000 | | 1,000 | |
| | | | | | | | 001981 | 30000 | 10282 | 71300 | Local Consultant | | | | - | - | | - | |
| | | | | | | | 001981 | 30000 | 00555 | 72100 | Contractual Services-Companies | | | | - | 5,000 | | 5,000 | |
| | | | | | 001981 | 30000 | 00555 | 74200 | Printing & Publication | | | | | 5,000 | - | 5,000 | | | |

| EXPECTED OUTPUTS | PLANNED ACTIVITIES | Timeframe | | | | Responsible Party | Planned Budget | | | | | | | | | | | |
|------------------|---|-----------|----|----|----|-------------------|----------------|-------|-------------|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|--------|---------|
| | | Q1 | Q2 | Q3 | Q4 | | Fund Code | Donor | Budget Code | Budget Description | 2016 (Jan-Dec) | 2017 (Jan-Dec) | 2018 (Jan-Dec) | 2019 (Jan-Dec) | 2020 (Jan-Dec) | 2021 (Jan-Dec) | Total | |
| | | | | | | 001981 | 30000 | 10282 | 74200 | Printing & Publication | | | | | | | 3,000 | 3,000 |
| | | | | | | 001981 | 30000 | 00555 | 75700 | Training and workshop | | | 8,000 | | | | | 8,000 |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training and workshop | | | | | | 3,000 | | 3,000 |
| | Action: Continue capacity development of relevant stakeholders (including NHRC, Youth and CSOs) on Gender and Diversity | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | | | | | | | 6,000 | 6,000 |
| | Action: Day Observation (IWD, VAW week) | | | | | 001981 | 30000 | 10282 | 75700 | Training, workshop & conference | | | | | | | 5,000 | 5,000 |
| | | | | | | 001981 | 30000 | 10282 | 74200 | Printing & Publication | | | | | | | 3,000 | 3,000 |
| | | | | | | 001981 | 30000 | 10282 | 72100 | Contractual Services-Companies | | | | | | | 5,000 | 5,000 |
| | Action: Awareness raising campaign on GBV particular focus on women safety in public spaces | | | | | 001981 | 30000 | 10282 | 75700 | Training, workshop & conference | | | | | | | 11,000 | 11,000 |
| | Awareness raising among adolescent and youths on HR including women rights/GBV (linked with OP-5) | | | | | 001981 | 30000 | 10282 | 74200 | Printing & Publication | | | | | | | 13,000 | 13,000 |
| | | | | | | 001981 | 30000 | 10282 | 72100 | Contractual Services-Companies | | | | | | | 30,000 | 30,000 |
| | Activity 4.1.1.1: Action: capacity building training for CSOs/ HRDs/Youths on gender and diversity following manual | | | | | 001981 | 30000 | 00555 | 75700 | Training and workshop | 4,714 | | 7,162 | | | | | 11,875 |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training and workshop | | 9,771 | 6,237 | | | 5,000 | | 21,008 |
| | | | | | | 001981 | 30000 | 00555 | 71200 | International Consultant | 2,606 | | | | | | | 2,606 |
| | | | | | | 001981 | 30000 | 00555 | 71300 | National Consultant | 1,878 | | | | | | | 1,878 |
| | | | | | | 001981 | 30000 | 10282 | 71300 | National Consultant | | | | 6,000 | | | | 6,000 |
| | | | | | | 001981 | 30000 | 10282 | 72100 | Contractual Services-company | | | | | | | | - |
| | | | | | | 001981 | 30000 | 00555 | 72600 | Grants | | | | 10,000 | 19,800 | | | 29,800 |
| | | | | | | 001981 | 30000 | 00555 | 71300 | Local Consultant | | | | | | | | - |
| | | | | | | 001981 | 30000 | 00555 | 74200 | Printing and Publications | | | 90 | | | | | 90 |
| | | | | | | 001981 | 30000 | 10282 | 74200 | Printing and Publications | | | | | | | | - |
| | | | | | | 001981 | 30000 | 10282 | 71400 | Contractual Services-Individual | | | 10,000 | | | | | 10,000 |
| | | | | | | 001981 | 30000 | 00555 | 71400 | Contractual Services-Individual | 7,310 | 30,172 | 27,168 | | | | | 64,650 |
| | | | | | | 001981 | 30000 | 00555 | 71600 | Local Travel | | 348 | | | | | | 348 |
| | | | | | | 001981 | 30000 | 10282 | 71600 | Local Travel | | 136 | 1,597 | | | | | 1,733 |
| | | | | | | 001981 | 30000 | 00095 | 74500 | DPC | | 200 | | | | | | 200 |
| | | | | | | 001981 | 30000 | 00555 | 74500 | DPC | | 1,100 | | | | | | 1,100 |
| | | | | | | 001981 | 30000 | 10282 | 74500 | DPC | | 700 | | | | | | 700 |
| | Activity 4.1.2: NHRC is continuing to advocate for women's rights as a priority the national level. | | | | | 009657 | 30000 | 00555 | 72100 | Contractual Services-company | | | 23,290 | | | | | 23,290 |
| | | | | | | 001981 | 30000 | 00555 | 72100 | Contractual Services-company | | | | | | | | - |
| | | | | | | 001981 | 30000 | 10282 | 72100 | Contractual Services-company | | | | | | | | - |
| | | | | | | 001981 | 30000 | 00555 | 75700 | Training and workshop | | | 14,000 | | | | | 14,000 |
| | Continue policy advocacy/dialogues | | | | | 001981 | 30000 | 10282 | 75700 | Training and workshop | | | | | | | | - |
| | Policy brief based on three research findings | | | | | 001981 | 30000 | 10282 | 74200 | Printing and Publications | | | | 3,000 | 5,000 | | | 8,000 |
| | Action: Strengthen the functions of TC, NHRC to better promote women rights and child rights | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | | 5,000 | 5,000 |
| | Action: Advocacy on legal reform (eg. new SH law and so on) | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | | 5,000 | 5,000 |
| | Action: Support NHRC to submit the UN treaty body report | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | | 5,000 | 5,000 |
| | Activity 4.1.2.1: Action: Support NHRC to continue advocating for women and child rights and | | | | | 001981 | 30000 | 10282 | 71600 | Local Travel | | 1,118 | | | | | | 1,118 |
| | | | | | | 001981 | 30000 | 10282 | 74200 | Printing and Publications | | | | | | | | - |
| | Action: Launching and sharing two researches | | | | | 001981 | 30000 | 00555 | 75700 | Training and workshop | | 9,977 | | | | | | 9,977 |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training and workshop | | 14,461 | | 9,000 | | | | 23,461 |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training and workshop | | 15,762 | | | | | | 15,762 |
| | | | | | | 001981 | 30000 | 10282 | 73500 | Reimbursement Costs | | | 53 | | | | | 53 |
| | Activity 4.1.3: Support the NHRC to work with Dalit community CSO's on women's empowerment | | | | | 001981 | 30000 | 00555 | 71600 | Local Travel | | 671 | | | | | | 671 |
| | | | | | | 001981 | 30000 | 10282 | 73500 | Reimbursement Costs | | | | | | | | - |
| | | | | | | 001981 | 30000 | 10282 | 76100 | National Travel | | | | | | | | - |
| | | | | | | 001981 | 30000 | 00555 | 75700 | Learning Costs | 4,070 | | | | | | | 4,070 |
| | | | | | | 001981 | 30000 | 00555 | 72600 | Grants | | | 4,500 | | | | | 4,500 |
| | | | | | | 001981 | 30000 | 10282 | 72100 | Contractual Company | | 1,832 | | | | | | 1,832 |
| | Activity 4.2.1: NHRC undertake campaigns with schools and with support from education ministry | | | | | 001981 | 30000 | 10282 | 72600 | Grants | | 14,709 | 117,000 | 23,000 | 6,900 | | | 161,609 |
| | Action: Continue school-based campaigns | | | | | 001981 | 30000 | 10282 | 74200 | Printing and Publications | | 9,240 | | | | | | 9,240 |
| | | | | | | 001981 | 30000 | 10282 | 71600 | National Travel | | | | | | | | - |
| | | | | | | 001981 | 30000 | 00555 | 75700 | Learning Costs | | | | 3,000 | | | | 3,000 |

| EXPECTED OUTPUTS | PLANNED ACTIVITIES | Timeframe | | | | Responsible Party | Planned Budget | | | | | | | | | | |
|--|---|-----------|----|----|----|-------------------|----------------|-------|-------------|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | | Q1 | Q2 | Q3 | Q4 | | Fund Code | Donor | Budget Code | Budget Description | 2016 (Jan-Dec) | 2017 (Jan-Dec) | 2018 (Jan-Dec) | 2019 (Jan-Dec) | 2020 (Jan-Dec) | 2021 (Jan-Dec) | Total |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Learning Costs | | | 6,501 | | 5,000 | | 11,501 |
| | Action: Discussion with NCTB, Education Ministry and other relevant stakeholders | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | 5,000 | 5,000 |
| | Action: Review the existing curriculum and Share the recommendation with NCTB, Education Ministry and other relevant stakeholders | | | | | 001981 | 30000 | 00555 | 71300 | IC Consultant | | | | | | 6,000 | 6,000 |
| | 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. | | | | | 001981 | 30000 | 00555 | 75700 | Learning Costs | | | | | | | - |
| | Activity 4.3.2: Facilitate regular CSO and NHRC meetings with law enforcement to discuss women's | | | | | 001981 | 30000 | 00555 | 72500 | Stationery & other Office Supp | 53 | | | | | | 53 |
| | | | | | | 001981 | 30000 | 00555 | 75700 | Learning Costs | 629 | | | | | | 629 |
| | Activity 4.4: Women's rights CSO/CBOs have the means and capacity to engage with local governments. | | | | | 001981 | 30000 | 00555 | 63200 | Non-Recurrent Payroll - GS Stf | | | | | | | - |
| | Activity 4.4.1: Map women's CSO and legal aid services activity and geographic reach. | | | | | 001981 | 30000 | 00555 | 64300 | DPC | | | | | | | - |
| | Activity 4.4.2 Support UP governments to engage in women's rights activities. | | | | | 001981 | 30000 | 00555 | 71400 | Contractual Services - Individ | | | 35,000 | | | | 35,000 |
| | | | | | | 001981 | 30000 | 10282 | 71400 | Contractual Services - Individ | | | | 35,000 | 35,600 | | 70,600 |
| | | | | | | 001981 | 30000 | 00555 | 71600 | National Travel | | | | | | | - |
| | | | | | | 001981 | 30000 | 10282 | 71600 | National Travel | | | | 1,000 | 2,000 | | 3,000 |
| | Salary of Gender Expert | | | | | 001981 | 30000 | 10282 | 71400 | Contractual Services - Individ | | | | | | 39,000 | 39,000 |
| | Office miscellaneous, UNDP cost recovery-DPC | | | | | 001981 | 30000 | 00555 | 75700 | Training and workshop | | | | 3,135 | | | 3,575 |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training and workshop | | | | 7,810 | | | 4,015 |
| | | | | | | 001981 | 30000 | 00095 | 75100 | Facilities and Administration | | 48 | | | | | 48 |
| | GMS | | | | | 001981 | 30000 | 00555 | 75100 | Facilities and Administration | 1,701 | 4,768 | 7,182 | 4,811 | 3,200 | 5,200 | 26,861 |
| | | | | | | 001981 | 30000 | 10282 | 75100 | Facilities and Administration | | 4,375 | 8,907 | 6,985 | 3,000 | 5,840 | 29,107 |
| Total of Atlas ACTIVITY4 | | | | | | | | | | | 22,961 | 123,671 | 246,633 | 147,741 | 97,500 | 156,630 | 795,136 |
| Atlas Activity # 5: NHRC and national stakeholders better protect and promote the rights of ethnic minorities | Activity 5: Ethnic minorities component | | | | | | | | | | | | | | | | - |
| | Activity 5.1: NHRC has a system in place to collaborate with the Parliamentary Caucus, ethnic minority CSOs & HRDs | | | | | 001981 | 30000 | 00095 | 64300 | DPC | | 100 | | | | | 100 |
| | | | | | | 001981 | 30000 | 00555 | 64300 | DPC | | 4,000 | | | | | 4,000 |
| | | | | | | 001981 | 30000 | 10282 | 64300 | DPC | | 800 | | | | | 800 |
| | | | | | | 001981 | 30000 | 00555 | 71400 | Contractual Services - Individ | | 38,677 | 32,040 | | | | 70,717 |
| | | | | | | 001981 | 30000 | 10282 | 71400 | Contractual Services - Individ | | | 11,350 | | | | 11,350 |
| | | | | | | 001981 | 30000 | 00555 | 71600 | National Travel | | 6,642 | 204 | | | | 6,846 |
| | | | | | | 001981 | 30000 | 10282 | 72300 | Fuel & Patrol | | | 15 | | | | 15 |
| | | | | | | 001981 | 30000 | 00555 | 72300 | Fuel & Patrol | | 288 | 54 | | | | 342 |
| | | | | | | 001981 | 30000 | 00095 | 74500 | DPC | | 50 | | | | | 50 |
| | | | | | | 001981 | 30000 | 00555 | 74500 | DPC | | 2,000 | | | | | 2,000 |
| | | | | | | 001981 | 30000 | 10282 | 74500 | DPC | | 400 | | | | | 400 |
| | | | | | | 001981 | 30000 | 00095 | 75700 | Training and workshop | | 776 | | | | | 776 |
| | Activity 5.1.1: Support NHRC regional offices to form networks with ethnic advocates and human rights defenders. | | | | | 001981 | 30000 | 00555 | 75700 | Training and workshop | 1,621 | 38,799 | 2,000 | | | | 42,420 |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training and workshop | | 1,292 | | | | | 1,292 |
| | | | | | | 001981 | 30000 | 00555 | 73400 | Maint, Oper of Transport Equip | | 81 | | | | | 81 |
| | | | | | | 001981 | 30000 | 00555 | 73500 | Reimbursement Costs | | 52 | | | | | 52 |
| | | | | | | 001981 | 30000 | 00555 | 71600 | National Travel | | | 204 | | | | 204 |
| | | | | | | 001981 | 30000 | 10282 | 72600 | Grants | | | 15,000 | | | | 15,000 |
| | Activity 5.1.1: | | | | | 001981 | 30000 | 00555 | 71600 | National Travel | | | 751 | | | | 751 |
| | Activity 5.1.2 Convene ethnic minority people's thematic working group to engage identified groups | | | | | | | | | | | | | | | | - |
| | Activity 5.1.3 Convene meetings/forums between regional office and ethnic minority CBOs and CSOs with the thematic chair to identify priorities. | | | | | | | | | | | | | | | | - |
| | Activity 5.1.4: | | | | | 001981 | 30000 | 00555 | 71600 | Travel | | | | 1,000 | | | 1,000 |
| | | | | | | 001981 | 30000 | 00555 | 73400 | Rental & Maint of Other Equip | | | | | | | - |
| | Continue joint fact finding missions on HRV | | | | | 001981 | 30000 | 00555 | 75700 | Learning Costs | | | | 10,000 | | | 10,000 |
| | Action: Multi-stakeholders dialogues on existig laws and policies (including BEMRA) for better protection of rights of the ethnic, Dalits and other excluded groups | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | 5,000 | 5,000 |

| EXPECTED OUTPUTS | PLANNED ACTIVITIES | Timeframe | | | | Responsible Party | Planned Budget | | | | | | | | | | | |
|------------------|---|-----------|----|----|----|-------------------|----------------|-------|-------------|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|--------|--------|
| | | Q1 | Q2 | Q3 | Q4 | | Fund Code | Donor | Budget Code | Budget Description | 2016 (Jan-Dec) | 2017 (Jan-Dec) | 2018 (Jan-Dec) | 2019 (Jan-Dec) | 2020 (Jan-Dec) | 2021 (Jan-Dec) | Total | |
| | Action: Fact-finding, rapid response and media reporting/sharing | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | | 5,000 | 5,000 |
| | | | | | | 001981 | 30000 | 00555 | 71600 | Travel | | | | | | | 1,000 | 1,000 |
| | Activity 5.1.4.1: Establish formal collaboration with the Parliamentary Caucus on Indigenous people | | | | | 001981 | 30000 | 00555 | 71300 | National Consultant | | | | - | | | | - |
| | | | | | | 001981 | 30000 | 00555 | 71600 | National Travel | 315 | | | 2,000 | | | | 2,315 |
| | | | | | | 001981 | 30000 | 00555 | 72400 | Communication Charges | | 2,633 | | - | | | | 2,633 |
| | | | | | | 001981 | 30000 | 00555 | 75700 | Learning Costs | 2,370 | 6,076 | | - | | | | 8,445 |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Learning Costs | | | | - | | | | - |
| | Activity 5.1.5 Support the NHRC to undertake advocacy for other minorities: | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops and Confer | | | 2,500 | | | | | 2,500 |
| | Action: Review existing laws and policies related to land rights of the ethnic/religious minorities and hold | | | | | 001981 | 30000 | 00555 | 71300 | National Consultant | | | | 8,000 | | | | 8,000 |
| | Action: Support the NHRC TCS priority action on minority rights issues | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | | | 6,946 | 6,000 | | | | 12,946 |
| | Action: Support the NHRC TCS priority action on minority rights issues | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | | 5,000 | 5,000 |
| | Action: Celebration of world indigenous day | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | | 3,000 | 3,000 |
| | Action: Support to connect local journalists with national media on HRs and FOE issues | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | | 5,000 | 5,000 |
| | 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 | | | | | 009356 | 30000 | 10282 | 72100 | Contractual Services-Companies | | 2,813 | 9,880 | | | | | 12,693 |
| | | | | | | 011360 | 30000 | 00555 | 72100 | LOA | | 9,357 | 17,350 | | 29,900 | | | 56,607 |
| | | | | | | 001981 | 30000 | 00555 | 72100 | Contractual Services-Companies | | | | 3,000 | | | | 3,000 |
| | | | | | | 001981 | 30000 | 10282 | 72100 | Contractual Services-Companies | | | | 2,500 | | | | 2,500 |
| | | | | | | 001981 | 30000 | 00555 | 72600 | Grants | | | 9,500 | 10,000 | 20,000 | | | 39,500 |
| | | | | | | 001981 | 30000 | 10282 | 73400 | Rental & Maint of Other Equip | | | | - | | | | - |
| | | | | | | 001981 | 30000 | 00555 | 74200 | Printing and publications | | | 1,720 | 3,000 | | | | 4,720 |
| | | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops and Confer | | 2,033 | 14,461 | 3,000 | 10,000 | | | 29,494 |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Learning Costs | | | | 5,000 | | | | 5,000 |
| | | | | | | 001981 | 30000 | 00555 | 72500 | Supplies | | 3,605 | | | | | | 3,605 |
| | | | | | | 001981 | 30000 | 00555 | 74200 | Printing and publications | | | | | | | | - |
| | Action: Connect the Bangladesh Betar and community radio stations to develop and broadcast ethnic rights awareness and education programmes | | | | | 011360 | 30000 | 10282 | 72100 | LOA | | | | | | | | - |
| | Action: Demonstration of LNOB rights issues through linking radio programming of Bangladesh Betar and community radio stations | | | | | 009375 | 30000 | 10282 | 72100 | Contractual Services-Companies | | | | | | | 5,000 | 5,000 |
| | Action: Coordination and exchange of Bangladesh Betar and community radio programmes on ethnic/local language based rights education programmes | | | | | 001981 | 30000 | 00555 | 72600 | Grants | | | | | | | 21,000 | 21,000 |
| | | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | | 5,000 | 5,000 |
| | | | | | | 001981 | 30000 | 10282 | 74200 | Printing and publications | | | | | | | 3,000 | 3,000 |
| | Action: Consultation and wider dissemination of research findings on LNOB and HRs issues | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops and Confer | | | | | | | 5,000 | 5,000 |
| | Activity 5.3.1: Ethnic community youth leaders are empowered through increased knowledge and networking. | | | | | 001981 | 30000 | 00555 | 72100 | Contractual Services-Companies | | | | - | | | | - |
| | | | | | | 009375 | 30000 | 00555 | 72100 | Contractual Services-Companies | | | 7,506 | | | | | 7,506 |
| | | | | | | 009375 | 30000 | 10282 | 72100 | Contractual Services-Companies | | | | - | | | | - |
| | | | | | | 001981 | 30000 | 10282 | 73300 | Rental & Maint of Info Tech Eq | | | | - | | | | - |
| | | | | | | 001981 | 30000 | 00555 | 73400 | Rental & Maint of Other Equip | | | 1,707 | | | | | 1,707 |
| | | | | | | 001981 | 30000 | 10282 | 73400 | Rental & Maint of Other Equip | | | | | | | | - |
| | | | | | | 001981 | 30000 | 00555 | 74200 | Printing & Publication | | | 15,929 | | | | | 15,929 |
| | | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops and Confer | | | 12,000 | | | | | 12,000 |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | | | | | | | | - |
| | Action: Capacity development of Youth leaders to address post COVID-19 HRs issues & concerns | | | | | 001981 | 30000 | 10282 | 75700 | Training, workshop & conference | | | | | | | 5,000 | 5,000 |
| | Action: Extend networks (online platform) of youth leaders (Jubobangla and facebook page) and its handover | | | | | 001981 | 30000 | 00555 | 72100 | Contractual Services-Companies | | | | | | | 3,000 | 3,000 |
| | Action: Connecting Youth Leaders with community-based/school-based human rights education and awareness | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | | | | | | | 6,000 | 6,000 |
| | Action: National youth dialogues for searching good practices, challenges and future actions | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | | 5,000 | 5,000 |
| | Activity 5.3.1.9: Support the next generation of youth leaders through leadership trainings, holding camps and establishing networks. | | | | | 001981 | 30000 | 00555 | 71300 | Local Consultant | | | | - | | | | - |
| | | | | | | 001981 | 30000 | 00555 | 71600 | National Travel | | | | - | | | | - |
| | | | | | | 001981 | 30000 | 00555 | 72100 | Contractual service company | | | | 2,400 | | | | 2,400 |

| EXPECTED OUTPUTS | PLANNED ACTIVITIES | Timeframe | | | | Responsible Party | Planned Budget | | | | | | | | | | | |
|--|--|-----------|----|----|----|---------------------------------|----------------|-------|-------------|-------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | | Q1 | Q2 | Q3 | Q4 | | Fund Code | Donor | Budget Code | Budget Description | 2016 (Jan-Dec) | 2017 (Jan-Dec) | 2018 (Jan-Dec) | 2019 (Jan-Dec) | 2020 (Jan-Dec) | 2021 (Jan-Dec) | Total | |
| | | | | | | 001981 | 30000 | 00555 | 72400 | Communic & Audio Visual Equip | | 2,633 | - | - | - | - | 2,633 | |
| | | | | | | 001981 | 30000 | 00555 | 72500 | Office supplies | | 3,605 | - | - | - | - | 3,605 | |
| | | | | | | 001981 | 30000 | 10282 | 72500 | Office supplies | | - | - | - | - | - | - | |
| | | | | | | 001981 | 30000 | 00555 | 72600 | Grants | | 9,357 | - | 20,000 | - | - | 29,357 | |
| | | | | | | 001981 | 30000 | 00555 | 75700 | Learning Costs | 2,869 | - | - | - | - | - | 2,869 | |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Learning Costs | | - | - | - | - | - | - | |
| | Activity 5.4: Ethnic minority CSOs/CBOs have capacity to maintain formal engagement with Local Government (UPs). | | | | | 001981 | 30000 | 00555 | 72500 | Supplies | | - | - | - | - | - | - | |
| | Activity 5.4.1: Capacity development of local ethnic minority CSOs/CBOs to formalise engagement with Local Government (Union Parishad) | | | | | 001981 | 30000 | 00555 | 71300 | Local Consultant | | | 10,000 | - | - | - | 10,000 | |
| | | | | | | 001981 | 30000 | 00555 | 71600 | Travel | 0 | 387 | 1,000 | 1,000 | - | - | 2,387 | |
| | | | | | | 001981 | 30000 | 10282 | 71600 | Travel | | 3,000 | - | - | - | - | 3,000 | |
| | | | | | | 009573 | 30000 | 00555 | 72100 | Contractual Services-Companies | | 10,000 | - | - | 42,000 | - | 52,000 | |
| | | | | | | 001981 | 30000 | 00555 | 74200 | Printing and publications | | - | - | - | 4,000 | - | 4,000 | |
| | | | | | | 001981 | 30000 | 10282 | 74200 | Printing and publications | | 773 | - | - | - | - | 773 | |
| | | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops and Confer | | - | 7,915 | 6,000 | 5,000 | - | 18,915 | |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | 733 | 9,135 | - | - | 3,044 | - | 12,912 | |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | | - | - | - | - | - | - | |
| | Action: Support to organise events for promotion and protection of cultural rights and diversities of the ethnic and excluded minority groups/communities at local, regional and national levels | | | | | | | | | | | | | | | 4,400 | 4,400 | |
| | Action: Capacity development of inter-faith leaders on peace, tolerance and social cohesion issues in post COVID situation | | | | | 001981 | 30000 | 00555 | 75700 | Training, workshop & conference | | | | | | | 3,700 | 3,700 |
| | Action: Wider dissemination of cultural rights, diversity and peace messages in society | | | | | 001982 | 30000 | 00555 | 74200 | Printing & Publication | | | | | | | 3,500 | 3,500 |
| | | | | | | 001981 | 30000 | 00555 | 72100 | Contractual Services-Companies | | | | | | | 5,000 | 5,000 |
| | Activity 5.4.2: Support Local Governments (UP) to engage in human rights activities. | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops and Confer | | | 6,000 | - | - | - | 6,000 | |
| | Activity 5.5: Law enforcement (police) is better able to uphold ethnic minority rights. | | | | | | | | | | | | | | | | - | |
| | Activity 5.5.1: Expert on Ethnic Minorities & Indigenous (SB-4) | | | | | 001981 | 30000 | 00555 | 71400 | Contractual Services - Individual | 9,333 | - | - | - | - | - | 9,333 | |
| | | | | | | 001981 | 30000 | 10282 | 71400 | Contractual Services - Individual | | - | 40,000 | 42,000 | - | - | 82,000 | |
| | Field visit | | | | | 001981 | 30000 | 00555 | 71600 | National Travel | 68 | 2,000 | 1,000 | 1,000 | - | 1,000 | 5,068 | |
| | Communities and Minorities Expert | | | | | 001981 | 30000 | 10282 | 71400 | Contractual Services - Individ | | - | - | - | - | 39,000 | 39,000 | |
| | | | | | | 001981 | 30000 | 00555 | 73400 | Rental Maintenance | 185 | - | - | - | - | - | 185 | |
| | Office miscellaneous, UNDP cost recovery-DPC | | | | | 001981 | 30000 | 00555 | 75700 | Training and workshop | 3,089 | - | 7,364 | - | - | 2,294 | 12,746 | |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training and workshop | | - | 4,070 | - | - | 5,330 | 9,400 | |
| | | | | | | 001981 | 30000 | 10282 | 64397 | Staff related Cost-Others | | - | - | 6,700 | - | - | 6,700 | |
| | | | | | | 001981 | 30000 | 00555 | 74596 | UNDP cost recovery chrgs-Bills | | - | - | 6,800 | - | - | 6,800 | |
| | | | | | | 001981 | 30000 | 00095 | 75100 | Facilities and Administration | - | 74 | - | - | - | - | 74 | |
| | GMS | | | | | 001981 | 30000 | 00555 | 75100 | Facilities and Administration | 1,588 | 10,402 | 15,956 | 5,302 | 6,500 | 3,336 | 43,084 | |
| | | | | | | 001981 | 30000 | 10282 | 75100 | Facilities and Administration | | 483 | 4,621 | 6,246 | 4,000 | 7,752 | 23,102 | |
| | | | | | | Total of Atlas ACTIVITY5 | | | | | | 21,437 | 147,761 | 214,904 | 151,882 | 192,944 | 157,311 | 886,239 |
| Atlas ACTIVITY6: Programme Management Activities | Activity6: Implementation Period Assets, Finance Resources, Procurement Plan Finalized | | | | | | | | | | | | | | | | - | |
| | Monitoring and evaluation | | | | | 001981 | 30000 | 10282 | 63100 | Staff Mgmt Costs - IP Staff | | | - | 8,500 | 5,000 | - | 13,500 | |
| | | | | | | 001981 | 30000 | 00095 | 64300 | DPC | - | 600 | - | - | - | - | 600 | |
| | | | | | | 001981 | 30000 | 00555 | 64300 | DPC | 5,213 | 16,692 | 25,900 | - | - | - | 47,805 | |
| | | | | | | 001981 | 30000 | 10282 | 64300 | DPC | | 400 | - | - | - | - | 400 | |
| | | | | | | 001981 | 30000 | 00555 | 63200 | Common Security cost recovered from | 319 | - | - | - | - | - | 319 | |
| | HRP Evaluation | | | | | 001981 | 30000 | 10282 | 71200 | International Consultant | | 1,970 | - | - | - | 5,000 | 6,970 | |
| | | | | | | 001981 | 30000 | 00555 | 71300 | Local Consultant | | - | - | 8,000 | 7,000 | - | 15,000 | |
| | Admin & Finance Associate | | | | | 001981 | 30000 | 10282 | 71400 | Service Contracts-Individuals | 74,684 | 72,076 | 49,000 | - | 23,300 | 20,500 | 239,560 | |
| | Programme Assistant | | | | | 001981 | 30000 | 10282 | 71400 | Service Contracts-Individuals | | 11,174 | 45,000 | 29,000 | - | 13,500 | 98,674 | |
| | Driver cum Messenger | | | | | 001981 | 30000 | 10282 | 71400 | Service Contracts-Individuals | | | | | | 10,500 | 10,500 | |
| | Local Travel | | | | | 001981 | 30000 | 00555 | 71600 | National Travel | 52 | 3,946 | 500 | 1,000 | 500 | 2,000 | 7,997 | |
| | | | | | | 001981 | 30000 | 10282 | 71600 | National Travel | | 83 | 50 | - | - | - | 133 | |
| | Contractual Services Company | | | | | 001981 | 30000 | 00555 | 72100 | Contractual Services-Companies | | 1,319 | 3,000 | - | - | 6,000 | 10,319 | |
| | | | | | | 001981 | 30000 | 10282 | 72100 | Contractual Services-Companies | | | 1,000 | 5,000 | - | - | 6,000 | |
| | | | | | | 001981 | 30000 | 00555 | 72200 | Equipment and Furniture | 159 | 30,376 | 46 | - | 2,000 | - | 32,581 | |

| EXPECTED OUTPUTS | PLANNED ACTIVITIES | Timeframe | | | | Responsible Party | Planned Budget | | | | | | | | | | |
|------------------|---|-----------|----|----|----|-------------------|----------------|-------|-------------|------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|---------|
| | | Q1 | Q2 | Q3 | Q4 | | Fund Code | Donor | Budget Code | Budget Description | 2016 (Jan-Dec) | 2017 (Jan-Dec) | 2018 (Jan-Dec) | 2019 (Jan-Dec) | 2020 (Jan-Dec) | 2021 (Jan-Dec) | Total |
| | | | | | | 001981 | 30000 | 00555 | BA007 | Photocopier | | | | | 3,000 | | 3,000 |
| | ICT materials | | | | | 001981 | 30000 | 00555 | 72200 | Furniture & Equipment | | | | | | 3,000 | 3,000 |
| | Vehicle Fuel and oil | | | | | 001981 | 30000 | 00555 | 72300 | Materials & Goods | 1,479 | 2,679 | 2,000 | - | - | | 6,159 |
| | | | | | | 001981 | 30000 | 10282 | 72300 | Materials & Goods | | | | 5,000 | 3,524 | 7,000 | 15,524 |
| | Communication & Audio Visual [Internet, Mobile, Land Phone ect] | | | | | 001981 | 30000 | 00095 | 72400 | Communic & Audio Visual Equip | - | 3,344 | | - | - | | 3,344 |
| | | | | | | 001981 | 30000 | 00555 | 72400 | Communic & Audio Visual Equip | 596 | 520 | 11,756 | - | 2,000 | | 14,872 |
| | | | | | | 001981 | 30000 | 10282 | 72400 | Communication Charges | | | 8,823 | 1,000 | - | | 9,823 |
| | | | | | | 001981 | 30000 | 10282 | 72400 | Postal & courier | | | | | | 2,225 | 2,225 |
| | Supplies | | | | | 001981 | 30000 | 00555 | 72500 | Stationery & other Office Supp | 203 | 6,147 | 6,000 | - | - | | 12,350 |
| | | | | | | 001981 | 30000 | 10282 | 72500 | Supplies | | | 695 | 3,500 | 300 | 3,865 | 8,360 |
| | ICT equipment | | | | | 001981 | 30000 | 00555 | 72800 | Information Technology Equipmt | 278 | | | 2,895 | 3,000 | 2,000 | 8,173 |
| | Office maintenance | | | | | 001981 | 30000 | 00555 | 73100 | Office Premises | 61 | 16,309 | 16,000 | - | 10,000 | | 42,370 |
| | | | | | | 001981 | 30000 | 10282 | 73100 | Rental & Maintenance-Premises | | 9 | 15,371 | - | - | 5,000 | 20,380 |
| | | | | | | 001981 | 30000 | 00555 | 73200 | Premises Alternations | 47 | | | - | - | | 47 |
| | Maint, Oper of Transport Equip | | | | | 001981 | 30000 | 10282 | 73400 | Rental & Maint of Transport Equip. | | | 6,000 | 5,000 | 5,000 | 2,153 | 18,153 |
| | Leased Vehicles | | | | | 001981 | 30000 | 00555 | 73400 | Rental & Maint of Transport Equip. | 16,517 | 8,700 | 3,341 | 1,000 | 3,000 | 2,000 | 34,558 |
| | Project Audit | | | | | 001981 | 30000 | 00555 | 74100 | Audit | | | 1,000 | - | 1,000 | 1,000 | 3,000 |
| | Communication & Audio Visual [Internet, Mobile, Land Phone ect] | | | | | 001981 | 30000 | 00095 | 74200 | Printing and Publications | - | 30,100 | | - | - | | 30,100 |
| | | | | | | 001981 | 30000 | 10282 | 74200 | Printing and Publications | | 1,425 | 287 | 5,000 | 5,000 | 2,000 | 13,712 |
| | | | | | | 001981 | 30000 | 10282 | 74200 | Printing and Publications | | | | - | - | | - |
| | Office maintenance | | | | | 001981 | 30000 | 00555 | 74300 | Maint. Oper of Transport Equip | 1,010 | 659 | 2,000 | - | 1,100 | | 4,769 |
| | | | | | | 001981 | 30000 | 10282 | 74300 | Security Contributions | | 3,291 | 2,836 | - | 2,500 | | 8,627 |
| | Miscellaneous Exp; | | | | | 001981 | 30000 | 00095 | 74500 | Miscellaneous Exp | - | 300 | | - | - | | 300 |
| | | | | | | 001981 | 30000 | 00555 | 74500 | Miscellaneous Exp | 2,606 | 7,549 | 11,210 | - | - | | 21,365 |
| | | | | | | 001981 | 30000 | 10282 | 74500 | Miscellaneous Exp | | 364 | - | 1,463 | 1,000 | 2,000 | 4,827 |
| | Contributions to ICSC | | | | | 001981 | 30000 | 10282 | 74300 | Contributions to Security | | | | | | 3,600 | 3,600 |
| | | | | | | 001981 | 30000 | 00555 | 74300 | Contributions to Clinic | | | | | | 4,800 | 4,800 |
| | Office Meeting, Workshops and Confer DPC | | | | | 001981 | 30000 | 00555 | 75700 | Training, Workshops and Confer | 1,403 | 175 | 1,000 | 10,594 | - | 814 | 13,986 |
| | | | | | | 001981 | 30000 | 10282 | 75700 | Training, Workshops and Confer | | 558 | 1,000 | 4,510 | 1,675 | 5,561 | 13,303 |
| | | | | | | 001981 | 30000 | 10282 | 64397 | Staff related Cost-Others | | | | - | - | | - |
| | | | | | | 001981 | 30000 | 00555 | 74596 | UNDP cost recovery chrgs-Bills | | | | - | 3,300 | | 3,300 |
| | GMS | | | | | 001981 | 30000 | 00095 | 75100 | Facilities and Administration | - | 437 | | - | - | | 437 |
| | | | | | | 001981 | 30000 | 00555 | 75100 | Facilities and Administration | 8,370 | 15,787 | 3,830 | 4,288 | 8,270 | 3,166 | 43,710 |
| | | | | | | 001981 | 30000 | 10282 | 75100 | Facilities and Administration | | 352 | 12,413 | 6,921 | 8,326 | 11,863 | 39,874 |
| | | | | | | | | | | | 112,997 | 224,197 | 198,202 | 102,170 | 133,295 | 131,547 | 902,406 |
| | Activity 7.1: Strengthening justice delivery Institutions | | | | | | | | | | | | | | | | |
| | Action: Support to develop Strategic plan of SC | X | X | X | X | 001981 | 04001 | 00012 | 75700 | Training, Workshops and Confer | - | - | - | - | - | 2,000 | 2,000 |
| | | X | X | X | X | 001981 | 04001 | 00012 | 71300 | Local Consultant-Individual | - | - | - | - | - | 8,000 | 8,000 |
| | Action: Broadening of remedies by the High Court benches on writ cases of commercial nature and Support to Record management in the pilot Benches | X | X | X | X | 001981 | 04001 | 00012 | 72200 | Equipments and furniture | - | - | - | - | - | 8,000 | 8,000 |
| | | X | X | X | X | 001981 | 04001 | 00012 | 75700 | Training, Workshops and Confer | - | - | - | - | - | 5,000 | 5,000 |
| | Action: Support to improve commercial legal justice delivery mechanism (labour courts) | X | X | X | X | 001981 | 04001 | 00012 | 75700 | Training, Workshops and Confer | - | - | - | - | - | 10,000 | 10,000 |
| | Action: Reinforce the ADR mechanism in higher and subordinate courts, in legal aid and labour courts | X | X | X | X | 001981 | 04001 | 00012 | 75700 | Training, Workshops and Confer | - | - | - | - | - | 4,550 | 4,550 |
| | | X | X | X | X | 001981 | 04001 | 00012 | 72100 | Contractual Services-Companies | - | - | - | - | - | 5,000 | 5,000 |
| | Action: Functioning of the NJCC and DJCC | X | X | X | X | 001981 | 04001 | 00012 | 75700 | Training, Workshops and Confer | - | - | - | - | - | 12,000 | 12,000 |
| | Action: Legal aid and referral services (linked with CSOs) | X | X | X | X | 001981 | 04001 | 00012 | 72100 | | - | - | - | - | - | - | - |
| | Action: Support to improve the quality of legal aid services through Advocacy and awareness. | X | X | X | X | 001981 | 04001 | 00012 | 72100 | LOA | - | - | - | - | - | 37,800 | 37,800 |
| | Action: Support to reinforce the functions of NLASO for quality legal aid services to LNOB people | X | X | X | X | 001981 | 04001 | 00012 | 72100 | | - | - | - | - | - | - | - |
| | Activity 7.2: Effective Remedies for justice seeking LNOB | | | | | | | | | | | | | | | | |
| | Action: joint initiatives with Bangladesh Women Judges Association in addressing GBV cases amid COVID-19 and beyond | X | X | X | X | 001981 | 04001 | 00012 | 72100 | Training, Workshops and Confer | - | - | - | - | - | 10,000.00 | 10,000 |
| | | X | X | X | X | 001981 | 04001 | 00012 | 72100 | Contractual Services-Companies | - | - | - | - | - | 15,000.00 | 15,000 |

| EXPECTED OUTPUTS | PLANNED ACTIVITIES | Timeframe | | | | Responsible Party | Fund Code | Donor | Budget Code | Budget Description | Planned Budget | | | | | | | |
|-------------------------------|---|-----------|----|----|----|-------------------|-----------|-------|-------------|---------------------------------|----------------|------------------|------------------|------------------|------------------|------------------|------------------|---------|
| | | Q1 | Q2 | Q3 | Q4 | | | | | | 2016 (Jan-Dec) | 2017 (Jan-Dec) | 2018 (Jan-Dec) | 2019 (Jan-Dec) | 2020 (Jan-Dec) | 2021 (Jan-Dec) | Total | |
| | Action: Access to Justice Hackathon: promotion innovation for legal remedy | X | X | X | X | 001981 | 04001 | 00012 | 72100 | Contractual Services-Companies | - | - | - | - | - | 20,000.00 | 20,000 | |
| | Campaign on access to justice for Left Behind Communities by engaging community youth leaders | | | X | X | 04001 | 00012 | 00012 | 75700 | Training, Workshops and Confer | - | - | - | - | - | 10,000.00 | 10,000 | |
| | Learning and Exchange visit local and international travel | X | X | X | X | 001981 | 04001 | 00012 | 71600 | Travel | - | - | - | - | - | 20,000.00 | 20,000 | |
| | Develop awareness material | X | X | X | | 001981 | 04001 | 00012 | 74200 | Printing/Publication | - | - | - | - | - | 8,000.00 | 8,000 | |
| | Salary of Project Officer (Justice) | X | X | X | X | 001981 | 04001 | 00012 | 71400 | Contractual Services-Individual | - | - | - | - | - | - | - | |
| | Office miscellaneous, UNDP cost recovery-DPC | X | X | X | X | 001981 | 04001 | 00012 | 75100 | Facilities & Administration | - | - | - | - | - | 9,644 | 9,644 | |
| | GMS | X | X | X | X | 001981 | 04001 | 00012 | 75100 | Facilities & Administration | - | - | - | - | - | - | - | |
| SUB TOTAL : ACTIVITY 7 | | | | | | | | | | | - | - | - | - | - | - | 184,994 | 184,994 |
| Total Project Budget | | | | | | | | | | | 332,592 | 1,510,862 | 1,646,888 | 1,085,544 | 1,084,683 | 1,733,134 | 7,393,703 | |

| Total Budget by Output | Output | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | Total |
|------------------------|--------------|-------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | Output 1 | 119,824.17 | 609,612.82 | 515,993.26 | 321,538.20 | 362,243.98 | 547,070.00 | 2,476,282.43 |
| | Output 2 | 55,372.13 | 270,788.02 | 160,845.04 | 183,894.41 | 161,900.00 | 286,020.00 | 1,118,819.60 |
| | Output 3 | - | 134,832.42 | 310,311.98 | 178,319.88 | 136,800.00 | 269,562.00 | 1,029,826.28 |
| | Output 4 | 22,961.39 | 123,671.30 | 246,632.69 | 147,740.80 | 97,500.02 | 156,630.00 | 795,136.20 |
| | Output 5 | 21,437.32 | 147,760.93 | 214,903.91 | 151,881.60 | 192,944.00 | 157,311.00 | 886,238.76 |
| | Output 6 | 112,996.65 | 224,196.83 | 198,201.50 | 102,169.58 | 133,294.50 | 131,546.50 | 902,405.56 |
| | Output 7 | - | - | - | - | - | 184,994.00 | 184,994.00 |
| | Total | 332,591.66 | 1,510,862.32 | 1,646,888.38 | 1,085,544.47 | 1,084,682.50 | 1,733,133.50 | 7,393,702.83 |

| Total Budget By Donor(s) | Donors | CODE | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | Total |
|--------------------------|-------------------------------|-------|-------------------|---------------------|---------------------|---------------------|---------------------|---------------------|----------------------|
| | DANIDA | 00095 | 8,628.87 | 211,815.08 | 49,447.10 | 989.35 | - | - | 270,880.40 |
| | SIDA | 00555 | 317,083.49 | 1,170,400.98 | 675,249.01 | 733,580.75 | 777,978.3 | 553,312.50 | 4,227,605.00 |
| | SDC | 10282 | 6,879.30 | 128,646.02 | 798,260.20 | 350,974.37 | 306,704.2 | 994,827.50 | 2,586,291.62 |
| | TRAC | 00012 | - | - | 123,932.07 | - | - | 184,994.00 | 308,926.07 |
| | Un Funded | | - | - | - | - | - | - | 3,203,866.91 |
| | Total Programme Budget | | 332,591.66 | 1,510,862.08 | 1,646,888.38 | 1,085,544.47 | 1,084,682.50 | 1,733,134.00 | 10,597,570.00 |

| Total Budget By Fund & Donor(s) | Fund | Amount (\$) |
|---------------------------------|----------------------|---------------------|
| | Cost Sharing (30000) | 30000 |
| | TRAC FUND (04000) | 184,994.00 |
| | | - |
| | Total | 1,733,134.00 |

| Total by Implementing Agency | Total Programme Budget | Code | Amount (\$) |
|------------------------------|---|--------|---------------------|
| | UNDP | 001981 | 1,620,834.00 |
| | Commission of Three Fesearch (Bangladesh) | 013302 | 74,500.00 |
| | NLASO | 010381 | 37,800.00 |
| | Total Project Budget | | 1,733,134.00 |

T. Islam

Taslima Islam

Programme Coordinator
HRP, UNDP
Signature and Date

Andrew Macgregor

Andrew Macgregor

Chief Technical Adviser
HRP, UNDP
Signature and Date

Deputy Resident Representative
UNDP Bangladesh
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.

Resource Available:**Annexer 11**

| Description | SIDA | SDC | TRAC | Total |
|---|------------|------------|------------|--------------|
| Best Estimate of Ending balance of 2020 | 553,312.50 | 994,827.50 | - | 1,548,140.00 |
| Contribution Received in 2021 | - | - | 184,994.00 | 184,994.00 |
| Contribution Receivables of 2021 | - | - | - | - |
| Receivables of beyond 2021 | - | - | - | - |
| Total: | 553,312.50 | 994,827.50 | 184,994.00 | 1,733,134.00 |

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



Project ID: 00097336

Annexer 12

Statement of Common Costs:

| Budget Code | Head | SIDA | SDC | TRAC | Total |
|--------------------|---------------------------------|-------------|------------|-------------|-------------------|
| 75100 | - GMS (8%) | 40,902.00 | 73,975.00 | - | 114,877.00 |
| 74300 | - Security Costs | - | 3,600.00 | - | 3,600.00 |
| 74300 | - UN Clinic | 4,800.00 | - | - | 4,800.00 |
| 74100 | - Audit | - | 1,000.00 | - | 1,000.00 |
| 63100 | - Support on M & E | - | 10,000.00 | - | 10,000.00 |
| 75700 | -Direct Project Cost (DPC) 5.5% | 26,757.50 | 48,262.50 | 9,644.00 | 84,664.00 |
| | | | | | |



Human Rights & Justice Programme

UNDP PLANNING WORKSHOP
22 – 25 DECEMBER, 2020
BRAC CDM, RAJENDRAPUR

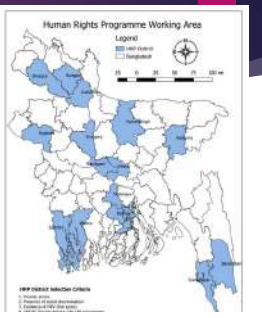
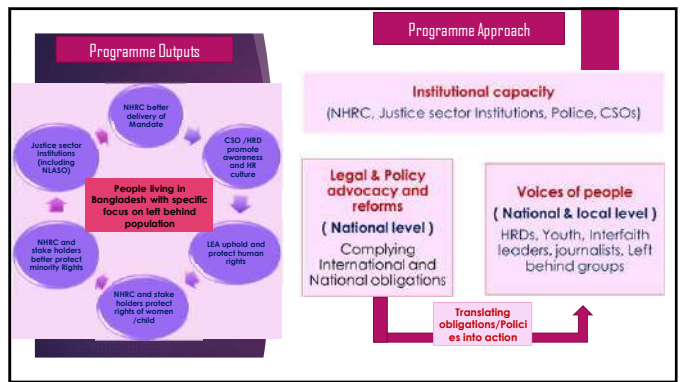
Human Rights Framework - Bangladesh

- Human rights anchored in the Constitution of Bangladesh and other laws - 116 new legal enactments (2013-2017) addressing rights of women, children and the most vulnerable
- Bangladesh is signatory to 8 out of 9 core HR treaties (Except Int Convention for the Protection of All Person from Enforced Disappearance)
- Universal Periodic Review
- Treaty body reviews
- Human Rights Council membership 2019-21
- 2030 Agenda - 92% of targets, indicators related to human rights (Bangladesh: Early adopter)
- Election Commitments - good governance, anti-corruption+ "Besides ensuring universal human rights, any attempts to violate human rights will be prevented."
- Commitments made by the PM to promote HRs - HRs Day, Police week

HRJP at a glance

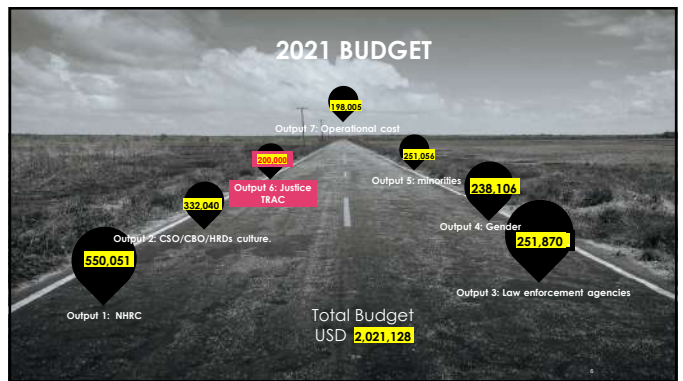
| | |
|--------------------------------|----------------------------------|
| Duration 2016 - 2020 | Extension Jan-Dec 2021 |
|--------------------------------|----------------------------------|

- **Key implementing partners**
NHRC, Judiciary, Ministry of Law, Justice & Parliamentary Affairs, NIASO, Law Enforcements Agencies, CSOs, academic Institutions
- **Total budget:**
USD 10,597.570
- **Donors:**
DANIDA (III 2017), SIDA and DDC

Key Activities in 2021

- NHRC**
 - Integrated digital office management systems
 - Strengthen NHRC Thematic Committees including newly established National Inquiry Committee
 - Advocacy for law and policy review & mass awareness
- CSOs and HRDs**
 - Support CSOs initiatives through small grants
 - Strengthen capacity of CSOs/CSO coalitions, HRDs and interfaith leaders in reporting on human rights situation
- Police**
 - Creating a culture of evidence-based initiatives i.e. Research, seminar, peer to peer learning
 - Interventions to sensitize first responders for crime at field level
- Gender**
 - Support to strengthen capacity of NHRC and key stakeholders including Youth and CSOs on Gender and Diversity issues:
 - Awareness raising on women rights and GBV issues including campaign on "women safety in public space"
- Minority**
 - Capacity development of ethnic and minority youth leaders engaging them in human rights awareness and education
 - Joint fact-finding missions on HRV issues
 - Connect Community Radio stations and Bangladesh Betar to broadcast ethnic/local language-based rights
- Justice Sector Institutions**
 - Support to strengthen digitalization in justice sector institutions
 - Access to legal aid through ADR is promoted for all specially for women and marginalized
 - Improved Justice Sector Coordination, collaboration with CSOs, Private Sectors to ensure timely and equitable justice



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| Innovations | |
|---|--|
| Innovation | How was it applied? |
| Challenge Fund | ✓ The Challenge Fund is grants mechanism supporting CSOs at the grassroots level to foster innovative human rights initiatives on key priority issues and has connected rural CSOs with NHRC and other platforms providing a wider scope to bring human rights concerns from community |
| Digitalization | ✓ Integrated office management of NHRC, Virtual Courts, etc. |
| E - learning portal | ✓ Online human rights training targeting youth and human rights defenders |
| Jubo Bangla online Platform | ✓ The Project has created a website titled "Jubo Bangla" (weblink: https://jubobangla.com.bd/) to strengthen the network of Youth Leaders and promote human rights at grass root level |
| CSO Coalition of district level | ✓ comprise of 167 CSOs along with trained human rights defenders, youth, police and interfaith leaders in 7 districts – helped in collective voice raising and actions in addressing human rights problems/challenges at local level and reporting human rights situations in the respective districts |
| Training with Police on Innovation and its Application in Training | ✓ In collaboration with a2i, HRP organized innovation training. The objective of the training was how they can use and introduce innovative approaches in their regular training programme |

| Challenges, Lessons Learned & Opportunities | |
|--|---|
| <p>Challenges:</p> <ul style="list-style-type: none"> ▶ Human rights violations: Alleged extrajudicial executions, disappearances, arbitrary arrests, torture/ill-treatment, judicial harassment, police disproportionate use of force, VAW ▶ Implementation Gap: legal/policy commitments vs. State action ▶ Comprehensive human rights monitoring: UPR action plan (UPR review is an opportunity to introduce proper monitoring) ▶ HR-based approach to development ▶ Shrinking civic and political space: legislation curtailing free speech, funding for CSOs, persecution of HR defenders, violent extremism ▶ Corruption: 2nd most corrupt in Asia acc. to Transparency Int. ▶ Expansion of current entry points with justice sector institutions ▶ COVID 19 Crisis | <p>Lessons Learned and opportunities:</p> <ul style="list-style-type: none"> ▶ Linking NHRC with international platforms has enabled NHRC to be abreast of current trends on human rights ▶ Challenge fund - Connecting rural CSOs with NHR and other platforms provides a wider scope to bring human rights concerns from community ▶ Youth engagement in community-based awareness initiatives has generated interest among youth groups to better engage in human rights dialogues ▶ Collaboration provide more options for redress – Justice and HRs ▶ Post COVID recovery will require closer attention to structural inequalities and reforms in policy & legal framework ▶ Slower engagement of business sector |

| Collaboration and Project Level Synergies | |
|---|--|
| Existing Synergies | Potential Synergies |
| Collaboration with a2i - Training with Police on Innovation and its Application in Training | Collaboration with Activating Village Court on knowledge dissemination and referrals for legal aid |
| Collaboration with a2i on digitalization of NHRC | Collaboration with PTIB on promoting peace and tolerance |
| Collaboration with a2i on virtual courts | Collaboration with projects working on SDGs to link with HRs |

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Empowered lives.
Resilient nations.

Meeting Minutes on Mid -Year Review of Human Rights Programme-2020

| | |
|-------------------------|--|
| Date: | 24 June 2020 |
| Project Title: | Human Rights Programme, UNDP |
| Participants: | Mahmuda Afroz, Rezwana Hoque Chaity, Nondon Paul, Mong Sing Neo, Md. Mozammel Haque, Mujin Lee, Md. Monzurul Islam Kamal, Fatematul Jannat, Hamidur Rahman, Mohammad Mustafizur Rahaman, Shankor Paul, Md. Sajjadul Islam Chowdhury, Kazuyoshi Hirohata |
| Review Contents: | <ul style="list-style-type: none"> • Project Management and Atlas Status Update • Output Progress Tracking (based on AWP) • Including COVID-19 output • Project Delivery Plan in 2020 • Top Spending Items – 2020 • Strategy – Preparation for Q3 and Q4 • Top Three Key Project Results of 2020 • Challenges/Risks and Action • Project Level Synergies: Existing and Potential • Review Contribution to Gender Equality, Women Empowerment and Youth • Leaving No One Behind (LNOB) • Review Innovation of project: Applied and Proposed • Extent/ Level of Outreach and Communication Efforts • COVID 19 impact on project beneficiaries |
| AWP 2020 Issue | <p>Progress towards planned result:</p> <p>Key Results:</p> <ul style="list-style-type: none"> • Result 1 (2020): NHRC-B enables to handle the human rights violations complaints with better satisfaction of clients through application of digitalized complaint handling system • Result 2 (2020): Human Rights Defenders (HRDs) are united and active to perform their role in defending, monitoring and reporting of human rights situation at grassroots level • Result 3 (2020): Police Officials have better understanding on Human Rights frameworks and its applications to respond for protection of rights of the people in Bangladesh . • Result 4 (2020): The laws/Policies related to GBV are reviewed, reformed and reinforced as a result of dialogues/policy advocacy with national institutions and stakeholders • Result 5 (2020): |

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The collaborations between the NHRC, Parliamentarians and CSOs/CBOs are visible to take policy initiatives or campaign on the rights of ethnic minorities in Bangladesh

Progress:

- Integrated Digital Office Management Systems of NHRC being revisited and mapped with NHRC's functions
- Follow up on systematic Human Rights violations (by jointly HRP and NHRC)
- Promoting non-discriminatory/corrupt practices among Govt. officials during food & essentials distribution
- Around 39 HRDs (M=19 and F=20) from 10 districts as of Q-2, 2020 and in total 183 HRDs (M=117; F=66) from 35 districts are active and transforming their roles in defending monitoring and reporting situation at grass root level.
- 7 (Seven) CSOs produced and submitted situation and HR violations report out of 14 CSOs.
- A total 182 (Male-173 and Female-09) Police Officials received training on Human Rights for better understanding.
- Introduced a guideline for LEA (Police) during COVID response
- NHRC conducted TCs meeting on VAW to identify the policy gaps.
- Advocacy tools on GBV prior and during COVID-19 situation
- NHRC conducted TCs meeting on VAW to identify the policy gaps.
- Advocacy tools on GBV prior and during COVID-19 situation

Budget delivery status 2020:

- The total budget in AWP 2020 is 2,092,824.07 USD and the total delivery of the project is 1246146 USD, which is 52% of the total budget

Challenges faced to implement AWP 2020 in 6 months:

- COVID 19 situation:
 - ✓ Seizure of the field activities of CSOs
 - ✓ Seizure of field monitoring visits
- Formal closer of project in December 2020
- Rights of the ethnic, excluded minorities and other LNOB category people are at risk in getting health services and survival foods during COVID 19 situation.
- Violence against women and girls' is in increasing trend during COVID 19 situation. It may continue in post COVID 19 situation
- Additional work during COVID-19

Action taken/to be taken

- Developed rapport and strong interaction with NHRC new leadership
- Remote monitoring and online meetings are continued with partners CSOs
- Continue virtual communication and consultation with CSOs, trained HRDs, Peace leaders and youth leaders
- Concept note and budget for one year extension has been submitted to

| | |
|---|---|
| | <p>donors</p> <ul style="list-style-type: none"> • Donor in principle agreed for costed extension for a year • The board meeting to be held soon (planned in first week, July) • The CSOs, HRDs, interfaith leaders and youth leaders actively involved in distribution of survival foods package among Dalits, Hijra, Persons with Disabilities and Ethnic communities • HRP has been monitoring and taking awareness raising initiatives of partner CSOs at grassroots level on domestic violence. Also developed and disseminated IEC and awareness campaign materials (i.e. 2 TVCs and 10,000 posters) on COVID 19 developed and shared with NHRC and for preparing press statements, video messages, TVCs, broadcasting on VAW. • Virtual Court • Pillar-5 (under SERF) and Pillar-6 (NRRF-National Recovery Response Framework) • 1 Million USD fund mobilization from SDC and additional proposal prepared for Japan • Data Analysis on Legal Aid Helpline |
| <p>Key discussion points and decisions</p> | <ul style="list-style-type: none"> • HRP should include the COVID-19 budget in the original budget. In this case, total budget will be almost 2.5 million and actual expenditure as of June 2020 need to be inserted. • The COVID-19 budget (402,000 USD) should be specified in line with: <ul style="list-style-type: none"> <u>As an example:</u> Total allocated resources: USD: 402,000.00 Regular (TRAC-2): USD: 252,000.00 SIDA: USD: 75,000.00 SDC: USD: 75,000.00 • Reimbursement from HQ for CTA salary (GJJA) is under process - finance and partnership is copied in all communications. Regarding GLGE, the relevant documents need to be submitted in the system. Nondon Paul must discuss and take support from Hamidur Rahman (CO, UNDP) • For the next time, the top spending amount like LOA amount and Grant amount should be presented in the PPT. In addition, an analysis of top spending items can be considered for preparing a projection of expenditure/delivery and accordingly revise the AWP keeping the two-scenario in mind. • Keep track records (database) of all contracts/agreement with CSOs and other stakeholders and if in case of no cost LOA or grants extension, consider 06 months' time instead of 03 months to avoid the repeated extension of contracts. • HRP should start the process of recruiting a dedicated Finance person immediately. • HRP should share the final version of Perception Survey report with Cluster head (Mahmuda Afroz) and M&E focal of CO (Kazuyoshi Hirohata). • As the trimline of the agreement with CSOs (under the Low-value Grants (LVG)/ Challenge Fund (CF) support) is going to be ended in November 2020, HRP should take decision after the PAB meeting (planned in early July) on |

| | |
|--|--|
| | <p>extension of grant agreement.</p> <ul style="list-style-type: none">• The presentation of Results should be based on parameter/indicator with necessary evidence. A concrete action plan is needed for developing synergies with other projects of UNDP, so that results of interproject collaboration/ synergies can be mentioned• LNOB related information will be limited to what is measured in indicators (Final RRF was approved by the project board in 2017) The decision on end line survey will be decided through the PAB meeting since the extension of project is in process.• HRP should share a list of all knowledge products with the cluster.• Project to further improve collecting and documenting stories for better communication of results/ changes in the lives of people.• The extension for the 1st year started in Dec 2019 and now it is final stage . Project has been closely working with partnership cluster from early 2020. Project should develop an action plan to address the issues discussed and agreed/ decisions made in the Mid-Year session and update the implementation progress to DGC. |
|--|--|

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UNDP Bangladesh DEX/DIM project Recruitment Plan - 2021
Project/Cluster: Human Rights Programme

1. HR Plan for 2021

| Position | Position reflected in Annual work Plan Yes/No | Contract modality | Number of position(s) | Category/Band | Contract Duration | Person Expected on board* | Budgeted Amount in USD | Position budgeted & reflected in AWP Yes/No** |
|--------------|---|-------------------|-----------------------|---------------|-------------------|---------------------------|------------------------|---|
| M & E Expert | Yes | SC | 1 | SB 3 | 11 months | 1-Feb-20 | 20,500 | Yes |

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

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

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

| Name | Position Title | Contract Modality | Level/Band | Contract end date (DD/MM/YYYY) | Planned extension | Remarks |
|----------------------------|--|-------------------|------------|--------------------------------|-------------------|---------|
| Andrew MacGregor | International Chief Technical Advisor | FT | P5 | 31-Dec-2021 | | |
| Taslima Islam | Programme Coordinator | SC | SB-5 | 31-Oct-2021 | 31-Dec-2021 | |
| Lubna Yeasin | Investigation/Human Rights Expert | SC | SB-4 | 31-Dec-2021 | | |
| Bithika Hasan | Gender Expert | SC | SB-4 | 31-Dec-2021 | | |
| Shankor Paul | Expert on Ethnic Minorities & Indigenous | SC | SB-4 | 31-Dec-2021 | | |
| Mong Sing Neo | Programme Officers | SC | SB-4 | 31-Dec-2021 | | |
| Oli Md. Abdullah Chowdhury | Communication & Advocacy Expert | SC | SB-4 | 31-Dec-2021 | | |
| Durlov Chowdhury | Finance & Admin Associate | SC | SB-3 | 31-Dec-2021 | | |
| Nondon Chandra Paul | Programme Assistant | SC | SB-2 | 31-Dec-2021 | | |
| Md Mahbubul Haque | Experts on Data Analysis | SC | SB-3 | 31-Dec-2021 | | |
| Md. Kamal Hossain | Driver cum Messenger | SC | SB-1 | 31-Dec-2021 | | |

| | Name | Designation | Date |
|----------------|---------------------|--------------------------------|-----------|
| Prepared by | Nondon Chandra Paul | PA, HRP | 21-Jan-21 |
| Recommended By | Taslima Islam | National Programme Coordinator | |
| Approved by | Andrew MacGregor | Chief Technical Adviser | |

Bureau: RBAP | Business Unit: Bangladesh | Project ID: 00097336 | Year: 2021 | Report Date: January 12, 2021

| # | 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-0000124243 | Nondon Chandra Paul | National Consultant | Individual Contract | Individual Consultants - National | 6,000 | No | 0 | | | 30-Mar-21 |
| 2 | BGD-0000124244 | Nondon Chandra Paul | National Consultant | Individual Contract | Individual Consultants - National | 8,333 | No | 0 | | | 30-Mar-21 |
| 3 | BGD-0000124245 | Nondon Chandra Paul | National Consultant | Individual Contract | Individual Consultants - National | 8,333 | No | 0 | | | 30-Mar-21 |
| 4 | BGD-0000124246 | Nondon Chandra Paul | National Consultant | Individual Contract | Individual Consultants - National | 8,333 | No | 0 | | | 30-Mar-21 |
| 5 | BGD-0000124247 | Nondon Chandra Paul | Consulting Firm | Services | Consultancy Services - Firms | 30,000 | No | 0 | | | 01-Apr-21 |
| 6 | BGD-0000124248 | Nondon Chandra Paul | National Consultant | Individual Contract | Individual Consultants - National | 6,000 | No | 0 | | | 02-May-21 |
| 7 | BGD-0000124249 | Nondon Chandra Paul | International Consultant | Individual Contract | Individual Consultants - International | 30,000 | No | 0 | | | 02-May-21 |
| 8 | BGD-0000124250 | Nondon Chandra Paul | National Consultant | Individual Contract | Individual Consultants - National | 7,000 | No | 0 | | | 02-May-21 |
| 9 | BGD-0000124251 | Nondon Chandra Paul | National Consultant | Individual Contract | Individual Consultants - National | 10,000 | No | 0 | | | 01-Apr-21 |
| 10 | BGD-0000124253 | Nondon Chandra Paul | Consulting Firm Services | Services | Consultancy Services - Firms | 50,000 | No | 0 | | | 01-Apr-21 |
| 11 | BGD-0000124254 | Nondon Chandra Paul | Consulting Firm Services | Services | Consultancy Services - Firms | 15,000 | No | 0 | | | 02-May-21 |
| TOTAL | | | | | | 178,999 | | 0 | | | |
| Grand Total (Estimated Contract Value+ Amendment Value) | | | | | | | 178,999 | | | | |



| Communication Plan for Human Rights Programme 2021 | | | | | | |
|---|---|--|---------------|--|-----------------|---|
| Total Budget: _____ USD | | | | | | |
| SL | Target Audience | Communication Activities | Timing | Expected Results / Indicators of Achievement | Resource | Responsible Person |
| 01 | <ul style="list-style-type: none"> National Human Rights Commission The Government (National & Local) The Programme Donor(s) The Communities & Beneficiaries General Public & Development Partners | <ul style="list-style-type: none"> Publications of Advocacy & Communications Materials (TVC and other communication contents) | Q1-Q4 | <ul style="list-style-type: none"> Raise awareness on women's safety in public space (WSPP) and the importance of women's participation in economic and social activity Youths take a lead and engage other stakeholders in ensuring WSPP amidst COVID-19 situation and beyond | Project fund | <ul style="list-style-type: none"> Communications and Advocacy Expert Operations Unit, HRP Strategic partner <ul style="list-style-type: none"> CSOs |
| 02 | <ul style="list-style-type: none"> National Human Rights Commission The Government (National & Local) The Programme Donor(s) Academia The Communities & Beneficiaries General Public & Development Partners | <ul style="list-style-type: none"> Publication of study reports (finding sharing of action research) Publication of news, features and study while ensuring wider dissemination through media | Q1 | <ul style="list-style-type: none"> Raise awareness on left behind persons and suggest way forward for the inclusion | Project fund | <ul style="list-style-type: none"> Communications and Advocacy Expert Operations Unit, HRP <ul style="list-style-type: none"> CSOs Researchers |
| 03 | <ul style="list-style-type: none"> National Human Rights Commission The Government (National & Local) The Programme Donor(s) Law enforcing agency including Bangladesh Police The Communities & Beneficiaries General Public & Development Partners | <ul style="list-style-type: none"> Publication of study reports (key finding with recommendations on road safety) | Q3-Q4 | <ul style="list-style-type: none"> Sharing of Improved police practices to promote human rights | Project fund | <ul style="list-style-type: none"> Communications and Advocacy Expert Operations Unit, HRP Bangladesh Police |

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Oli Md Abdullah Chowdhury

| | | | | | | |
|----|---|---|---------|---|-------------------|--|
| 04 | <ul style="list-style-type: none"> • The Government (National & Local) • The Programme Donor(s) • The Communities & Beneficiaries • General Public & Development Partners • Others | <ul style="list-style-type: none"> • Photography Archive • <i>(This photo archive will document COVID-19 response and other interventions on youth and)</i> | Q2-Q3 | <ul style="list-style-type: none"> • Photos used in different communication materials, social media and website. | Project fund | <ul style="list-style-type: none"> • Communications and Advocacy Expert • Operations Unit, HRP <ul style="list-style-type: none"> • CSOs |
| 05 | <ul style="list-style-type: none"> • Media/Journalists | <ul style="list-style-type: none"> • Orientation for journalists on key HRP issues | Q1 - Q3 | <ul style="list-style-type: none"> • Awareness raised on youth engagement and the importance of Leaving No One Behind (LNOB) | Project fund | <ul style="list-style-type: none"> • Communications and Advocacy Expert • Operations Unit, HRP • Partner/ vendor |
| 06 | Media/Journalists | <ul style="list-style-type: none"> • Enhance capacity of journalists to cover and highlight youth and exclusion issues (Media orientation & field trips for journalist in 4 locations based on study findings) | Q2 - Q3 | <ul style="list-style-type: none"> • Capacity enhanced to cover and highlight youth and Leaving No One Behind (LNOB) | Project fund | <ul style="list-style-type: none"> • Communications and Advocacy Expert • Operations Unit, HRP • Partner/ vendor |
| 07 | <ul style="list-style-type: none"> • National Human Rights Commission • The Government (National & Local) • The Programme Donor(s) • Academia • The Communities & Beneficiaries • General Public & Development Partners | <ul style="list-style-type: none"> • Share stories and features on left behind persons in HRP and UNDP Bangladesh website | Q1-Q4 | <ul style="list-style-type: none"> • Websites will have stories and features on left behind persons and stakeholders will be able to access it | Fund not required | <ul style="list-style-type: none"> • Communications and Advocacy Expert • Operations Unit, HRP |
| 08 | <ul style="list-style-type: none"> • The Government (National & Local) • The Programme Donor(s) • General Public & Development Partners • Others | <ul style="list-style-type: none"> • Advocacy Events including national youth essay competition expected to be attended by PM | Q1-Q4 | | Project fund | <ul style="list-style-type: none"> • Communications and Advocacy Expert • Operations Unit, HRP • Partner/ vendor |

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Intended Results and achievement of the Human Rights Programme

| Key Results | Achievement | Potential Impact |
|--|---|---|
| <p>Key Result -1 (2021):</p> <p>NHRC-B enables to handle the human rights violations complaints with better satisfaction of clients through application of digitalized complaint handling system</p> | <ul style="list-style-type: none"> <input type="checkbox"/> Integrated Digital Office Management Systems of NHRC being revisited and mapped with NHRC's functions <input type="checkbox"/> Follow up on systematic Human Rights violations (by jointly HRP and NHRC) <input type="checkbox"/> Promoting non-discriminatory/corrupt practices among Govt. officials during food & essentials distribution | <p>No significant impact yet.</p> |
| <p>Key Result- 2 (2021):</p> <p>Human Rights Defenders (HRDs) are united and active to perform their role in defending, monitoring and reporting of human rights situation at grassroots level</p> | <ul style="list-style-type: none"> <input type="checkbox"/> Around 39 HRDs (M=19 and F=20) from 10 districts as of Q-2, 2020 and in total 183 HRDs (M=117; F=66) from 35 districts are active and transforming their roles in defending monitoring and reporting situation at grass root level. <input type="checkbox"/> 7 (Seven) CSOs produced and submitted situation and HR violations report out of 14 CSOs. | <p>Increased capacity of HRDs to report HR situation at grassroots level.</p> |
| <p>Key Result 3 (2021): Police Officials have better understanding on Human Rights frameworks and its applications to respond for protection of rights of the people in Bangladesh .</p> | <ul style="list-style-type: none"> <input type="checkbox"/> A total 182 (Male-173 and Female-09) Police Officials received training on Human Rights for better understanding. <input type="checkbox"/> Introduced a guideline for LEA (Police) during COVID response | <p>Increased capacity of Police Officials to protect human rights of the people of Bangladesh.</p> |
| <p>Key Result 4 (2021): The laws/Policies related to GBV are reviewed, reformed and reinforced as a result of dialogues/policy advocacy with national institutions and stakeholders</p> | <ul style="list-style-type: none"> <input type="checkbox"/> NHRC conducted TCs meeting on VAW to identify the policy gaps. Advocacy tools on GBV prior and during COVID-19 situation | <p>No significant impact yet</p> |
| <p>Key Result 5 (2021): The collaborations between the NHRC, Parliamentarians and CSOs/CBOs are visible to take policy initiatives or campaign on the rights of ethnic minorities in Bangladesh</p> | <ul style="list-style-type: none"> <input type="checkbox"/> One collaborative action taken by NHRC and CSOs to visit and initiate information campaign on the problems and challenges of Horijon community <input type="checkbox"/> Collaborative actions of NHRC, CSOs and local administration in selection and distribution of food package <input type="checkbox"/> 2 (two) online consultation with NHRC and CSOs | <p>Enhanced collaboration between NHRC and CSOs to take policy initiatives on rights of minority.</p> |



Project Monitoring and Evaluation Plan (2020-21)

Annexure-2: HRP Monitoring and Evaluation Plan 2020-21

| | |
|--------------------------------------|--|
| 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 Output | : (UNDAF Outcome 1) Develop and implement improved social policies and programmes that focus on good governance, reduction of structural inequalities, and advancement of vulnerable individuals and groups (Output 1.4.) National and subnational authorities empowered to implement gender sensitive policies and strategies, especially for gender-based violence and child marriage (UN System) (Output 1.5.) Communities, public servants and traditional leaders made aware and empowered to foster demand of rights and use of services through partnerships (UN System) |
| 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 |

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Project Monitoring and Evaluation Plan (2020-21)

| Expected Outcome 1 : The National Human Rights Commission (NHRC) can more effectively deliver on its mandate . (HRP – 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) ¹ | NHRC was accredited by the Sub-Committee of Accreditation of Global Alliance of the National Human Rights Institutions with a 'B' status in May 2013 and again in March 2015. This indicates that it is largely, but not fully, in compliance with the Paris Principles. | 3 (composite based on scaling – see footnote) ² | Legal framework: NHRCB has reviewed the NHRC Act 2009 and submitted to the Ministry of Law, Justice and Parliamentary Affairs and following-up on the amendment. NHRCB is also engaged in intense lobbying using international & local platforms e.g. UPR, Pre-UPR meetings, GNHRI, APF & national debates and seminars. Operations: NHRCB has displayed a very | Review of ICC Sub-Committee on Accreditation (SCA) report. | ICC Sub-Committee on Accreditation (SCA) review report. MTR and Final Evaluation Report | Mid and End of the Project | NHRC, ICC Sub-Committee, Project Team, M&E Expert, Data Analysis Expert. | | Government of Bangladesh may remove or reduce resources allocated to NHRC. A change in the political climate may increase pressure on NHRC and reduce perception of independence. |

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

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

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Project Monitoring and Evaluation Plan (2020-21)

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| | | | <p>autonomous approach in handling selected issues.³</p> <p>Analysis of the composite indicators show that NHRC has achieved medium level results . See Note ⁴(Dec 2019)</p> <p>As of 31 March 2020⁵</p> | | | | | | |
| <p>1. 2) Percentage of NHRC clients expressing satisfaction in the complaint's mechanism of the NHRC .⁶</p> | <p>Baseline : 10% Respondents complained among them 39% were very satisfied) Follow-up Perception Survey-2015⁷</p> | <p>0% (2017) 20% (2018) 20% (2019) 10% (2020) 10% (2021) 60% (2021 Cumulative) At least 60 % clients indicating</p> | <p>Client Satisfaction Survey is officially introduced from Dec 2018 at the front Desk of NHRC to digitalize client satisfaction tool.⁸</p> | <p>Client satisfaction surveys .</p> | <p>Client satisfaction survey report MTR and Final Evaluation Report Action</p> | <p>Mid and End of the Project</p> | <p>NHRC, Project Team, M&E Expert, Data Analysis Expert .</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> |

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

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

⁵ The 5th National Human Rights Commission has been appointed on 21 September 2019 who has expressed their interest to lobby with the government for the amendment of the NHRC Act 2009 during 2020. The extent to which the amendment is made be a crucial factor in deciding the alignment of the NHRC's framework with the Paris Principles.

⁶ Client satisfaction sample surveys to be carried out annually with 4 scale: 1-very satisfied, 2-satisfied, 3-Dissatisfied, 4-Very Dissatisfied.

⁷ The sample size was 3740, among them 10% respondent complained to the NHRC on human rights violations and 39% expressed very satisfaction.

⁸ NHRC is in the final stage of making the whole system including the complaint management system digitalized with a comprehensive E-filing system by mid-2020. Then the Clients satisfaction survey will be fully operational.

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Project Monitoring and Evaluation Plan (2020-21)

| | | the services to be moderate – good (2021) (See footnote) | Very Satisfied: 9%, Satisfied ; 58.2%, Dissatisfied : 5%, Very Dissatisfied : 0 (As of Dec 2019) Very Satisfied: 0%, Satisfied; 80%, Dissatisfied: 13.33%, Very Dissatisfied: 6.67% (As of March 2020 ⁹). | | | | | | |
|---|-----------------|---|--|---|--|-----------|--|----------------------|---|
| 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 |
| 1.3 A. Number of submissions made by NHRC– B to international human rights instruments /mechanisms (Human rights council, UPR, treaty bodies and special procedures | 4 ¹⁰ | 1 (2017) 2 (2018) 1 (2019) 1 (2020) 1 (2021) 6 (2021 Cumulative) | 04 (Dec 2017) ¹¹ 01 (Dec 2018) ¹² 0 (Dec 2019) ¹³ (As of Dec 2019, Cumulative -5) | Review of NHRC reports, Programme reports, acknowledgement of relevant UN bodies, | NHRC reports, Programme reports, acknowledgement of relevant UN bodies . | Annually | NHRC, Project Team, M&E Expert, Data Analysis Expert . | \$6000 | There may be competing priorities which may delay the reporting process |

⁹ In addition, another Follow-up Perception Survey report is underway which started at the end of 2019. A draft report is received on perception survey and under review which is expected to be finalized by end April 2020.

¹⁰ CRC- United Nations Convention on the Rights of the Child, UPR- Universal Periodic Review 2nd cycle, CEDAW- Convention on the Elimination of All Forms of Discrimination against Women is prepared and pending submission, ICCPR- International Covenant on Civil and Political Rights, Source: BNHRC-CDP Closing Report, December 2015.

¹¹ Information/statement on ICCPR-International Covenant on Civil and Political Rights; Information/statement on CMW- International Covenant on the Protection of the Rights of all of Migrant Workers and Members of Their Families; UPR- Universal Periodic Review 3rd Cycle, Voluntary National Report (VNR) for SDGs.

¹² ICESCR-International Covenant on Economic, Social and Cultural Rights prepared in December 2018 but not submitted yet CEDAW- Convention on the Elimination of All Forms of Discrimination against Women Interim report.

¹³ In 2019 NHRC didn't submit any international human rights report.

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Project Monitoring and Evaluation Plan (2020-21)

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| | | | 2020: ¹⁴ in progress ¹⁵ | | | | | |
| 1.3.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) 5 (2021) 15 (2021 Cumulative) | 09 (Dec 2017) ¹⁶ 02 (Dec 2018) ¹⁷ 0 (Dec 2019) ¹⁸ (As of Dec 2019, Cumulative -11) As of March, 2020 ¹⁹ | Review of NHRC reports, Programme reports, acknowledgement of relevant UN bodies, | NHRC reports, Programme reports, acknowledgement of relevant UN bodies . | Annually | NHRC, Project Team, M&E Expert, Data Analysis Expert . | There may be competing priorities which may delay the reporting process |
| 1.3.C Number of recommendations made by rights forums of NHRC on legislative, policy advice or procedural changes . | | 50% (2017) 50% (2018) 50% (2019) 50% (2020) 50% (2021) 50% of total decisions (2021 Cumulative) | 3 (December 2017) ²¹ | Review of NHRC reports . | NHRC reports, Rights Forums reports, Annual review . | Annually | NHRC, Project Team, M&E Expert, Data Analysis Expert . | An increasingly restrictive political and civil rights environment may stifle human rights dialogue . Key stakeholders may be unwilling to participate in activities . |

¹⁴ https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/countries.aspx?CountryCode=BGD&Lang=EN

¹⁵ CRPD review of Bangladesh on the 23 sessions of the committee in 2020 on which the current NHRC may engage itself, ICCPR State party report due on 29 March 2021 after that stakeholders report will be due, CEDAW State report is due on 30 November 2020, stakeholders report will be due after that, CRC State report is due on 1 March 2021 then the stakeholders' report will be due. However, NHRC has been engaged itself in the follow-up of implementation of the recommendations from UPR 3rd cycle, concluding observations of the committees established under the treaties as well as SDG goals by the interventions of the thematic committees of NHRC.

¹⁶ As of December 2017, a total of 9 consultations were conducted (CMW -1, UPR - 8)

¹⁷ Consultation on ICESCR: February 2018 & Mock UPR May 2018.

¹⁸ In 2019 NHRC didn't submit any international human rights report since didn't have any consultations.

¹⁹ It is expected that the NHRC will organize a few workshop/consultations in 2020 for the preparation/stock-taking of the reports to international human rights mechanisms which are due in 2021 as well as for UPR (report due in 2022 and review will take place in May 2023).

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

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Project Monitoring and Evaluation Plan (2020-21)

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| | 04 ²⁰ (2015) | | 2 (December 2018) ²² 1 Policy Dialogue ²³ (As of Dec 2019) (As of Dec 2019, Cumulative 6) As of March 2020 ²⁴ | | | | | | |
| 1.3.D. Number of recommendations made by national stakeholders (including private sector) for legislative, policy procedures, services, and practices in post-COVID 19 situation | 0 | 3 (2020) 3 (2021) 6 (2021) Cumulative) | | Review of NHRC reports . | NHRC reports, Rights Forums reports, Annual review . | Annually | NHRC, Project Team, M&E Expert, Data Analysis Expert . | | An increasingly restrictive political and civil rights environment may stifle human rights dialogue . Key stakeholders may be unwilling to participate in activities . |

²⁰ Major/Significant recommendations were made: Anti-Trafficking Act 2012; Children Act 2013; Child Marriage Restraint Act 2017; Policy advice and recommendations to government on combating human trafficking and repatriation of victims; role of key actors, Source: BNHRC-CDP Project in 2010-2015.

²² Rule of Law and Protection of Human Rights: NHRCs Direction to the Law Enforcement Agency During Anti-Drug Operation, The Marrakech Declaration 'Expanding the civic space and promoting and protecting human rights defenders, with a specific focus on women: The role of national human rights institutions'

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

²⁴ The core committee meeting on 11 March 2020 [a. Committee on Dalits, Hijra, other Excluded Minorities, b. Committee on Protection of Religious and Ethnic Minorities & Non-citizen's rights made decision to recommend the Ministry of CHT affairs to revisit its name and form two separate divisions (for CHT and Plain land indigenous people).

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

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Project Monitoring and Evaluation Plan (2020-21)

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| <p>1.4) Number of Human Rights focal points across the Government re-established and that actively participates in the decision-making process including the thematic committee of the NHRC's Human Rights forums .</p> | 15 ²⁵ | 5 (2017) 5 (2018) 5 (2019) 10 (2020) 5 (2021) 30 (2021 Cumulative) | 4 (Dec 2017) ²⁶ 12 Thematic Committees of NHRC (Dec 2018) ²⁷ New Commission is revisiting the thematic committees and then work on the HR Focal Points in the ministries by March 2020, As of March 2020 ²⁸ | Review of NHRC reports and Government office orders and ToRs . | NHRC reports, Government office order, ToRs . | Annually | Government, NHRC, Project Team, M&E Expert, Data Analysis Expert . | | An increasingly restrictive political and civil rights environment may stifle human rights engagement . |
| <p>1.5) Extent to which NHRC has demonstrated a proactive approach in 1. Finalizing SOPs 2. Establish NHRC – Fund 3. Recruit needed staff</p> | i) Drafted-6, Adopted-1, ²⁹ | i) 0% (2017) i) 20% (2018) i) 20% (2019) i) 40% (2020) i) 20% (2021) | i) 15% (Dec 2019) ³³ | Review of relevant NHRC documents . | NHRC strategies, documents, legal advisories, SOPs . | Annually | NHRC, Project Team, M&E Expert, Data Analysis Expert . | | Government of Bangladesh removes or reduces resources to NHRC and priorities may change . |

²⁵ BNHRC-CDP Closing Report, December 2015, page 39 (Human Rights Focal Point appointed 15)

²⁶ During the launching of UPR report drafting 4 Human Rights Focal Persons participated from different ministries. NHRCB will be organizing a discussion to adopt TORs of the Human Rights Focal Persons and finalize the names of the Human Rights Focal Persons from each ministry. In 2016 Child Rights Committee had 4 meetings, 2017 Committee on Women's Rights, Dalits, Hijra and other Excluded Minorities, Disability and Autism, Migrant Workers Religious & Ethnic Rights, Child Rights had 7 meeting, & 9 meetings in total in 2018 NHRC had thematic committee meetings to which at least 1 focal person from ministry participated.

²⁷ Committee on Women's Rights, Committee on CHT Affairs, Committee on Dalits, Hijra and other Excluded Minorities, Committee on Business and Human Rights and CSR (Corporate Social Responsibility), Committee on Person with Disability and Autism, Committee on Migrant Worker's Rights, Committee for Protection of Religious and Ethnic Minorities & Non-citizen's rights, Committee for Child Rights, Child Labor and Anti Trafficking and Migration, Committee on Economic, Social, Cultural, Civil and Political Rights, Committee on Climate Change, Environment and Disaster Management, Committee on Elderly People's Rights, & Committee on Freedom of Expression. It is expected that by 2019, 12 Human Right Focal Points will be re-established.

²⁸ The newly appointed 5th National Human Rights Commission (NHRC) has started reforming the thematic committees from the beginning of 2020 where they have included government representation from the government which will consequently translate them to Human Rights Focal Points. Moreover, the RC Office has assumed the responsibility to draft an action plan under 3rd Cycle UPR in 2018 (which was the initial plan of NHRC to re-establish human rights focal points in thematic order per UPR recommendations) which is not seen to be established as yet.

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

²⁹ BNHRC-CDP Closing Report, December 2015, drafted: SOP on Decision-Making; SOP on Monitoring & Reporting on Human Rights Violations; SOP on Child Friendly Complaint Management System; SOP on Media and Communications; SOP on Complaint handling; SOP on Conducting human rights fact-finding investigation, adopted: 1 SOP on Decision Making

³³ SOPs were discussed at the Commission meeting and awaiting approval on next steps (15% achieved), Pending SOPs 5 for adoption.

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Project Monitoring and Evaluation Plan (2020-21)

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| <p>4. Build staff capacity 5. Outreach of services following and applying a i) HRBA and ii) mainstreaming gender issues .</p> | <p>Consolidated SOPs³⁰ ii) Fund-allocation from Ministry of Law, Justice and Parliamentary Affairs iii. NHRC Staff/Official³¹ iv)Build staff capacity³² v) Outreach- 0</p> | <p>i) 100% (2021 Cumulative) ii) 0% (2017) ii) 20% (2018) ii) 20% (2019) ii) 40% (2020) ii)20% (2021) ii) 100% (2021 Cumulative)</p> | <p>ii) Fund³⁴ iii) Staff³⁵ iv)Staff capacity building³⁶ ii) Outreach³⁷ As of 2020: Work in progress .</p> | | | | | | |
|---|---|---|--|--|--|--|--|--|--|

³⁰ HRP supported NHRC in consolidating SOPs and the consolidated SOPs has been unanimously adopted in the Commission meeting on 31 July 2019.

³¹ Official and Staff: Organogram total 93, Approved Official and Staff is 48 among which 17 is Official. Present status is 13 and 4 vacant position (Officials left). 3 positions are in the process of being filled.

³² 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.

³⁴ 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

³⁵ March 2019 total number of staff/official: 18: NHRC website: http://nhrc.org.bd/site/view/officer_list/. NHRC organogram updated and recruitment will be done in 2019.

³⁶ The newly appointed Commission will have an orientation by APF in February 2020. The new Commission will also do the recruitment in 2020 then new staff will be trained. Training for staff (to be identified from a survey) designed based on TORs and linked with Annual performance appraisal (APA). HRP also proposing to regularize and institutionalize staff facilities (in commensurate with other similar state entities) and introduce staff motivational practices (acknowledgement of best unit , rewards , foreign trainings)

³⁷ Established regional Offices in Khulna & Rangamati in 2017 Cox's Bazar in October 2018

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| <p>1.6 % of trained human rights defenders who have reported a human rights situation or violation to NHRC .</p> | 0 | <p>10% (2017) 10% (2018) 10% (2019) 20% (2020) 20% (2021) 70% (2021 Cumulative)</p> | <p>50 trained (Male 38, Female 12) (As of Dec 2017) ³⁸</p> <p>37 trained (Male 25-, Female-12 as of Dec 2018)</p> <p>87 HRDs (As of December 2018 Cumulative) Male-63 Female-24</p> <p>129 HRDs (male:94 & female:35) as of Dec 2019.</p> <p>10% of HRDs in Dec 2019)³⁹</p> <p>39 HRDs (M=19 and F=20) from 10 districts (as of March 2020)</p> | <p>Review of NHRC reports, Training record sheet</p> | <p>NHRC reports, Programme reports</p> | <p>Annually</p> | <p>NHRC, Project team, M&E Expert, Data Analysis Expert</p> | | <p>Trained HRDs remain active in Human Rights reporting throughout the programme period .</p> |
| <p>1.7) Number of Human rights situation analysis reports (annual) produced by NHRC based on evidence-based data and information (generated from CMS data, media</p> | 6 ⁴⁰ | <p>1 (2017) 1 (2018) 2 (2019) 1 (2020) 1 (2021) 6 (2021 Cumulative)</p> | <p>1 (July 2017) ⁴¹ 2 (Drafted 2018)⁴²</p> | <p>Review of NHRC annual reports .</p> | <p>NHRC annual report .</p> | <p>Annually</p> | <p>NHRC, Project Team, M&E Expert, Data Analysis Expert .</p> | | <p>Government of Bangladesh removes or reduces resources allocated to NHRC . Priorities of NHRC may change with consequences for engagement with CSOs .</p> |

³⁸ A Refresher Training of 26 HRDs from the Roster of Investigators of NHRCB among which 8 female HRDs participated. Training for new HRDs was conducted in July 2017 on which 24 HRDs participated among which 4 were females. Training test result attached with this M&E Plan as Annexure-A,

³⁹ 12 HRDs (out of 129) submitted HRV incidence report to NHRC in 2019.

⁴⁰ Annual Report of the National Human Rights Commission, Bangladesh 2010-2015: <http://nhrc.org.bd/site/page/74b9f308-8a25-4e28-a8cb-fb26daf7d93e/>-

⁴¹ NHRC has prepared report on human rights situational analysis from January to June 2017 and uploaded NHRC website. Another report will be prepared from July to December 2017.

⁴² Annual Report of the National Human Rights Commission, Bangladesh of 2016 <http://nhrc.org.bd/site/page/74b9f308-8a25-4e28-a8cb-fb26daf7d93e/>- & 2017 submitted to the President.



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| monitoring, and field investigation) | | | 1 (Dec 2019) report ⁴³ | | | | | | |
|---|-------------------------|---|---|--|--|-----------|--|----------------------|---|
| | | | 4 (Cumulative as of Dec 2019) | | | | | | |
| Expected Outcome 2 : CSO/CBOs raise human rights awareness and promote a human rights culture . (HRP output-2) | | | | | | | | | |
| 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 |
| 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 1.3 C) | 04 ⁴⁴ (2015) | 1 (2017) 1 (2018) 2 (2019) 1 (2020) 1 (2021) 5 (2021 Cumulative) | 3 ⁴⁵ (Dec 2017) 3 (December 2018) ⁴⁶ 6 (December 2018) 1 (As of Dec 2019) ⁴⁷ 6 Cumulative (As of Dec 2019) 3 (three) (As of March 2020) ⁴⁸ | Review of Government policy and legislative documents, NHRC reports, and CSO/CBO reports . | Government policy and legislative documents, NHRC reports, CSO/CBO reports . | Annually | Government of Bangladesh, NHRC, CSO/CBOs, Project Team, M&E Expert, Data Analysis Expert . | | An increasingly restrictive political and civil rights environment may stifle human rights dialogue . |

⁴³ Alternative Report on the Status of Implementation of the Convention on the Rights of Persons with Disabilities in Bangladesh, February 2019, Prepared by Turning Point Foundation, Youth Power in Social Action (YPSA), HRP MCGA partner.

⁴⁴ Major/Significant policy consultations were held on Anti-Trafficking Act 2012; Children Act 2013; Child Marriage Restraint Act 2017; Policy advice and recommendations to government on combating human trafficking and repatriation of victims; role of key actors, Source: BNHRC-CDP Project in 2010-2015.

⁴⁵ 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.

⁴⁶ Business & Human Rights, Rohingya, Person with Disability (PWD)

⁴⁷ 1 Policy dialogue for formation of a separate Land commission for plain land ethnic minorities living in Bangladesh.

⁴⁸ Three (3) recommendations letters based on the High Court guideline in addressing sexual harassment at education institutions and workplaces sent to the Ministry of Education, Ministry of Labour and Employment and Ministry of Women and Children Affairs for taking necessary measures.

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| 2.2) % trained CSOs reporting on international obligations of Bangladesh under selected treaties and UN special procedure. | 0 | 10% (2017) 10% (2018) 20% (2019) 10% (2020) 20% (2021) 70% (2021 Cumulative) | One training conducted on HRBA for CSOs ⁴⁹ 22% CSOs and 8% HRDs in December 2018) ⁵⁰ 19% CSOs (4 CSOs out of 21) in Dec 2019) ⁵¹ As of March 2020 ⁵² | Review of NHRC reports, and CSO/CBO reports and Training Record sheet. | Submissions made to the international forums | Annually | NHRC, Project Team, M&E Expert, Data Analysis Expert. | | An increasingly restrictive political and civil rights environment may hamper human rights reporting |
| 2.3 % beneficiary of HRP belong to LNOB category ⁵³ | TBD | 10% (2020) 20% (2021) 30% ((2021 Cumulative) | | Review of CSOs QRR. Review of Attendance sheet of training | Quarterly Progress Report submitted to the Country office | Quarterly | M&E Expert, Data Analysis Expert and HRP Team | No extra cost needed | COVID 19 outbreak may be prolonged for long time in the country |
| 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 |

⁴⁹ 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.

⁵⁰ 22% COs (3 CSOs National Development Programme (NDP), SoDESH, ABALAMBAN submitted in UN special procedure and 1 CSO NARIPOKKHO in Treaty Bodies out of 18 CSOs and 8% HRDs (7 HRDs out 87) reported on UN special procedure in 2018.

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

⁵² During this reporting period two CSOs submit situation report out of 14 CSOs.

⁵³ Ethnic, Dalit including women, persons with disability, Hijra (third gender) and other excluded minority

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| 2.4) Number of HR victims benefiting from legal aid and /or referral services including psycho-social services | 0 ⁵⁴ . | 10 (2017) 10 (2018) 20 (2019) 20 (2020) 40 (2021) 100 (2021 Cumulative) | 0 (2017) 30 (Dec 2018 ⁵⁵) 39 (Dec 2019) 69 (Cumulative as of Dec 2019) As of March 2020 ⁵⁶ | CSO reports | CSO narrative reports, HR data base | Annually total | NHRC, Project Team, M&E Expert . | No extra cost needed | CSO and NLSO willing to work in a coordinated manner |
| 2.5 A) Number of CSO coalitions formed under the support of HRP (including challenge fund) to improve Human Rights situation at grass roots level . | 0 | 5 (2017) 5 (2018) 10 (2019) 20 (2020) 20 (2021) 60 (2021 Cumulative) | 15 (Dec2017) ⁵⁷ 18 (Dec 2018 Cumulative) ⁵⁸ 14 ⁵⁹ (Dec 2019) 47 CSOs coalition and 7 district level CSOs coalition (Cumulative as of Dec 2019) ⁶⁰ . As of March, 2020 ⁶¹ | Review of NHRC reports and coalition official documents, challenge fund report . Monitoring visit reports . | NHRC reports, coalition official documents, challenge fund report, and monitoring field visits . | Bi-annual . | NHRC, Project Team, M&E Expert, Data Analysis Expert . | \$6000 | Further politicization of civil society and media may undermine engagement . |

⁵⁴ No referral services currently exist.

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

⁵⁶ Data did not collect from NHRC due to COVID 19.

⁵⁷ 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.

⁵⁸ 3 CSOs Platform established in three Districts at grassroot level in Sirajganj, Gaibandha and Coax's bazar districts.

⁵⁹ 14 CSOs coalitions under the CF and LVG support of HRP-UNDP

⁶⁰ Additionally, HRP has formed 7 districts level (i.e. Sirajganj, Habiganj, Satkhira, Co's Bazar, Gaibandha, Mymensingh and Khulna) coalition/platform of CSOs comprising of total 167 CSOs

⁶¹ 14 CSOs coalition and 1 district level CSO coalitions (Dinajpur district level coalition as of March 2020

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

⁶² 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

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

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| | | | 129 HRDs in 22 districts (As of Dec 2019 Cumulative ⁶⁴) Male-94 Female-35 39 HRDs (M=19 and F=20) from 10 districts (as of March 2020) | | | | | | |
| 2.6 A) i) % of small grants that have met respective target and goals and ii) % of small grants consulted with women or minority groups in their design. | 0 | i) 85% (2017) i) 85% (2018) i) 85% (2019) i) 85% (2020) i) 85% (2020 Cumulative) ii) >50% (2017) ii) >50% (2018) ii) 40% (2019) ii) 50% (2020) iii) 50% (2020 Cumulative) | i) 80% ⁶⁵ (Dec 2017) ii) 73% (Dec 2017) i) 100% (Dec 2018) ii) 87% (Dec 2018) i) 100% (Dec 2019) ii) 80% (Dec 2019) As of March 2020: No small grant support provided in 2020 | Findings of sample evaluation, review of challenge fund report. Monitoring visit reports. | Sample evaluation of projects, challenge fund report, project reports. Monitoring field visits. | i) At the end of challenge fund project cycle. ii) the start of the cycle. | NHRC, Project Team, M&E Expert, Data Analysis Expert. | | Further politicisation of civil society and media may compromise engagement. |

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

⁶⁵ 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.

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| 2.7. Number of rights forums jointly undertaken by NHRC thematic committees and CSOs to discuss contemporary human right issues. | 07 ⁶⁶ (2014) | 5 (2017) 5 (2018) 5 (2019) 10 (2020) 10 (2021) 25 (2021 Cumulative) | 11 ⁶⁷ (Dec 2017) 11 (Dec 2018) 13 (Dec. 2019) 35 (Cumulative as of 2019) 4 As of March 2020 ⁶⁸ | NHRC reports, and CSO/CBO reports . | CSO narrative reports submitted to HRP | Annual | NHRC, Project Team, M&E Expert, Data Analysis Expert . | | NHRC remains flexible to include CSO in the thematic committee dialogues . |
|---|-------------------------|--|---|--|--|-----------------------------------|--|----------------------|--|
| 2.8) Number of students with increased awareness of human rights as a result of school campaigns with CSO/CBOs. and youth leaders . | 4.9% (November 2017) | 10% (2017) 10% (2018) 10% (2019) 20% (2020) 30% (2021) 80% (2021 Cumulative) | 986 (December 2017) ⁶⁹ 56.4% (Dec 2018) ⁷⁰ 57.4% (16,182 student as of Dec 2019) 2020: still in progress | Sample Survey | Survey Report | Before and after school campaigns | CSO/CBOs, NHRC, Project Team, M&E Expert, Data Analysis Expert . | | Further politicisation of civil society may compromise social engagement . An increasingly restrictive political and civil rights environment may stifle human rights promotion . |
| Expected Outcome 3 : Law enforcement, in particular the police, upholds and promotes human rights . (HRP Output -3) | | | | | | | | | |
| 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 |

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

⁶⁷ A total number of 11 rights forums formed and actively function under the thematic committees of NHRC, B in addressing contemporary human rights issues.

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

⁶⁹ Achieved by DHRUBO-325, NARIPAKHKHO-61, UMUS-100 and Rupantar Uddyog-500 students.

⁷⁰ 15,893 Nos Students aware out of 28,171 total students as a result of school campaign with CSOs/CBOs.

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| <p>3.1) Number of cases reported against law enforcement agencies and police to NHRC .</p> | <p>50% of total cases</p> | <p>10% (2017) 10% (2018) 10% (2019) 20% (2020) 20% (2021) 70% of total cases (2021 Cumulative) (<2% per year)</p> | <p>50 % (46 Number cases Dec 2017)⁷¹ 74% (69 cases Reported Dec 2018)⁷² 39% (18 Cases reported Dec 2019)⁷³ 2020: Data did not collect from NHRC due to COVID 19 outbreak.</p> | <p>Review of NHRC Annual Reports, NHRC UPR Stakeholder Report, Case Management System . Key Informant Review (KII)</p> | <p>NHRC Annual Reports, UPR Stakeholder Report . Case Management System . 18-month review report</p> | <p>Annually</p> | <p>NHRC, Police, Project Team, M&E Expert, Data Analysis Expert .</p> | | <p>An increasingly restrictive political and civil rights environment may stifle human rights reporting .</p> |
| <p>3.2) Number of targeted CSOs and HRDs expressing their satisfaction on the role of coordination by the law enforcement officers</p> | <p>November 2017</p> | <p>10% increase (2017) 10% increase (2018) 20% increase (2019) 10% (2020) 25% (2021) 75% (2021 Cumulative)</p> | <p>0 (Dec 2017)⁷⁴ 48 CSOs (Dec 2018)⁷⁵ Data not yet collected for 2019 2020: Data not yet collected for 2019, Data would be available at the end of the month of April 2020 from perception survey report.</p> | <p>Reports from CSOs and police Satisfaction Survey</p> | <p>Data base – HRDs and CSO feedback, Survey Report .</p> | <p>Annually</p> | <p>Police, UNDP, Project Team, M&E Expert, Data Analysis Expert .</p> | | <p>Willingness of LEAs to work with CSOs</p> |

⁷¹ NHRC received 46 Number of cases from NGOs and others against law enforcement agencies and police and 100% were sent for action.

⁷² 69 Cases were received against Law Enforcement Agency (LEA) and 51 Cases were sent for action by the NHRC.

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

⁷⁴ Survey is pending and to be conducted in June 2018.

⁷⁵ Survey to be conducted by Mid July 2019.

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| Project Output Indicators | Baseline (Year) | Target (Year) | Progress Against Target (M/Y) | Data Collection Methods (M&E Activities) | Means of Verification (data sources) | Frequency | Responsibilities | Resources (M&E Cost) | Assumptions and Risks |
|--|-----------------|--|--|--|---|------------|--|----------------------|--|
| 3.2.A) % of human focal points actively engaged in human rights initiatives and actions in the post-covid-19 situation. | 0 | 15% (2017) 15% (2018) 15% (2019) 30% (2020) 25% (2021) 100% (2021 Cumulative) | 0 (Dec 2017) 57% (Dec 2018) ⁷⁶ 80% (as of Dec 2019) ⁷⁷ 2020: Work in progress | Review of Police reports and ToRs and monitoring visit reports . | Police reports, ToRs and monitoring field visits . HRP Annual Report | Annually . | Police, Project Team, M&E Expert, Data Analysis Expert . | \$6000 | Partnerships with police may become challenging to implement . |
| 3.2.B) % of trained LEA Officials actively engaged in human rights actions and effectively dealt with human rights concerns/issue in the post-covid-19 situation. | | 15% (2020) 30% (2021) 45% ((2021 Cumulative) | | Review of Police reports and ToRs and monitoring visit reports . | Police reports, ToRs and monitoring field visits . HRP Annual Report | Annually . | Police, Project Team, M&E Expert, Data Analysis Expert . | | Partnerships with police may become challenging to implement . |

⁷⁶ Seven (7) Focal Points nominated and among them 4 Focal points are active and converted in to percentage 57%.

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

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| <p>3.3) % of police officials that have better understanding (change attitude and its application) of Human Rights issues as a result of human rights training and rights advocacy.</p> | <p>November 2017 (Not yet conducted)</p> | <p>3% increase (2017) 10 % increase (2018) 10 % increase (2019) 10% (2020) 30% (2021) 30% increase (2021 Cumulative)</p> | <p>100 Nos (Dec 2018)⁷⁸ 60 Nos (As of Sept 2019) M-56, F-4 227 Nos (As of Dec 2019 cumulative) Male-205, Female-22 83% Police Officials⁷⁹ (As of Dec 2019) 2020: 182 Nos⁸⁰</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&E Expert .</p> | | <p>Partnerships with police may become challenging to implement .</p> |
| <p>3.4) Number of times the police Officials take part in human rights dialogues with the NHRC judiciary, CSOs, NLASO on different emerging issues in post-COVID 19 situations.</p> | <p>0</p> | <p>04 (2020) 04 (2021) 08 ((2021 Cumulative)</p> | | <p>Review of the events calendar and meeting minutes</p> | <p>Quarterly Progress Report and Annual Report of the Project</p> | <p>Quarterly</p> | <p>Police, Project Team, M&E Expert, Data Analysis Expert .</p> | | <p>COVID 19 outbreak may be prolonged in the country. Partnerships with police may become challenging to implement .</p> |

⁷⁸ Training manual has been prepared for training to the Police.

⁷⁹ On average 83% police Officials have better understanding (change attitude and its application) of Human Rights.

⁸⁰ 182 Police Officials received training on Human Rights during this reporting period. (Among them Male-173 and Female-09).



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| 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 . | 0 | 10% (2017) 10% (2018) 10% (2019) 20 % (2020) 50% (2020 Cumulative) | 0 (Dec 2017) NB: This indicator has dropped consulting with SDC donor as during the project tenure it is not possible to be achieved. | | | | | | |
|---|-----------------------------------|--|--|---|--|-------------|--|----------------------|---|
| 3.7) Numbers of police officials from the ethnic, excluded, and other minorities actively engaged in Human Rights actions. | November 2017 (Not yet conducted) | 100 (2020) 100 (2021) 200 ((2021 Cumulative) | | Review of the events calendar and meeting minutes | Quarterly Progress Report and Annual Report of the Project | Quarterly | Police, Project Team, M&E Expert, Data Analysis Expert . | | COVID 19 outbreak may be prolonged in the country. |
| 3.8) Gender parity policy introduced in the policy framework of the Police institution. | No Gender parity policy exists | 0 (2020) 01 (2021) 01 (2021) | | Review the policy framework | Annual Report of the Project | Six-monthly | HRP Team | | COVID 19 outbreak may be prolonged in the country. Stakeholders involvement may be challenging and policy makers of LEA may be reluctant |
| Expected Outcome 4 : NHRC and national stakeholders better protect and promote women 's rights . (HRP Output-4) | | | | | | | | | |
| 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 |

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| <p>4.1) Number of cases that the NHRC and legal aid offices provided legal assistance/advise to women and girls victims of violence.</p> | 0 | 1 (2017) 5 (2018) 10 (2019) 30 (2020) 54 (2021) 100 (2021 Cumulative) | <p>An MOU is under process (Dec-17)⁸¹</p> <p>52 Nos (Dec 2018)</p> <p>58 Cases (Dec 2019)</p> <p>110 Cases (Cumulative)</p> <p>2020: Survey is ongoing. NHRC and NLASO has almost same panel lawyers. Data did not collect from NHRC due to COVID 19 outbreak.</p> | <p>Review of NHRC Report, Police Women Support and Investigation Division reports . Key informant Interview (KII)</p> | <p>NHRC Annual Report. Police Women Support and Investigation Division report, NALSO Data.</p> | Annually | <p>Project Team, M&E Expert, Data Analysis Expert .</p> | | <p>Partnerships with police may become challenging to implement .</p> |
| <p>4.2) % of women population who understands and are aware of their rights as a human being and as women .⁸²</p> | 57% (2014) | 10% (2017) 20% (2018) 20% (2019) 20 % (2020) 20% (2021) 90% (2021 Cumulative) | <p>10 % (699 Number of women (Dec 2017)⁸³</p> <p>4.67% ((Dec 2018)⁸⁴</p> <p>56% Women (As of Dec 2019⁸⁵)</p> | Sample Survey | Survey report | At least once throughout programme . | <p>NHRC, Project Team, M&E Expert, Data Analysis Expert .</p> | | <p>An increasingly restrictive rights environment may stifle human rights promotion .</p> |

⁸¹ HRP supported NHRC, B to draft a MoU with NLASO and discussion are ongoing to finalize the MOU.

⁸² 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.

⁸³ Achieved by NARIPAKHKHO-248, DHURABA-425 and EKTA-26 on women rights, sexual violence and play a proactive role in ensuring access to justice and social services for women and girls.

⁸⁴ 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.

⁸⁵ Awareness and advocacy campaigns on women rights resulted in an increase of knowledge, understanding and awareness of 16,197 (5000 girls from CMMS) women out of a total of 28,684.

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| Project Output Indicators | Baseline (Year) | Target (Year) | Progress Against Target (M/Y) | Data Collection Methods (M&E Activities) | Means of Verification (data sources) | Frequency | Responsibilities | Resources (M&E Cost) | Assumptions and Risks |
|--|-------------------------------------|--|--|--|--------------------------------------|---|---|----------------------|--|
| | | | 2020: 400 Nos of women aware on their rights. (January to March 2020) | | | | | | |
| 4.3) % of students, adolescents and youth that have a better understanding on women and girl's rights as a result of campaigns . | 2.8 % (February 2018) ⁸⁶ | 5% (2017) 10 % (2018) 15% (2019) 20% increase over baseline in 2020 30%(2021) 90% in 2021 Cumulative) | 10% (447 Number of Students (Dec 2017) ⁸⁷ 14 % (Dec 2018) ⁸⁸ 48% Students (As of Dec 2019) ⁸⁹ As of March 2020 ⁹⁰ | Sample Survey | Sample Survey Report . MTR Report | Two times (Before and after school campaigns) | Ministry of Education, NHRC, Project team, M&E Expert, Data Analysis Expert | \$6000 | Relationships between CSOs/CBOs/HRDs with School and local authorities remain functional . Further politicisation of civil society may compromise social engagement . |

⁸⁶ Baseline Data collected from CSO report.

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

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

⁸⁹ 1500 students are age groups 11-15 Years out 3125 students in 2019. However, among them 100 percent students are aware somehow on women and girl's rights.

⁹⁰ There is no targeted CSOs, who will work with students directly, however two CSOs (ASK, IDEA) are working with child rights, they did not yet report on students understanding on women or girls' right during this reporting period. Next quarter, data would be available.

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| <p>4.4) Number of policy recommendations made as a result of research findings and rights dialogues on women rights and GBV. with stakeholders: Bangladesh Women Police Network, VSU, Women Judges Network and CSO/CBOs. (NCTB needs to include) (Go to footnote)</p> | 0 | <p>1 (2017) 2 (2018) 1 (2019) 4 (2020) 7 (2021) 15 (2021 Cumulative)</p> | <p>1 (December–2017)⁹¹ 1 (Dec 2018) 2 (Dec 2019)⁹² 2 (Cumulative Dec 2019) 2020: Still under process</p> | <p>Review of rights dialogues/NHRC reports .</p> | <p>NHRC reports . Police reports . Ministry of Home Affairs reports . 18 Months review report</p> | Annually | <p>NHRC, Police, Ministry of Home Affairs, Project Team, M&E Expert, Data Analysis Expert .</p> | <p>Priorities of NHRC may change with consequences for engagement on women's rights . Further politicisation of civil society may compromise engagement .</p> |
| <p>4.5) 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 .</p> | 20% cases (2016) ⁹³ | <p>20% (2017) 20% (2018) 20% (2019) 20% (2020) 20% (2021) 100 % (2021 Cumulative)</p> | <p>50 % (45 Number of Complaints (Dec 2017)⁹⁴ 61% of total complaints (Dec 2018)⁹⁵ 90% of total complaints (Dec 2019)⁹⁶ 2020: Data would be collected at the end of the year.</p> | <p>Review of NHRC CMS reports and NNPC and CSO/CBO reports .</p> | <p>NHRC CMS reports, NNPC and CSO/CBO reports .</p> | Annually | <p>NHRC, NNPC, CSO/CBOs, Project Team, M&E Expert, Data Analysis Expert .</p> | <p>Change in political climate increases pressure on NHRC and reduces perception of independence .</p> |

⁹¹ A separate Rules on Child Marriage Restraint Act 2017 formulated and submitted to Ministry of Women and Children Affairs.

⁹² Two key recommendations were made based on research of ----- and rights dialogues in 2019.

⁹³ Baseline data collected from NHRC published report in 2016.

⁹⁴ NHRC received 45 number of complaints of women's rights violations from NGOs and individual victim and 100% are in action.

⁹⁵ NHRC received 33 complaints of women's rights violations of which 22 complaints (61%) are in under process of solution or referral.

⁹⁶ NHRC received 57 complaints of women's rights violations of which 51 complaints (90%) are solved and 6 cases are in under process of solution or referral.



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| | | | Need to collect the data from NHRC | | | | | | |
|---|------------------|---|--|--|--|----------------------------|---|----------------------|---|
| 4.6) Number of children engaged in child labour enrolled in education. | TBD | 200 (2020) 200 (2021) 400 (2021) | | Sample Survey and review of CSOs QRR | Survey Report and Annual report of the Project | Quarterly | Project Team, M&E Expert, Data Analysis Expert | | COVID 19 outbreak may be prolonged in the country. |
| 4.7) Number of women able to participate in family income and decisions. (new) | TBD | 100 (2020) 300 (2021) 400 (2021) | | Sample Survey and review of CSOs QRR | Survey Report and Annual report of the Project | Quarterly | Project Team, M&E Expert, Data Analysis Expert | | COVID 19 outbreak may be prolonged in the country. |
| Expected Outcome 5: NHRC and national stakeholders better protect and promote the rights of ethnic minorities. (HRP Output-5) | | | | | | | | | |
| Outcome Indicators | Baseline (2016) | Target (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 |
| 5.1) % of ethnic and excluded minority populations aware of their human rights and as per international human rights instruments. ⁹⁷ | 5% (August 2018) | 5% (2017) 5% (2018) 5% (2019) 5% (2020) 10% (2021) 30 % increase from Baseline | 3700 Number (Dec 2017) ⁹⁸ members 24% (Dec 2018) ⁹⁹ | Review of surveys. | Survey Report | Mid and End of the Project | NHRC, Project Team, M&E Expert, Data Analysis Expert. | | An increasingly restrictive rights environment may stifle human rights promotion. |

⁹⁷ 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)

⁹⁸ Achieved by UMUS-2810, DHRUBO-750 and 140 numbers of people by N.Z EKTA CSOs, Data collected from final report submitted by CSOs.

⁹⁹ 47,536 ethnic and excluded minority communities are aware on their rights form a total population of 1,96,323 in 2018.

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| | | (2021 Cumulative) | 35% (As of Dec 2019) ¹⁰⁰ 2020: 1070 Nos. Ethnic and People aware on their rights during the reporting period. (January to mid of March 2020) | | | | | | |
| 5.2) Number of international instruments/national laws/acts/policies on the rights of ethnic minority and other vulnerable groups adopted and implemented by government . | 0 | 0 (2017) 1 (2018) 1 (2019) 1 (2020) 1 (2021) 4 (2021 Cumulative) | 1 (Dec. 2017) - Anti-discrimination Law submitted to the Ministry of Law, GoB (by the NHRC) 02 (Dec 2018) ¹⁰¹ 01 (Dec 2019) ¹⁰² 04 Cumulative(Dec. 2019) 2020: The new law formulation is under process and next quarter the progress will be significant. | Review of government reports, laws and policies, NHRC, CSO/CBO reports . | Government reports . NHRC reports, CSO/CBOs reports . | Mid and End of the Project | NHRC, Project Team, M&E Expert, Data Analysis Expert | | An increasingly restrictive political and civil rights environment may stifle human rights promotion of minority rights . |

¹⁰⁰ 61,920 ethnic and excluded minority communities are aware on their rights form a total population of 1, 77, 932 in 2019.

¹⁰¹ A Position Paper on Land Commission Act (for the plain land ethnic minorities) submitted to Policy makers and Bangladesh Ethnic Minority Rights Act (BEMRA) drafted by Parliamentary Caucus and NHRC submitted to the parliament.

¹⁰² Includes: 1. Rules, 2018 under Child Marriage Restraint Act, 2017; 2. Sexual Harassment Prevention and protection Act (on process)

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| Project Output Indicators | Baseline (Year) | Target (Year) | Progress Against Target (M/Y) | Data Collection Methods (M&E Activities) | Means of Verification (data sources) | Frequency | Responsibilities | Resources (M&E Cost) | Assumptions and Risks |
|---|-----------------------|--|---|--|---|-----------------|---|----------------------|---|
| <p>5.3) % collaborations between the NHRC, parliamentary caucus and CSOs/CBOs that have resulted in at least one policy initiative or campaign on ethnic and excluded minority rights .</p> | <p>i) 0 ii) 0</p> | <p>i) 10% (2017) ii) 10% (2017) i) 10% (2018) ii) 10% (2018) i) 10% (2019) ii) 10% (2019) i) 50% (2020) ii) 50% (2020) i) 50% ii) 50% increase (2020 Cumulative)</p> | <p>i) 1 collaborative event¹⁰³ (NHRC, Parliamentary caucus and CSOs done on Santal land eviction issues at Gaibandha in 2016</p> <p>i) 1 collaborative event (joint fact-finding) of NHRC, Parliamentary caucus and CSOs done on Khasi land conflict issues at Moulvibazar in 2018</p> <p>ii) 1 Policy dialogue initiated by NHRC, national stakeholders and CSOs on Anti-discrimination law' in Bangladesh .</p> <p>2 Policy dialogues initiative by RDC, NHRC and UNDP on Bangladesh Indigenous People's Rights Act (BIPRA) and Land</p> | <p>Review of NHRC reports and MoUs .</p> | <p>NHRC reports, MoUs, and Parliamentary Caucus and CSO/CBO reports .</p> | <p>Annually</p> | <p>NHRC, Parliamentary Caucus, CSO/CBOs, Project Team, M&E Expert, Data Analysis Expert .</p> | <p>\$6000</p> | <p>Further politicisation of civil society may compromise engagement . Priorities of NHRC change having consequences for engagement with CSOs working on ethnic-minority rights .</p> |

¹⁰³ Joint fact-finding mission with Parliamentary Caucus on Santal incidence held in December 2016. A MoU has also been drafted with support of HRP which is yet to be finalized by NHRC, B.



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| | | | commission Act for plain land indigenous people in 2018 | | | | | |
| | | | 2 Policy dialogues in 2019 ¹⁰⁴ | | | | | |
| | | | 1 As of March 2020 ¹⁰⁵ | | | | | |
| 5.4) Number of collaborative actions (fact-findings, rapid response, spot visit, published media reports etc.) taken by the NHRC, Parliamentarians and CSOs in post COVID-19 situation. | 0 | 0 (2017) 1 (2018) 1 (2019) 3 (2020) 15 (2021) (2021 Cumulative) | 1 (Dec 2017) ¹⁰⁶ 1 (Dec 2018) ¹⁰⁷ 2 (Dec 2018 Cumulative) 3 ¹⁰⁸ (Dec 2019) 7 (Cumulative as of Dec 2019) 2020: 2 fact-findings mission | Review of fact-finding reports | Fact-finding reports, programme reports, NHRC Thematic Committee report | Need-based | Project team, NHRC, Parliamentary caucus | Partnership between Parliamentary Caucus and the NHRC remain functional Political instability doesn't interfere the fact-finding missions |

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

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

¹⁰⁶ At least 18 national newspapers published news articles on the findings of fact-finding mission report.

¹⁰⁷ HRP supported Parliamentary Caucus on Indigenous Issues and NHRCB in a joint fact-finding mission on 22nd July 2018, at Nahar Punji-1 to observe human rights situation of Khasi community, Moulvibazar district. On behalf of Parliamentary Caucus

¹⁰⁸ The **Facts Finding Mission** was conducted on 18-21 March 2019, by an 8-member team to investigate land rights violation by Julekhanagar tea garden owner against an ethnic village – Lakhaichora Duttbasti. village under # 4 Sindurkhan and #8 Kalighat union, of Srimongol upazila of Moulavibazar District. RDC conducted 2nd Fact Finding Mission on 23-24 November, 2019 of Santal Village, Shahebganj Bagda Farm, Gobindaganj Upazila, Gaibandha District. Another one is Fenni by NHRC

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| 5.5 A) Number of community radio stations broadcasting minority language programming and rights education programmes . | 0 | 1 (2017) 2 (2018) 2 (2019) 0 (2020) 5 (2020 Cumulative) | 2 (Dec 2017) ¹⁰⁹ 2 (Dec 2018) ¹¹⁰ 4 ¹¹¹ (Cumulative Dec 2018) 4 (Cumulative ¹¹² Dec 2019) 2020: 1 community radio station (Radio NAF) and Bangladesh Betar (national radio) broadcasting ethnic/local language-based rights education programmes | Review of media monitoring, NHRC reports and monitoring visits reports . | Media monitoring reports, NHRC reports, monitoring field visits . Assessment report of Bangladesh Betar and community radio station | Annually | Community radio stations, NHRC, Project Team, M&E Expert, Data Analysis Expert . | Priorities of NHRC change having consequences for engagement with CSOs working on ethnic-minority rights . |

¹⁰⁹ Community Radio Sarabela and Community Radio NAF stations are broadcasting ethnic minority language programming and rights education programmes.

¹¹⁰ New agreement was done with community Radio Nalta. Community Radio Sarabela and Community Radio NAF stations and one Bangladesh Betar at national context.

¹¹¹ Four Community Radio Stations are broadcasting minority language including Bangladesh Betar and Community Radio Sarabela received two times financial supports.

¹¹² Four Community Radio Stations are broadcasting minority language including Bangladesh Betar and Community Radio Sarabela (2 times), Community Radio NAF, Community Radio Nalta.

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| <p>5.6 % of youth leaders trained have become active in transforming their leadership role to promote the rights of ethnic, excluded and other LNOB category people.</p> | <p>0 (November 2017)</p> | <p>15% (2017) 20% (2018) 25% (2019) 10% (2020) 70% (2020 Cumulative)</p> | <p>67% (Dec 2017) ¹¹³Male-41%; Female-26% 61%¹¹⁴ (Dec 2018) 72% (1525 out of 2118 youth) – as of Dec 2019) 40 As of March 2020¹¹⁵</p> | <p>Review of NHRC reports, training materials and monitoring visits reports . Sample survey of participants .</p> | <p>NHRC reports, training materials, monitoring field visits, surveys .</p> | <p>Annually</p> | <p>NHRC, Project Team, M&E Expert, Data Analysis Expert .</p> | | <p>Priorities of NHRC change having consequences for engagement with CSOs working on ethnic-minority rights .</p> |
|---|--------------------------|--|--|---|---|-----------------|---|--|---|

¹¹³ 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 .

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

¹¹⁵ **2020:** 40 Youth leaders are active as they ware community indigenous people for their rights at root level. They are participating in human chain to establish indigenous people rights in root level.

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| <p>5.7) Number of ethnic, excluded and LNOB category peoples' representatives included and active in the local decisions making structure/platform (including LGIs standing committees).</p> | <p>0 (November 2017)</p> | <p>20 (2017) 20 (2018) 30 (2019) 30 (2020) 50 (2021) 150 (2021) Cumulative)</p> | <p>4 (Dec 2017)¹¹⁶ Men-2, Women-2</p> <p>48 Nos. (Nov - 2018) Women-25 Men-23</p> <p>35 (As of Nov 2019) Male-18, Female-17)</p> <p>87 (Cumulative as of Dec 2019, Male-43, Female-44)</p> <p>As of March 2020: 05 Persons included in standing committee.</p> | <p>Assessment of UP standing committees</p> | <p>Programme reports, Committee lists</p> | <p>Annually</p> | <p>UPs, ethnic minority CSOs/CBOs, Project team, M&E Expert, Data Analysis Expert</p> | | <p>LG authorities (UP) in ethnic minority prone areas have positive mind set to include ethnic minority representatives in the UP SC</p> |
| <p>5.8) No. of interfaith leaders trained and transforming their role in promoting peace, tolerance and harmony in the society in the post COVID-19 situation.</p> | <p>TBD</p> | <p>50 (2019) 100 (2020) 100 (2021) 250 (2021) Cumulative)</p> | | <p>Sample Survey and CSOs QRR</p> | <p>Quarterly Progress Report</p> <p>Annual Report</p> | <p>Quarterly</p> | <p>HRP Team M&E Expert, Data Analysis Expert</p> | | <p>COVID situation may hamper the project activities</p> |
| <p>Expected Outcome 6 : Strengthened capacity and coordination of justice sector institutions to better justice delivery and remedies to all citizens including LNOB people.</p> | | | | | | | | | |

¹¹⁶ Data collected from Uddipto Mohila Unnayan Samity (UMUS) CSOs final report submitted and PULSE Bangladesh.



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| 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 |
|---|------------------------|---|---------------------------------|--|--|-------------|---|----------------------|--|
| 6.1) % of pending cases disposed of the Nari Shishu Nirjatn Daman Tribunal. | TBD | 5% (2020) 15% (2021) 20% (2021 Cumulative) | | Review of documents of disposed cases | Programme reports, Committee lists | Six-monthly | Project team, M&E Expert, Data Analysis Expert, | 500 US\$ | It may be challenging to ensure fair justice |
| 6.2) % of LNOB category people have increased access to quality legal aid services. | To be determined (TBD) | 10% (2020) 20% (2021) 20% (2021 Cumulative) | | Sample Survey | Survey report Quarterly Progress Report | Six-monthly | High Court/Supreme Court Project Team, M&E Expert, Data Analysis Expert. Data Analysis Expert | 500 US\$ | COVID 19 may be prolonged and hamper the progress of the Project |
| Project Output Indicators | Baseline (2016) | Target (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 |
| 6.3) Number judges and public prosecutors have adequate knowledge to deal with a digitalized case management system | TBD | 300 (2020) 300 (2021) 600 (2021 Cumulative) | | Sample Survey | Survey report Quarterly Progress Report | Quarterly | M&E Expert, Data Analysis Expert, Project Team | 500 US \$ | COVID 19 may be prolonged and hamper the progress of the Project |

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| 6.4) % of pending cases reduced in the lower court cases (Nari o Shishu Nirajotn Daman Tribunal) | TBD | 5% (2020) 10% (2021) 15% (2021 Cumulative) | | Sample survey and review the pending cases | Quarterly Progress Report Annual Report | Quarterly | M&E Expert, Data Analysis Expert, Project Team | 500 US \$ | It may be delayed to hire Expected Consulting Firm to introduce Digitalization process |
| 6.5) Number of policy recommendations made on reduction of VAW cases and followed up by NJCC, DJCC | 0 | 1 (2020) 2 (2021) 3 (2021 Cumulative) | | Review the record and minutes of the consultations | Quarterly Progress Report | Quarterly | M&E Expert, Data Analysis Expert, Project Team | 500 US \$ | COVID 19 outbreak may hamper to conduct policy dialogues |
| 6.6) Number of women judges played leadership role in the judicial reform and innovation process. | TBD | 100 (2020) 100 (2021) 200 (2021 Cumulative) | | Sample Survey | Survey report Quarterly Progress Report | Quarterly | M&E Expert, Data Analysis Expert, Project Team | 500 US \$ | The High Court and Supreme court management may be reluctant to introduce in leadership role. |
| 6.7) Number High Court benches record system digitalized on commercial nature. | TBD | 02 (2020) 02 (2021) 04 (2021 Cumulative) | | Review the digitalized record system | Survey report Quarterly Progress Report | Quarterly | M&E Expert, Data Analysis Expert, Project Team | 500 US \$ | The High Court and Supreme court management may be reluctant to record system digitalized |
| 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 Indicators with code number | 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 |
| Indicator 2.2.3.1 Existence of strengthened institutions and systems supporting fulfilment of nationally and internationally ratified human rights obligations: a) Rule of law and justice | A review of the NHRC act was conducted in 2014 and recommendations to amend the act was submitted to the MOLJPA | a) Yes b) Yes | a) No (Dec 2018) b) No (Dec 2018) a) No (Dec 2019) | The ICC accreditation, the Human Rights Index of the OHCHR, and other reports from | Annual Report Mid-Term Evaluation Report | Annually | NHRC, ICC Sub-Committee, Project Team, M&E Expert, Data Analysis Expert | No additional fund 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. |



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| b) Human rights | | | b) Yes ¹¹⁷ (Dec 2019) | 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 | | | | | |
|---|-----------------|---------------|----------------------------------|---|--------------------------------------|-----------|------------------|------------------|-----------------------|
| 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 | | | | | | | | | |
| SP Output Indicators with code number | Baseline (Year) | Target (Year) | Progress Against Target (M/Y) | Data Collection Methods (M&E Activities) | Means of Verification (data sources) | Frequency | Responsibilities | Resources (Cost) | Assumptions and Risks |

¹¹⁷ The Programme supports state-based institutions, with a special focus on the NHRC to fulfill its core mandates, encourage partnerships with stake holders in the sector including civil society organizations and support NHRC to be positioned as vital stake holder catalyzing the discourse of human rights in Bangladesh. According to criterion set by Global alliance of National Human Rights Institutions, NHRC is categorized as a B status institution. Category - B refers to a commission that is partially compliant with the Paris Principles. The founding NHRC Act has several shortcomings that prevent the Commission complying fully with the Paris Principles. Those shortcomings include: i. inadequate definition of human rights; ii. the provision on the investigation of allegations of human rights violations committed by the 'disciplined force', that is, the military and the police; iii. deficiencies in the procedure for selection of members; iv. limitations on full financial independence. The institutional capacity in terms of financial and human resources have been increased over the years. Its budget has been doubled since 2013. Currently NHRC is seeking to further increases in its staff number – at present it has 48 staff and trying to bring its total staff number to 148 of which 40 positions have been approved by the government.

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| <p>Indicator 2.6.1.1 Existence of adopted legal, policy and institutional reforms to remove structural barriers to women's empowerment:</p> <p>a. Discrimination in labour markets (formal and informal sectors)</p> <p>b. Access to and control over assets and services</p> <p>c. Regulation of identity, tenancy rights, inheritance, marital status</p> <p>d. Reduction or redistribution of unpaid care work</p> <p>e. SGBV</p> <p>f. Others</p> | a) No | 2018: | a) No | <p>Government records (administrative data, budget allocations, planning documents) on the adoption of proposals.</p> | Annual Report | Annually | NHRC, ICC Sub-Committee, Project Team, M&E Expert, Data Analysis Expert | No additional is needed | <p>1.NHRC remains flexible to include CSO in the thematic committee dialogues</p> <p>2.GoB is willing to accept proposals of rights forums</p> |
| | b) No | a) No | b) No | | | | | | |
| | c) No | b) No | c) No | | | | | | |
| | d) No | c) No | d) No | | | | | | |
| | e) No | d) No | d) No | | | | | | |
| | f) No | e) Yes | e) Yes | | | | | | |
| | | f) No | f) No (Dec 2018) | | | | | | |
| | | 2019: | a) Yes (No significant progress achieved in 2019) | | | | | | |
| | | a) Yes | b) No | | | | | | |
| | | b) No | c) No | | | | | | |
| | | c) No | d) No | | | | | | |
| | | d) No | c) No | | | | | | |
| | | e) Yes | d) No | | | | | | |
| | | f) No | e) Yes | | | | | | |
| | | 2020: | f) No | | | | | | |
| | | a) Yes | e) Yes ¹¹⁸ (Dec 2019) | | | | | | |
| | | b) Yes | | | | | | | |
| | | c) Yes | | | | | | | |
| | d) Yes | | | | | | | | |
| | e) Yes | | | | | | | | |

¹¹⁸ Mass campaigns of 16 days activism jointly undertaken UN Agencies, NHRCB and partner CSOs increased the public awareness on early marriage, sexual harassment, domestic violence, dowry, gender discrimination and multiple vulnerabilities has resulted in an increase of knowledge, understanding and awareness of 39,448 women.

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

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| | | f) No | | | | | | | |
|--|--|-------|--|--|--|--|--|--|--|

| Key Result 1 (2020): NHRC-B enables to handle the human rights violations complaints with better satisfaction of clients through application of digitalized complaint handling system | | | | | | | |
|--|---|---|---------------------------------|---|---------------------|--------|---------------------|
| Indicators | Baseline (Year) | Target (M/Year) | Progress Against Target (M/Y) * | Evidence (Data sources/Name of Document/Website, etc) | | | |
| | | | | Full Title | Date of Publication | Author | Link (if available) |
| 1.2) Percentage of NHRC clients expressing satisfaction in the complaint's mechanism of the NHRC. ¹¹⁹ | Baseline: An Exercise seeking client satisfaction is yet to be conducted on July 2018 | 10% (2020) At least 50 % clients indicating the services to be moderate – good (2020) (See footnote) Male-40%, Female-10% | | | | | |

¹¹⁹ Client satisfaction sample surveys to be carried out annually with 3 scale or mode of satisfaction: good, moderate, and bad.

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| 1.3 Digital Complaint Handling System of NHRCB is effectively operationalized. | 0 | 1 (2019) | | | | | |
| Key Result 2 (2020): <i>Human Rights Defenders (HRDs) are united and active to perform their role in defending, monitoring and reporting of human rights situation at grassroots level</i> | | | | | | | |
| 2.2) % trained CSOs reporting on international obligations of Bangladesh under selected treaties and UN special procedure. | 0 | 10% (2017) 10% (2018) 20% (2019) 10% (2020) 50% (2020 Cumulative) | | | | | |
| 2.5) Number of human rights defenders' active on new offline forum | 0 | 50 (2017) 50 (2018) 100 (2019) 50 (2020) 250 (2020 Cumulative) | | | | | |
| Key Result 3 (2020): <i>Police Officials have better understanding on Human Rights frameworks and its applications to respond for protection of rights of the people in Bangladesh .</i> | | | | | | | |
| 3.4) % of police officials that have better understanding (change attitude and its application) of Human Rights issues as a result of human | November 2017 (Not yet conducted) | 3% increase (2017) 10 % increase (2018) 10 % increase (2019) 10% (2020) 15% increase (2020 Cumulative) | | | | | |

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Project Monitoring and Evaluation Plan (2020-21)

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| rights advocacy and campaigns . | | | | | | | |
| | | | | | | | |
| Key Result 4 (2020) : <i>The laws/Policies related to GBV are reviewed, reformed and reinforced as a result of dialogues/policy advocacy with national institutions and stakeholders</i> | | | | | | | |
| 4.4) Number of policy or service recommendations made as a result of rights dialogues on GBV with stakeholders : Bangladesh Women Police Network, VSU, Women Judges Network and CSO/CBOs . | 0 | 1 (2017) 2 (2018) 1 (2019) 1 (2020) 5 (2020 Cumulative) | | | | | |
| Key Result 5 (2020) : <i>The collaborations between the NHRC, Parliamentarians and CSOs/CBOs are visible to take policy initiatives or campaign on the rights of ethnic minorities in Bangladesh</i> | | | | | | | |
| 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% (2017) ii) 10% (2017) i) 10% (2018) ii) 10% (2018) i) 10% (2019) ii) 10% (2019) i) 50% (2020) ii) 50% (2020) i) 50% ii) 50% increase (2020 Cumulative) | | | | | |

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Project Monitoring and Evaluation Plan (2020-21)

| <i>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</i> | | | | | | | | | |
|--|------------------------------------|---|---|--|---|-----------|---|------------------|---|
| CPD Output Indicators | Baseline (Year) | Target (Year) | Progress Against Target (M/Y) | Data Collection Methods (M&E Activities) | Means of Verification (data sources) | Frequency | Responsibilities | Resources (Cost) | Assumptions and Risks |
| [CPD Indicator 2.1.1.] : Extent to which there is a strengthened environment for civic engagement, including legal/regulatory framework for civil society organizations to function in the public sphere and contribute to development, and effective | Baseline (2016): low (on 3 groups) | 0 (2017) 0 (2018) Medium (2019) By 2020: medium (on 3 groups) ¹²⁰ | There is no significant progress up to now. (Dec 17) 0 (2018) 07 (As Dec 2019) 40 ¹²¹ (Cumulative Dec 2019) | Review the Documents and annual reports | Human Right Commission Report Mid Term and Final Evaluation Report | Annually | NHRC, M&E Expert, Data Analysis Expert of HRP project | US \$ 500 | <i>Government may reluctant to provide real information</i> |

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¹²¹ With the technical and financial supports of HRP-UNDP 7 CSOs Coalitions were formed in 2019 whilst 40 Coalitions cumulative as of Dec 2019 and consisting of total of 129 CSOs implemented rights-based awareness programmes at grassroots levels. The CSO coalitions have made considerable efforts to improve people's awareness on women, child and minority rights (including persons with disabilities and third-gender) issues through engaging communities awareness sessions, campaigns and issue-based advocacy initiatives/action. Awareness and advocacy campaigns on women rights resulted in an increase of knowledge, understanding and awareness of 39% of women (11,197 women out of a total of



Project Monitoring and Evaluation Plan (2020-21)

| mechanisms/platforms to engage civil society (with a focus on women, youth or excluded groups) | | | | | | | | | |
|---|---|-------------------------------------|---|--|--------------------------------------|-----------|---|------------------|--|
| 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 | | | | | | | | | |
| 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 |
| [CPD Indicator 2.2.2.]: Extent to which operational institutions have the capacity to support fulfilment of nationally and internationally | A review of the NHRC act was conducted in 2014 and recommendations to | 3 (composite based on scaling – see | NHRC has displayed a very autonomous approach in handling | Review of NHRC report, GoB report | Published NHRC report, GoB report | Annually | NHRC, M&E Expert, Data Analysis Expert of HRP project | US\$,500 | Sometimes government shifts its priority for publishing national monitoring report |

28,684) and 35% ethnic and excluded minority communities (a total of 61,920 form a total population of 177,932 in 2019 in selected working areas, in selective Districts of working areas in 2019. A total of 2,118 youths involved transforming their leadership role to promote the rights of ethnic minorities in 2019 at grassroot level of Bangladesh.

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Project Monitoring and Evaluation Plan (2020-21)

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| ratified human rights obligations | amend the act was submitted to the MOLJPA | footnote) ¹²² 0 (2018) | <p>selected issues¹²³</p> <p>Analysis of the composite indicators show that NHRC has achieved medium level results . See Note ¹²⁴(Dec 2018)</p> <p>Analysis of the composite indicators show that NHRC has achieved medium level results . See Note ¹²⁵(Dec 2019)</p> | | | | | | |
|-----------------------------------|---|---------------------------------------|--|--|--|--|--|--|--|

¹²² 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.

¹²³ 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.

¹²⁴ 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:)

¹²⁵ Note 1: NHRC achieved in 1) Mandate and competence: obtained Medium (present Commission is looking at the ways for providing a wider interpretation of the NHRC Act 2009 in particular Section 18. 2) Autonomy from Government; obtained Medium 3) Independence- 4) Pluralism; obtained low-Medium 5) Adequate resources; obtained Medium-High and 6) Adequate powers of investigation: obtained Low -Medium in 2019. (Composite indicator, based on the Paris Principles criteria evaluated by the ICC: Scale: 1 point for each criterion met:)

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Project Monitoring and Evaluation Plan (2020-21)

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| <p>[CPD Indicator 2.2.3] Number of cases resolved through legal aid services to the poor and disadvantaged groups.</p> | <p>No referral services currently exists.</p> | <p>50 (2017) 50 (2018) 50 (2019) 200 (2020)¹²⁶</p> | <p>46 Number of cases. (Dec 2017)¹²⁷ 51 Cases (Dec 2018) 58 Cases (Dec 2019) 155 Cases solved (Cumulative as of Dec 2019)</p> | <p>Review of Report of National Legal Aid Services Organization, NHRC</p> | <p>Report of National Legal Aid Services Organization, NHRC</p> | <p>Annually</p> | <p>NHRC, M&E Expert, Data Analysis Expert of HRP project</p> | <p>US\$.500</p> | <p>NHRC and NLSO willing to work in a coordinated manner</p> |
| <p>[CPD Indicator 2.2.4.] Number of victim cases of sexual and gender-based violence redressed through institutional responses;</p> | <p>0 In 2016-750 (Sources UNDP Data base)¹²⁸</p> | <p>10 (2017) 10 (2018) 10 (2019) 50 (2020)</p> | <p>45 Number of complaints (Dec 2017)¹²⁹. 20 Complaints (Dec 2018) 51 Complaints (Dec 2019)¹³⁰ 116 Complaints (Cumulative as of Dec 2019)</p> | <p>Review of Report of National Legal Aid Services Organization, NHRC</p> | <p>Report of National Legal Aid Services Organization, NHRC</p> | <p>Annually</p> | <p>NHRC, M&E Expert, Data Analysis Expert of HRP project</p> | <p>US\$.500</p> | <p>NHRC and NLSO willing to work in a coordinated manner</p> |

¹²⁶ At least 50 referrals per year

¹²⁷ NHRC received 46 Number of cases from NGOs and others against law enforcement agencies and police and 100% were sent for action.

¹²⁸ Source: UNDP database 'Strengthening response to gender-based violence'

¹²⁹ NHRC received 45 number of complaints of women's rights violations from NGOs and individual victim and 100% are in action.

¹³⁰ NHRC received 57 complaints of women's rights violations of which 51 complaints (90%) are solved and 6 cases are in under process of solution or referral.

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Project Monitoring and Evaluation Plan (2020-21)

(UNDAF Outcome 1) Develop and implement improved social policies and programmes that focus on good governance, reduction of structural inequalities, and advancement of vulnerable individuals and groups

| CPD Output Indicators | Baseline (Year) | Target (Year) (2020) | Progress Against Target (M/Y) | Data Collection Methods (M&E Activities) | Means of Verification (data sources) | Frequency | Responsibilities | Resources (Cost) | Assumptions and Risks |
|--|------------------|--|---|--|--|-----------|---|-------------------------|--|
| [UNDAF Indicator 1.7a] Percentage of poor and disadvantaged accessing and using legal aid services as compared to the total litigants | 0 ¹³¹ | 10% (2017) 10% (2018) 10% (2019) 50% (2020) | An MOU has been proposed between NHRC and NLASO ¹³² to ensure the coordination of LA to victims of HR 58 Cases (Dec 2019) 155 Cases solved (Cumulative as of Dec 2019) | Review of Report of National Legal Aid Services Organization, NHRC | Report of National Legal Aid Services Organization, NHRC | Annually | M&E Expert, Data Analysis Expert of HRP project | No additional is needed | Sometimes government shifts its priority for publishing national monitoring report |

¹³¹ No referral services currently exist.

¹³² National Legal Aid Service Organization

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Project Monitoring and Evaluation Plan (2020-21)

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|--|---|--|---|---------------------------|----------------|----------|---|-------------------------|--|
| [UNDAF Indicator 1.9] 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) ¹³³ 01 ¹³⁴ (as of 2019) | Review of Report of, NHRC | Report of NHRC | Annually | M&E Expert, Data Analysis Expert of HRP project | No additional is needed | 1. NHRC remains flexible to include CSO in the thematic committee dialogues. 2. GoB is willing to accept proposals of rights forums |
|--|---|--|---|---------------------------|----------------|----------|---|-------------------------|--|

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

| SDG Indicators | Baseline (Year) | Target (Year) | Progress Against Target (M/Y) | Data Collection Methods (M&E Activities) | Means of Verification (data sources) | Frequency | Responsibilities | Resources (Cost) | Assumptions and Risks |
|----------------|-----------------|---------------|-------------------------------|--|--------------------------------------|-----------|------------------|------------------|-----------------------|
|----------------|-----------------|---------------|-------------------------------|--|--------------------------------------|-----------|------------------|------------------|-----------------------|

¹³³ 1.drafting of CRMA rules. 2. Consolidating the road map on disabilities. 3. Recommence discussions on Anti discriminatory law

¹³⁴ With technical support of HRP, NHRC drafted and submitted a separate rule on “Child Marriage Restraint Act 2017” to Ministry of Women & Children Affairs. which have later been adopted by the Government in 2018 incorporating 67% of NHRC's draft Rules.

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| SDG Indicator 5.1.1 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 st of January 2018) | Standard Operating Procedure (SOP) approved by the Commission 15% (As of Dec 2019) ¹³⁵ | Review of GoB reports | GOB reports | Annually | M&E Expert, Data Analysis Expert of HRP project | No additional is needed | Sometimes government shifts its priority for publishing national monitoring report |
|--|---|---|---|--|--|-----------------------------|--|-------------------------|---|
| 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 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 |
| SDG Indicator 16.a.1 Existence of independent national human rights institutions in compliance with the Paris Principles | A review of the NHRC act was conducted in 2014 and recommendations to amend the act was submitted to the MOLJPA | 0 (2017) 0 (2018) 0 (2019) 3 (composite based on scaling – see footnote 6) | NHRC is categorized as a B status institution. Category - B refers to a commission that is partially compliant with the Paris Principles ¹³⁶ | Review of ICC Sub-Committee on Accreditation (SCA) report. | ICC Sub-Committee on Accreditation (SCA) report. | Once at the end of project. | NHRC, ICC Sub-Committee, Project Team, M&E Expert, Data Analysis Expert. | No additional is needed | Government of Bangladesh may remove or reduce resources allocated to NHRC. A change in the political climate may increase pressure on NHRC and reduce perception of independence. |

¹³⁵ SOPs were discussed at the Commission meeting and awaiting approval on next steps (15% achieved), Pending SOPs 5 for adoption. The newly appointed NHRC (22 September 2019) has expressed interest in looking ways to make wider interpretation of NHRC Act 2009, in particular, Section 18 which is the procedure for inquiry against the disciplined force

¹³⁶ The founding NHRC Act has several shortcomings that prevent the Commission complying fully with the Paris Principles. Those shortcomings include: i. inadequate definition of human rights; ii. the provision on the investigation of allegations of human rights violations committed by the 'disciplined force', that is, the military and the police; iii. deficiencies in the procedure for selection of members; iv. limitations on full financial independence. The institutional capacity in terms of financial and human resources have been increased over the years. Its budget has been doubled since 2013. Currently NHRC is seeking to further increases in its staff number – at present it has 48 staff and trying to bring its total staff number to 148 of which 40 positions have been approved by the government.

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Project Monitoring and Evaluation Plan (2020-21)

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|--|--|--|------------------|--|--|--|--|--|--|
| | | | (As of Dec 2019) | | | | | | |
|--|--|--|------------------|--|--|--|--|--|--|

| 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 |
|-------------------------------|-----------------------------|-----------------------------|--|---------------------------------|---------------|--|----------------|-------------------------------|--|
|-------------------------------|-----------------------------|-----------------------------|--|---------------------------------|---------------|--|----------------|-------------------------------|--|

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Project Monitoring and Evaluation Plan (2020-21)

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|---|---|-----|------|-----------------------------|------------------|--|--------------|----------------------|---|
| Project review at 18 months of HRP Project | (SP Outcome 2) SP Outcome 2: Accelerate structural transformations for sustainable development | N/A | UNDP | 18 months' Project review | Completed | 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) SP Outcome 2: Accelerate structural transformations for sustainable development | N/A | UNDP | Mid-term Project Evaluation | 12 November 2019 | 11 February 2020 (90 Working Days) | 35,000 US \$ | Donor/Project Budget | The Consulting Firm to be recruited (A Team consisting 4 Consultants,) |
| Final Evaluation of HRP Project | (SP Outcome 2) SP Outcome 2: Accelerate structural transformations for sustainable development | 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) SP Outcome 2: Accelerate structural transformations for sustainable development | N/A | UNDP | Annual Perception survey | 12 November 2019 | 11 February 2020 (90 Working Days) | 35000 US \$ | Donor/Project Budget | The Consulting Firm to be recruited (A Team consisting 4 Consultants,) |
| Sample baseline and impact surveys (understanding of students and teachers on women's and girls' rights/human rights) | (SP Outcome 2) SP Outcome 2: Accelerate structural transformations for sustainable development | N/A | UNDP | Bi-annual/annual survey | 12 November 2019 | 11 February 2020 (90 Working Days) | | Donor/Project Budget | The Consulting Firm to be recruited (A Team consisting 4 Consultants,) |

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Project Monitoring and Evaluation Plan (2020-21)

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|---|---|-----|------|-------------------|------------------|--|-----------------|-------------------------|---|
| Perception survey (CSOs/HRDs on police coordination) | (SP Outcome 2) SP Outcome 2: Accelerate structural transformations for sustainable development | N/A | UNDP | Perception survey | 12 November 2019 | 11 February 2020 (90 Working Days) | Above figure | Donor/Project Budget | The Consulting Firm to be recruited (A Team consisting 4 Consultants,) |
| Sample survey (understanding of police on human rights) | (SP Outcome 2) SP Outcome 2: Accelerate structural transformations for sustainable development | N/A | UNDP | Perception survey | 12 November 2019 | 11 February 2020 (90 Working Days) | | Donor/Project Budget | The Consulting Firm to be recruited (A Team consisting 4 Consultants,) |
| Perception survey (understanding of women on human rights) | (SP Outcome 2) SP Outcome 2: Accelerate structural transformations for sustainable development | N/A | UNDP | Perception survey | 12 November 2019 | 11 February 2020 (90 Working Days) | | Donor/Project Budget | The Consulting Firm to be recruited (A Team consisting 4 Consultants,) |
| Perception survey (understanding of ethnic minority population on their rights) | (SP Outcome 2) SP Outcome 2: Accelerate structural transformations for sustainable development | N/A | UNDP | Perception survey | 12 November 2019 | 11 February 2020 (90 Working Days) | | Donor/Project Budget | The Consulting Firm to be recruited (A Team consisting 4 Consultants,) |

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M&E Budget/Expenditure in 2020



Project Monitoring and Evaluation Plan (2020-21)

| Description | Budget allocated in 2020 (USD) | Total cost spent in 2020 (USD) | Time spent on 1) Monitoring and 2) Evaluation |
|--|--------------------------------|--------------------------------|--|
| 1. Dedicated M&E staff | | | |
| a) M&E Specialist (SC) | 17,500 | | Monitoring (80%) Evaluation (20%) Others (%) |
| b) M&E Consultant (IC) | 0 | | Monitoring (%) Evaluation (%) |
| Sub-Total | 17,500 | | |
| 2. Monitoring Activities | | | |
| a) Monitoring travel | 6,000 | | |
| b) Baseline survey | 0 | | |
| Sub-Total | 6,000 | | |
| 3. Evaluation Activities | | | |
| a) 18-Month Project Review | | | |
| b) Mid-term evaluation | | | |
| c) Evaluation workshop | | | |
| d) Perception Survey | 24,000 | | |
| Sub-Total | 24,000 | | |
| Grand Total | 47,500 | | |
| Proportion to Total Project Budget/Cost | 2.27% | | |

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| Risk Log: Human Rights Programme | | | | | | | | |
|----------------------------------|--|------------------------------------|--|---|---|---|---|---|
| # | Description | Date identified | Type | Impact & probability | Countermeasures / management response | Countermeasures / management response (Updated on 2018) | Countermeasures / management response (Updated on 2019) | Countermeasures / management response (Updated on 2020) |
| | Enter a brief description of the risk | When was the risk first identified | 1. Environmental 2. Financial 3. Operational 4. Organizational 5. Political 6. Regulatory 7. Strategic 8. Other | Enter probability on a scale from 1 (low) to 5 (high) P = Enter impact on a scale from 1 (low) to 5 (high) I = | What actions have been taken/will be taken to counter this risk | | | |
| 1 | Key stakeholders unwilling to participate in relevant activities. | 2016 | Operational | P=2 I=5 | Clear terms of reference drafted in consultation with stakeholders and CBOs will provide strong ownership. | Thematic Committees are now formed and have provided the platform for CSO engagement and grants so far have been given to CSOs. | NHRC Thematic committee were less active and to be reduced number of Thematic Committee to make functional. | |
| 2 | Increasingly restrictive political and civil rights environment stifles human rights dialogue. | 2016 | Strategic and political | P=3 I=4 | Human rights monitoring as part of the United Nations' Rights up Front policy will inform all Programme-based | Monitoring is on-going. | Monitoring is on-going. | |

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| | | | | Risk Log: Human Rights Programme | | | | |
|---|--|-----------------|-----------------------|----------------------------------|--|--|---|---|
| # | Description | Date identified | Type | Impact & probability | Countermeasures / management response | Countermeasures / management response (Updated on 2018) | Countermeasures / management response (Updated on 2019) | Countermeasures / management response (Updated on 2020) |
| | | | | | decisions and be subject to regular review. | | | |
| 3 | Civil unrest and political violence disrupt forums and limits participation because of public safety concerns. | 2016 | Political/Operational | P=3 I=4 | Monitor Human Rights situation closely by involving Human Rights Defenders | Human Rights Defenders active in addressing Human rights issues at grass root level through NHRC Platform. | Youth leader Website is developed, and youths are active in online to updates HR violations report regularly. | |

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| | | | | Risk Log: Human Rights Programme | | | | |
|---|---|-----------------|---------------------------|----------------------------------|--|---|---|---|
| # | Description | Date identified | Type | Impact & probability | Countermeasures / management response | Countermeasures / management response (Updated on 2018) | Countermeasures / management response (Updated on 2019) | Countermeasures / management response (Updated on 2020) |
| 4 | Civil unrest and political violence lead to a reduction in social cohesion and a more insecure environment for vulnerable groups to participate in Programme functions. | 2016 | Programmatic /Operational | P=3 I=3 | During times of insecurity organize programmes in a low profile manner | Continue to low profile events. | On-going | |
| 5 | Change in political climate increases pressure on NHRC and reduces perception of independence | 2016 | Operational | P=4 I=3 | The Programme will continue to undertake close assessments of NHRC's political independence | Assessment were completed in 2017 and Project will continue to follow-up. | Readjustment of NHRC may be needed if ruling party government is changed. | |
| 6 | Changed leadership at the NHRC in 2016 | 2016 | Strategic/Operational | | The Programme will engage closely with Government, the NHRC and stakeholders to develop a consensus on the need for a smooth transition in 2016. | Working relationship with new management of NHRC is improved. | Working relationship with newly recruited staff of NHRC is improved | |

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| | | | | Risk Log: Human Rights Programme | | | | |
|---|--|-----------------|-------------|----------------------------------|---|---|---|---|
| # | Description | Date identified | Type | Impact & probability | Countermeasures / management response | Countermeasures / management response (Updated on 2018) | Countermeasures / management response (Updated on 2019) | Countermeasures / management response (Updated on 2020) |
| 7 | Government of Bangladesh removes or reduces resources allocated to NHRC | 2016 | Operational | P=1 I=5 | The Programme will maintain close cooperation and communication with the Government of Bangladesh. | Close cooperation and communication is on-going. | This will not be risk for 2019 | |
| 8 | Priorities of NHRC change following 2016 transition having consequences for engagement with CSOs and Ethnic People | 2016 | Operational | P=1 I=4 | The Programme will work closely with new members to highlight the necessity CSO and IP interaction. | Will be continued | Will be continued | |
| 9 | Further politicisation of civil society and media compromises engagement | 2016 | Strategic | P=3 I=4 | The Programme will undertake CSO and media monitoring to assess the extent of capture by political movements. | Ongoing | Ongoing | |

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| | | | | Risk Log: Human Rights Programme | | | | |
|----|--|-----------------|-------------|----------------------------------|---|---|--|---|
| # | Description | Date identified | Type | Impact & probability | Countermeasures / management response | Countermeasures / management response (Updated on 2018) | Countermeasures / management response (Updated on 2019) | Countermeasures / management response (Updated on 2020) |
| 10 | Partnership with police and local authorities becomes challenging to implement | 2016 | Operational | P=3 I=3 | The Programme will continually engage with police and local authorities to sensitise them to Programme activities. | Ongoing | Ongoing | |
| 11 | Limited Capacity of new staff | 2016 | Operational | P=3 I=2 | UNDP will work closely to train and support new staff and ensure capacity is developed. | Ongoing | More skilled officials needed in NHRC particularly in areas of investigation, monitoring and research. | |
| 12 | DEX modality leading to confusion amongst counterparts | 2016 | Operational | P=3 I=4 | UNDP will work closely and transparently with all stakeholders to keep them updated on the DEX modality | Continuing to update on DEX modality | Continuing to update on DEX modality | |
| 13 | Continued violence directed at online activists. | 2016 | Operational | P4 I4 | Continued violence against individuals engaging online in discussions that may offend religious or social groups could severely limit the ability for | Project will continue to engage with NHRC to act. | Project will continue to engage with NHRC to act. | |

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| | | | | Risk Log: Human Rights Programme | | | | |
|----|---|-----------------|-------------------------|----------------------------------|---|---|---|---|
| # | Description | Date identified | Type | Impact & probability | Countermeasures / management response | Countermeasures / management response (Updated on 2018) | Countermeasures / management response (Updated on 2019) | Countermeasures / management response (Updated on 2020) |
| | | | | | UNDP to engage with rights organisations. | | | |
| 14 | Upcoming National Election and associated political instability may generate unfavorable situation for project activities | 2018 | Political & Operational | P 5 I=5 | Due to electoral procedures for national election in quarter 3 and quarter 4 of 2018 and associated political turmoil may limit the ability of UNDP to implement project activities smoothly. UNDP/HRP will take measures to implement all major activities in Quarter -1 and Quarter-2. | Work closely with Country Office to mitigate impact. | Not applicable for 2019 | |

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| | | | | Risk Log: Human Rights Programme | | | | |
|----|--|-----------------|-------------------------|----------------------------------|---------------------------------------|---|--|---|
| # | Description | Date identified | Type | Impact & probability | Countermeasures / management response | Countermeasures / management response (Updated on 2018) | Countermeasures / management response (Updated on 2019) | Countermeasures / management response (Updated on 2020) |
| 15 | Post electoral violence may hamper the project activities. | 2019 | Political & Operational | P 5 I=5 | | | Work closely with Country Office to mitigate impact. | |
| 16 | Thematic committees were less active due to decentralized of power to NHRC Chairman. | 2019 | Operational | P 5 I=5 | | | Project Annual Workplan to be developed at the end of the 2018 with focusing thematic committee functional related activities. | |
| 17 | CSOs and HRDs relationship with NHRC may be deteriorated. | 2019 | Operational | P 3 I=2 | | | Continuation of collaborative workshop and seminar between NHRC and CSOs/HRDs. | |

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| Risk Log: Human Rights Programme | | | | | | | | |
|----------------------------------|---|-----------------|-------------------------|----------------------|---------------------------------------|---|---|--|
| # | Description | Date identified | Type | Impact & probability | Countermeasures / management response | Countermeasures / management response (Updated on 2018) | Countermeasures / management response (Updated on 2019) | Countermeasures / management response (Updated on 2020) |
| 18 | Rights of the ethnic, excluded minorities and other LNOB category people are at risk in getting health services and survival foods during COVID 19 situation. | 2020 | Strategical/operational | I = 4 P =3 | | | | The CSOs and Human Rights Defenders, youth leaders and police helped in distributing survival foods maintaining social distance, self-protection measure using mask, gloves and personal protection equipment. |
| 19 | Violence against women and girls' is in increasing trend during COVID 19 situation. It may | 2020 | Strategical/Operational | I = 4 P = 4 | | | | The Project has been monitoring and taking awareness raising initiatives of partner CSOs at grassroots level on |

| | | | | Risk Log: Human Rights Programme | | | | |
|----|--|-----------------|---------------------------|----------------------------------|---------------------------------------|---|---|--|
| # | Description | Date identified | Type | Impact & probability | Countermeasures / management response | Countermeasures / management response (Updated on 2018) | Countermeasures / management response (Updated on 2019) | Countermeasures / management response (Updated on 2020) |
| | continue in post COVID 19 situation | | | | | | | domestic violence. Apart this, the project developed IEC and awareness campaign materials (i.e. 2 TVCs and 10,000 posters) on COVID 19 developed and shared with NHRC and for preparing press statements, video messages, TVCs, broadcasting on VAW. |
| 20 | HRP stakeholders (CSOs, HRDs, Youth Leaders, Police, Journalists) are being engaged with minimum health safety | 2020 | Environmental/operational | I = 4 P = 3 | | | | The Project has provided survival food assistance to 1550 Dalit HHs and 1000 Third Gender (individual) in Dhaka, and also to |

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| | | | | Risk Log: Human Rights Programme | | | | |
|---|-----------------------------|-----------------|------|----------------------------------|---------------------------------------|---|---|---|
| # | Description | Date identified | Type | Impact & probability | Countermeasures / management response | Countermeasures / management response (Updated on 2018) | Countermeasures / management response (Updated on 2019) | Countermeasures / management response (Updated on 2020) |
| | measures in COVID Situation | | | | | | | <p>6850 Ethnic and Dalit HHs and 570 PWDs (individuals) at outside Dhaka is provided. NHRC to take lead and follow up with local administration/authority in all phases of its distribution.</p> <p>During distribution of survival food, CSOs, HRDs, Youth Leaders, Police, Journalists engaged with maintaining all sorts of safety measures (using</p> |

Mong Singwo

| | | | | Risk Log: Human Rights Programme | | | | |
|---|-------------|-----------------|------|----------------------------------|---------------------------------------|---|---|---|
| # | Description | Date identified | Type | Impact & probability | Countermeasures / management response | Countermeasures / management response (Updated on 2018) | Countermeasures / management response (Updated on 2019) | Countermeasures / management response (Updated on 2020) |
| | | | | | | | | masks, gloves and personal protection equipment etc) |

Mong Singwo

T. L. Lau.

Objectives:

1. To ensure Better integration & mainstreaming of GE in all projects and programmes
2. To support monitoring of gender specific indicators and achievements
3. To create safe work place
4. To compliance with UNDP Gender Equality Seal

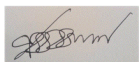
Guideline for Gender Action Plan:

1. Identify activities under each output with in your existing annual work plan for 2020 that will directly contribute to gender equality.
2. Identify strategies for gender mainstreaming within existing activities of your work plan (including your communication related activities) which do not directly contribute to gender equality (for example, a training will be conducted on service delivery. You may add one dedicated session on women's access to different service delivery to discuss different needs and priorities of women, constraints for women in accessing those services etc.)
3. Mention your Outcome, output statement first, then mention gender specific broad indicators in the same row. Mention all identified activities under each output following your AWP and insert relevant information in each column. Please see the example below.
4. Mention budgetary allocation for the identified activities directly contributing to gender equality (as it is now) and under % column write 100%. If contribution to gender equality is just a portion of the main activity (10% or 15% or 50%) insert the calculated percentage in % column and the money under budgeted amount column.
5. Keep budget allocation for joint programmes on International Women's Day, 16 Days of Activism etc.; for producing and printing IEC materials for raising awareness on SHAA and SEA among your project staff and beneficiaries
6. Identify the person or unit who will be responsible for conducting the activities or monitoring and ensuring that the activities are done following the Gender Action plan
7. Include measurable indicators for activities identified (we will do this exercise once again along with our M&E focal for finalizing the indicators)

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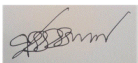
Human Rights Programme
Gender Action Plan for 2021

| Actions | Person/Unit Responsible | Timeline | Proposed Indicator | Budget |
|---|---|---|---|--|
| Output 1. The National Human Rights Commission (NHRC) can more effectively deliver on its Outcome level Indicators: | | | | |
| <p>Activity: Institutional development, strategic engagement and coordination</p> <p>Action: Reformation and functioning of NHRC Thematic Committee</p> <p>Action: Integrated digital system of operationalization of NHRC</p> <p>Activity: Research, Advocacy and Awareness</p> <p>Action: Legal and policy reforms</p> <p>Action: Campaign and Awareness raising (day observance, media communication etc.)</p> <p>Activity: Human Rights monitoring and reporting</p> <p>Action: Fact-finding and reporting</p> <p>Action: Factsheet on Human Rights violation issues in Bangladesh</p> <p>Action: SDGs and Human Rights Actions: coordination, monitoring and tracking of the functions of line ministries and Departments</p> | <p>CTA</p> <p>National Programme Coordinator</p> <p>Investigation and Human Rights Expert</p> <p>Data Analyst</p> | <p>By December</p> <p>By December</p> <p>By September</p> | <p>Measurable Indicators:</p> <ul style="list-style-type: none"> - % of complaints lodged with NHRC on women's and girls' rights issues to redress human rights violations across the country. - Number of recommendations on promoting women's rights made by rights forums that have resulted in implementation or policy advice or procedural changes. - % of rights dialogue on promoting women's rights and gender equality issues | <p>\$30,000 (30%)</p> <p>\$ 10,500 (30%)</p> <p>\$ 10,400 (40%)</p> |

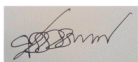


Bithika Hasan

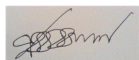
| Actions | Person/Unit Responsible | Timeline | Proposed Indicator | Budget |
|--|--|--|---|--|
| Output 2: CSO/CBOs /HRDs raise human rights awareness and promote a human rights culture. | | | | |
| <p>Activity 2.1 Strengthen capacity and coordination of CSOs and its coalitions to promote human rights</p> <p>Activity 2.2: Small grants support to CSOs/CBOs to enable people to raise voices and advocate for Human Rights issues in post COVID-19 situation</p> <p>Activity 2.3: Enhance capacity and engagement of HRDs and other relevant actors in HRV monitoring and reporting at grassroots level.</p> <p>Activity 2.4: Better inclusion of LNOB (including ethnic and excluded minorities) in local decision-making structures, local resources and services</p> | <p>CTA</p> <p>NPC</p> <p>Communities & Minorities Expert</p> | <p>Continuous</p> <p>By March</p> <p>Continuous</p> <p>By December</p> | <p>Measurable Indicators:</p> <ul style="list-style-type: none"> - No. of women lead CSOs included in the CSOs coalitions - No. of women and girls benefitting through small grants support - No. of women HRDs trained and actively transformed their role in reporting of HRV - No. of women representing LNOB groups included in local decision-making platforms. | <p>\$10,500 (30%)</p> <p>\$ 50,000 (25%)</p> <p>\$3,500 (35%)</p> <p>\$1,500 (30%)</p> |



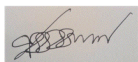
| Actions | Person/Unit Responsible | Timeline | Proposed Indicator | Budget |
|---|-----------------------------|--|---|--|
| Output 3: Law enforcement, in particular the police, upholds and promotes human rights. | | | | |
| <p>Activity 3.1 Enhance institutional capacity of LEAs (police) to protect and better respond to Human Rights issues</p> <p>Action: HR training for police in collaboration with DTS, CID Action: Online HRs training course for police Action: Enhance capacity of women support and investigation unit</p> <p>Activity 3.2: Strengthen collaboration with LEAs (Police) to commission action Research to advance human rights</p> <p>Activity 3.3: Policy dialogues with LEAs, NHRC, Judiciary, NLASO on different emerging issues in post-COVID 19 situation</p> | CTA NPC Gender Expert | By By | <p>Measurable Indicators:</p> <ul style="list-style-type: none"> - % of police officials including number of women police officials with better understanding of human rights and gender sensitivity during handling of GBV cases. - Completion of research on women police officials life, sacrifice and commitment to improve professional prospects and challenges faced in the course of their work. - number of LEA personnel and judiciary stakeholders making use of systematic coordination mechanisms to tackle GBV cases. | <p>\$ 18,000 (30%)</p> <p>\$ 12,212,3 (31%)</p> <p>\$30,00 (25%)</p> |



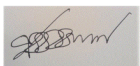
| Actions | Person/Unit Responsible | Timeline | Proposed Indicator | Budget |
|--|--|---|--|---|
| Output 4: NHRC and national stakeholders better protect and promote women's rights. | | | | |
| <p>Activity 4.1 Strengthen institutional engagement of NHRC to better advocate for women and child rights</p> <p>Action: Strengthen the functions of NHRC Thematic Committees to better promote women rights and child rights</p> <p>Action: Support NHRC to finalize Sexual Harassment (SH) law and Consultation with relevant stakeholders on draft SH law</p> <p>Action: Support NHRC to submit the treaty body report on CEDAW and CRC</p> <p>Activity: Enhance engagement of CSOs in advancing self-reliance of women (linking women in domestic sector, migrant workers and informal sector)</p> <p>Activity: Continue collaborative actions of NHRC, CSO and other platforms in addressing women's rights and GBV</p> <p>Action: Capacity development on Gender and Diversity of NHRC, CSOs, and other platforms</p> | <p>CTA</p> <p>NPC</p> <p>Gender Expert</p> | <p>By</p> <p>By December</p> <p>By June</p> <p>By April</p> <p>By March</p> <p>By September</p> | <p>Measurable Indicators:</p> <ul style="list-style-type: none"> - % of policy or service recommendations made by NHRC as a result of rights dialogues on GBV with stakeholders - 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. - Number of women able to participate in family income and decisions. - % of women population who understand and are aware of their rights as a human being and as women. | <p>\$ 19,000 (100%)</p> <p>\$40,000 (100%)</p> <p>\$100,000 (100%)</p> |



| Actions | Person/Unit Responsible | Timeline | Proposed Indicator | Budget |
|--|--|---|--|--|
| <p>Action: Awareness raising campaign on GBV with particular focus on women safety in public spaces</p> <p>Action: Day Observation (IWD, International Girl Child Day, VAW week)</p> <p>Activity: Better engagement of NCTB to include the curriculum with human rights and gender balance</p> | | <p>Throughout the year</p> <p>By December</p> <p>By December</p> | | <p>\$11,000 (100%)</p> |
| Output 5: NHRC and national stakeholders better protect and promote the rights of ethnic minorities | | | | |
| <p>Activity: Enhance collaboration of national institutions and stakeholders in promoting rights of the ethnic and excluded minorities (including LNOB)</p> <p>Activity: Promotion of ethnic rights awareness and education in ethnic inhabited area</p> <p>Activity: Research and knowledge management on LNOB and Human Rights Issues</p> <p>Activity: Enhance capacity and engagement of youth leaders in HRs awareness, education and advocacy initiatives</p> | <p>CTA</p> <p>NPC</p> <p>Communities & Minorities Expert</p> | <p>By December</p> <p>Throughout the year</p> <p>By September</p> <p>By September</p> | <p>Measurable Indicators:</p> <ul style="list-style-type: none"> - No. of women and girls from ethnic communities engaged with ethnic/local language-based radio programming - % of female youth leaders trained who have become active in transforming their leadership role to promote the rights of ethnic minorities. - Number of ethnic minority women representatives included | <p>\$5,000 (20%)</p> <p>\$28,000 (50%)</p> <p>\$2,000 (25%)</p> <p>\$22,000 (45%)</p> <p>\$10,000 (50%)</p> |



| Actions | Person/Unit Responsible | Timeline | Proposed Indicator | Budget |
|--|--|--|---|---|
| <p>Activity: Promotion of cultural rights and diversity of ethnic, Dalit and other excluded groups/communities.</p> <p>Activity: Promotion of peace, tolerance and social harmony for assuring peaceful co-existence (in post-COVID 19 situation)</p> | | <p>By December</p> <p>By December</p> | <p>in the respective UP standing committees.</p> | <p>\$4,400 (20%)</p> |
| <p>Output-7: Strengthened capacity and coordination of justice sector institutions to better justice delivery and remedies to all citizens including LNOB people.</p> | | | | |
| <p>Activity: Strengthening justice delivery Institutions</p> <p>Activity: Improving access to justice forums</p> <p>Action: Support to improve the quality of legal aid services through Advocacy and awareness, (with relevant stakeholders including Women Judges Association, Bangladesh</p> <p>Activity: Effective Remedies for justice seeking LNOB</p> <p>Action: Reinforce the Nari O Shishu Nirjatan Daman tribunal</p> <p>Action: Support to reinforce the functions of NLASO for quality legal aid services to LNOB people by Dec 2021 40%</p> | <p>CTA</p> <p>NPC</p> <p>Project Officer (Justice)</p> | <p>By December</p> <p>By December</p> <p>By December</p> | <p>Number of LNOB women justice seekers using ADR mechanisms</p> <p>Number of policy recommendations made on reduction of VAW cases and followed up by NJCC, DJCC</p> <p>Number of women judges played leadership role in the judicial reform and innovation process.</p> | <p>\$15,000 (30%)</p> <p>\$19,000 (40%)</p> <p>\$15,600 (30%)</p> |



Bithika Hasan

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