

# Work Plan (January 2014 - June 2015)

## UN Support to Gender Equality, Empowerment and Protection of Women and Children

UNDAF

**One Programme Outcome:** 3. Gender Outcome Group - By 2018, communities and institutions strengthened at all levels to achieve enhanced gender equality, empowerment and protection of women and children.

**Expected CT Output(s):**

- 3.1: Strengthened legal and policy environment to advance the rights and protection of women and children.
- 3.2: Gender mainstreaming in key ministries, autonomous bodies, non-governmental organizations with resourced gender mainstreaming strategies.
- 3.3: Boys, men, girls, and women have increased awareness of and positive attitudes towards preventing and eliminating gender-based violence.
- 3.4: Institutions, communities, families, children in minimum four districts have the knowledge, skills, resources, mechanism to prevent, respond to violence against children.

**Implementing partners:** National Commission for Women and Children, Royal Bhutan Police, Bhutan National Legal Institute, Bhutan Nuns Foundation, Respect Educate Nurture Empower Women, Dratshang Lhentshog, Bhutan Youth Development Fund.

NARRATIVE

1. The work plan aims to: i) Strengthened legal and policy environment to advance the rights and protection of women and children and mainstream gender in key ministries, autonomous bodies and non-governmental organizations. ii) Develop the capacities to prevent and respond to gender-based violence (GBV), violence against women and children (VAW/C) and domestic violence (DV) through delivery of multi-sectoral services. iii) Strengthen engagement of civil society and religious organizations to promote empowerment of women and children and advocate for implementation of existing laws, policies and programs that engage men, boys and youths.
2. In collaboration with implementing partners (IP) and UN agencies, the Gross National Happiness Commission coordinates the overall Work Plan implementation and progress review through quarterly, mid-year and annual review meetings. The IP is responsible for ensuring the achievement of work plan results through day-to-day management, implementation, monitoring of the activities, proper use of funds and submission of quarterly financial and standard progress reports (SPRs). The UN agencies are responsible for monitoring, timely release of funds, and technical support to implementation.
3. The partners adopt HACT procedures for fund request, release and reporting. Quarterly Direct Cash Transfer modality is applied and Reimbursements or Direct Payment when necessary with prior agreement between all the parties. Assurance activities such as joint field monitoring, on-site reviews and scheduled audits will be conducted after agreement with the GNH Commission and the implementing partners based on the micro-assessment recommendations.

<b>Programme Period:</b>	2014-2018	<b>Duration:</b> 18 Months (Jan 2014—June 2015)
<b>Programme Title:</b>	<i>Gender Equality Empowerment and Protection of Women and Children</i>	
<b>Work Plan Title:</b>	<i>UN Support to Gender Equality Empowerment and Protection of Women and Children</i>	
<b>Budget Code:</b>		
<b>UNICEF _ FIC #:</b>	NCWC_2310	RENEW_2321      YDF_2335      BNLI_2646      RBP_2876
	BNF_	MoLHR_2310      DOI_2887      Dratshang_2305
<b>UNFPA _ FIC #:</b>	BNF_2679	RENEW_2320
<b>UNDP/UNWWomen FIC:</b>	NCWC_2165	RENEW_2311

**Estimated 18 months budget:** USD 790,550

**Allocated resources:**

▶ UNICEF	USD	(Total = 549,300
• Funded	USD	473,600
• Unfunded	USD	75,700
▶ UNFPA	USD	155,500
▶ UNW	USD	69,000
▶ UNDP	USD	16,750



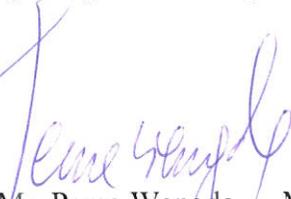
# Work Plan (January 2014 - June 2015)

## UN Support to Gender Equality, Empowerment and Protection of Women and Children

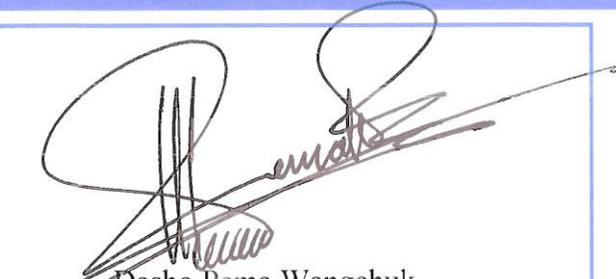
### Agreed by Implementing Partners

  
 Aum Phintsho Choeden  
 Director General  
 NCWC  
 Date: 28/01/2014

  
 Bridger Kipchu Namgyal  
 Chief of Police  
 Royal Bhutan Police  
 Date: 30.01.2014

  
 Mr. Pema Wangda  
 Secretary  
 MoLHR  
 Date: 28/1/14

  
 Mr. Karma Penjor  
 Secretary  
 Dratshang Lhentshog  
 Date:

  
 Dasho Pema Wangchuk  
 Director  
 BNLI  
 Date:

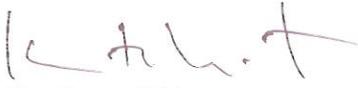
  
 Mr. Thinley Wangchuk  
 Director General  
 DoI, MoHCA  
 Date:

  
 Mr. Kinley Dorji  
 Executive Director  
 YDF  
 Date: 28/01/14

  
 Dr. Tashi Zangmo  
 Executive Director  
 BNF  
 Date: 30/1/14

  
 Ms. Chimi Wangmo  
 Executive Director  
 RENEW  
 Date: 28/1/14

### Agreed by the Royal Government of Bhutan

  
 Mr. Karma Tshiteem  
 Secretary  
 GNH Commission  
 Date:

  
 Ms. Shaheen Nilofer  
 Representative  
 UNICEF  
 Date: 28/01/14

  
 Mr. Yeshey Dorji  
 Asst. Representative  
 UNFPA  
 Date: 27/1/2014

  
 Dr. Rebecca Reichmann Tavares, Ed.D  
 Representative  
 UN-Women  
 Date: 23-01-2014

  
 Ms. Hideko Hadzialic  
 Deputy Res. Rep.  
 UNDP  
 Date: 27/1/2014

  
 Ms. Christina Carlson  
 UN Resident Coordinator  
 Date: 27.01.2014



**Gender Equality, Empowerment and Protection of Women and Children  
18 Months Rolling Work Plan for Jan 2014 - June 2015**

One Programme OUTPUT indicators	Equity	Baseline	Target	PLANNED ACTIVITIES List all activities including M&E to be undertaken	TIMEFRAME						RESPONSIBLE PARTY		PLANNED BUDGET					
					2014			2015			Implementing Partner	UN	Source of Funds	Budget Description	Amount (US\$)			
					Q1	Q2	Q3	Q4	Q1	Q2					2014	2015	Total	
<b>Output 3.1: Strengthened legal and policy environment to advance the rights and protection of women and children.</b>																		
3.1.1	RGOB submits quality CRC (including the two optional protocols) and CEDAW periodic reports to international treaty bodies. (UNDP, UNICEF UNW)	EE	7th Periodic Report	8th and 9th combined periodic report	3.1.1.1	Finalize the 8th and 9th CEDAW periodic Report	X	X	X	X	X	NCWC	UNDP	Cash	11,000		11,000	
					3.1.1.2	Finalize 3-5 the CRC Periodic Report	X	X				NCWC	UNICEF	OR	Cash	5,800		5,800
					3.1.1.3	Finalize the Initial reports of the Optional Protocols to the CRC	X	X				NCWC	UNICEF	OR	Cash	10,000		10,000
					3.1.1.4	Finalize supplementary reports on CEDAW	X	X	X			RENEW	UNW			5,000		5,000
3.1.2	Number of assessments/researches conducted on priority child	EE	0	1	3.1.2.1	Conduct study on VAC	X	X	X	X	X	NCWC	UNICEF	OR	Cash	60,000		60,000
					3.1.2.2	Conduct assessment of CABA					X	NCWC	UNICEF	OR	Cash		25,500	25,500
3.1.3	Number of government and non-government organizations with the capacity to implement standard operating procedures and guidelines to address GBV/ violence against women and children and implement them and completion of the	SS	0	SoP in place, R&R of DVPA, CCPA	3.1.3.1	Conduct costing exercise for service provision of DV and the Domestic Violence Prevention Act 2013	X	X	X	X	X	NCWC	UNW		Cash	6,500		6,500
					3.1.3.2	Finalize and implement the DVPA IRR	X	X	X	X		NCWC	UNW	RR	Cash	20,000		20,000
					3.1.3.3	Finalize and implement the CAA R&R	X	X	X			NCWC	UNICEF	OR	Cash	3,800		3,800
					3.1.3.4	Finalize and implement the CCPA R&R	X	X	X	X		NCWC	UNICEF	OR	Cash	7,600		7,600
					3.1.3.5	Women and Child friendly curriculum for police training institute and procedural guide for field officers	X	X				NCWC			Unfunded	12,000		12,000
							X	X				RBP	UNICEF	RR	TA/Cash	32,500		32,500
					<b>Sub-total</b>											<b>162,200</b>	<b>25,500</b>	<b>187,700</b>
<b>Output 3.2: Gender mainstreaming in key ministries, autonomous bodies, non-governmental organizations with resourced gender mainstreaming strategies.</b>																		
3.2.1	Number of key ministries, autonomous bodies, non-governmental organizations and private companies with resourced gender mainstreaming strategies			3 central agencies, Pvt sector and 2 local government	3.2.1.1	Conduct awareness and sensitization/ consultation programme for 3 central agencies, private sector and 2 local government			X	X		NCWC	UNW	OR	Cash	8,000		8,000
				Gender mainstreaming strategy	3.2.1.2	Develop gender mainstreaming strategy through targeted sectoral capacity building, training of gender focal points (based on recommendation from UNDP capacity assessment report)		X	X	X	X	NCWC	UNW	OR	Cash	12,000		12,000
					3.2.1.3	Project implementation support (recruitment of an additional staff on contract)						NCWC			Unfunded	4,000		4,000
					<b>Sub-total</b>											<b>20,000</b>	<b>-</b>	<b>20,000</b>
<b>Output 3.3 : Boys,men, girls and women have increased awareness of and positive attitudes towards preventing and eliminating Gender Based Violence.</b>																		
3.3.1	Number of gender and child sensitive reports on VAW/C in the media	SS	0	4	3.3.1.1	Support to develop media action plan,printing and implementation through public service announcements, audio visual productions, radio jingles, TV spots on a quarterly basis)	X	X				RENEW	UNFPA	RR	TA/Cash	10,000		10,000
					3.3.1.2	Observation of international events: IDW (8th March) - 2500/- ERAW - 25th Nov - 2500/-	X			X		RENEW	UNW	OR	Cash	5,000		5,000
3.3.2	Number of service centers (shelter, community support, health ) providing services at district level	SS	Health 1 RENEW 2	Health 4 referral Hospital RENEW 6	3.3.2.1	Institutionalization of OSCC Services at JDWNRH	X	X				Forensic/ JDWNRH	UNFPA	RR	Cash	2,000		2,000
					3.3.2.2	Capacity building of District Health Workers, SOP and guidelines on GBV (all 20 districts - 2 or 3 health workers)		X	X	X			UNFPA	RR	Cash	10,000		10,000
					3.3.2.3	Produce short film on child protection issues	X	X	X	X		YDF	UNICEF	OR	Cash	10,000		10,000
					3.3.2.4	Shelter management on Child and women friendly services: a) Finalize manual with GBV and child friendly services and protection component for the shelter - Develop curriculum for shelter b) Build capacity for shelter managers on child friendly services	X	X	X	X		RENEW	UNICEF	RR	Cash	5,000		5,000

## Gender Equality, Empowerment and Protection of Women and Children 18 Months Rolling Work Plan for Jan 2014 - June 2015

One Programme OUTPUT indicators	Equity	Baseline	Target	PLANNED ACTIVITIES List all activities including M&E to be undertaken		TIMEFRAME						RESPONSIBLE PARTY		PLANNED BUDGET					
						2014				2015		Implementing Partner	UN	Source of Funds	Budget Description	Amount (US\$)			
						Q1	Q2	Q3	Q4	Q1	Q2					2014	2015	Total	
					c) Provide psycho-socio support for women and children through counseling sessions, play therapy, art therapy, vocational skills, legal support and followup visit	X	X	X	X			RENEW	UNICEF	RR	Cash	2,500		2,500	
					d) Mental Health and psycho-socio support (MHPSS) guidelines and framework - establishment of MHPSS professionals	X	X	X	X			RENEW	UNICEF	RR	Cash	5,000		5,000	
					e) Expansion of shelter services in one Dzongkhag (Samtse)	X	X	X	X			RENEW	UNICEF	Unfunded		5,000		5,000	
				3.3.2.5	GBVIMS: Demonstration to senior level and PPD officials on GBVIMS (RBP, Forensic, NCWC)	X	X					RENEW	UNFPA	RR	Cash	1,000		1,000	
				3.3.2.6	Capacity development of community based volunteers on women and child friendly services	X	X	X	X			RENEW	UNDP UNW	RR	Cash	2,500		2,500	
				3.3.2.7	Develop and implement strategic plan for RENEW	X	X					RENEW	UNFPA	RR	TA/Cash	15,000		15,000	
				3.3.2.8	Strengthening collaboration of Multi sectoral Taskforce Members (MSTF) members, Friends of Police (FoPs) and Community Based Volunteers (CBSS) through implementation of the CBSS guidelines	X	X	X	X			RENEW	UNFPA	RR	Cash	36,000		36,000	
				3.3.2.9	Project support cost	X	X	X	X			RENEW	UNFPA	RR	Cash	10,000		10,000	
3.3.3	Number of institutes for girls, women, boys and men that are active in preventing and addressing gender-based violence	SS	BNF 0 RENEW 0	BNF 3 RENEW 3	3.3.3.1	Mapping, categorization and prioritization of dratshang and nunneries	X	X				BNF	UNFPA	RR	Cash	5,000		5,000	
					3.3.3.2	LSE implementation in the Monastic Institutions and nunneries	X	X	X	X			BNF	UNFPA	RR	Cash	23,000		23,000
					3.3.3.3	Sensitization Workshop for women in the nunneries and men in the monastic institutions in preventing and addressing GBV through application of LSE (Tronasa and Samdrumionekhar)	X	X	X	X			BNF	UNFPA	RR	Cash	32,000		32,000
					3.3.3.4	Project support cost	X	X	X	X			BNF	UNFPA	RR	Cash	10,000		10,000
3.3.5	Percentage of men and boys (from the existing groups) engaged as 'champions' to eliminate GBV	DP	3%	6%	3.3.5.1	i) Conduct workshop with the existing men and boys (CBSS volunteers, BOC, G4S and sports personnel) through CBSS Network. ii) Printing of advocacy materials		X	X	X	X		RENEW	UNICEF	RR	Cash	5,000		5,000
					3.3.5.2	Engaging men and boys as positive role models in preventing GBV	X	X	X	X			RENEW	UNDP	RR	Cash	2,500		2,500
3.3.6	Proportion of reported cases (RBP, Hospital, Courts, CSO/NGO) that are referred for timely service and support (legal aid, protection, health care, counseling)	SS	0%	10%	3.3.6.1	Establish WCPD in two dzongkhags and engaging community for prevention and response to VAC		X	X		X	X	RBP	UNICEF	OR	Cash	7,500	10,000	17,500
<b>219,000</b>																<b>10,000</b>	<b>229,000</b>		
<b>Output 3.4: Institutions, communities, families, children in minimum four districts have the knowledge, skills, resources, mechanism to prevent, respond to violence against children.</b>																			
3.4.1	Number of dzongkhags with registered Child Protection Services covering prevention, early intervention and response	SS	5	7	3.4.1.1	Support for preventing, responding and monitoring child labor													
					a)	Data usage, training on child labour survey and discussions on survey	X						MoLHR	UNICEF	RR	Cash	2,000		2,000
					b)	Develop a system to prevent, respond and monitor child labour		X	X				MoLHR	UNICEF	RR	Cash	6,500		6,500
					c)	Printing of child labour handbook		X					MoLHR	UNICEF	RR	Cash	1,000		1,000
					d)	Observation of World Day against Child Labour		X					MoLHR	UNICEF	RR	Cash	1,000		1,000
				3.4.1.2	Operational child friendly interview and examination rooms for victims		X	X					RBP	UNICEF	OR	Cash	15,000		15,000
				3.4.1.3	Enhancing knowledge and awareness of children on their rights and to accessing child protection services.	X	X	X	X				RBP - 14,000 (+10,000 in 2015) YDF - 5,000	UNICEF	OR	Cash	19,000	10,000	29,000

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18 Months Rolling Work Plan for Jan 2014 - June 2015**

One Programme OUTPUT indicators	Equity	Baseline	Target	PLANNED ACTIVITIES List all activities including M&E to be undertaken	TIMEFRAME						RESPONSIBLE PARTY		PLANNED BUDGET						
					2014			2015			Implementing Partner	UN	Source of Funds	Budget Description	Amount (US\$)				
					O1	O2	O3	O4	O1	O2					2014	2015	Total		
				3.4.1.4	TA support to NCWC for undertaking the Child Protection activities					X	X	NCWC	UNICEF	RR	Cash		5,000	5,000	
				3.4.1.5	Establish child bench in Thimphu Dzongkhag a) Facilitating the development of Child Friendly Procedure/TA b) Capacity Development for Judges on CIS					X	X	BNLI	UNICEF	OR	Cash		20,000	20,000	
3.4.2	Number of Child Welfare Committees registered as per Child Care and Protection Act	SS	0	0	3.4.2.1	National Child Welfare Committee formed				X	X	NCWC	UNICEF	RR	Cash		3,000	3,000	
3.4.3	Number of professionals in contact with children trained to prevent, identify, report and respond to child protection cases as per existing laws and policies (-health, education, justice, MoHCA, monastic body, CSO, law enforcement, Labour, local government, etc)	SS	200	200	3.4.3.1	Strengthening the capacity of the Child Protection partners in child rights and protection	X	X	X	X			MoLHR - 4,500 YDF - 12,000 DoI - 7,000 RENEW - 8,000	UNICEF	OR	Cash	31,500		31,500
				3.4.3.2	Awareness raising on child protection issues: a) Observation of international day of girl child	X	X	X	X				NCWC	UNICEF	RR	Cash	16,600		16,600
				3.4.3.3	Capacity building of NCWC and partners		X	X					NCWC	UNICEF		Unfunded	21,200		21,200
				3.4.3.4	Sensitization on Legal Issues relating to child rights and protection: a) Through school law clubs (24 schools) - 5000 b) Legal series - super norbs - 20,000 c) Lecture series to tertiary and higher schools on child justice - 4000	X	X	X	X				BNLI	UNICEF	RR	Cash	29,000		29,000
				3.4.3.5	Refresher Course for Coordinators and Principals of School Law Clubs on Peer Mediations			X					BNLI	UNICEF	RR	Cash	8,000		8,000
				3.4.3.6	Enhancing child rights and protection in the monastic institutions (including nunnaries) a) Development of strategy for child protection for monastic institutions - 10,000/- b) Capacity development of expert committee members	X	X	X	X				Dratsang - 29,300/- BNF - 7,000/-	UNICEF	OR	Cash	36,300		36,300
				3.4.3.7	Enhancing rights, education and protection of children with disabilities (with relevant stakeholders)	X	X	X	X				Dratsang YDF/ MoE	UNICEF	OR	Unfunded Cash	9,000 50,000		9,000 50,000
3.4.4	Number of justice and law enforcement professionals with the capacity to administer justice for children in contact with the law and implement crime prevention strategies	SS	0	100	3.4.4.1	Training of Legal Professionals on management of cases involving Children			X	X			BNLI	UNICEF		Unfunded	10,000		10,000
				3.4.4.2	Refresher Course for Police to enhance prosecution skills (children in focus)				X				BNLI	UNICEF	RR	Cash	3,000		3,000
				3.4.4.3	Workshop on access to justice for children (Police and Judiciary)						X		BNLI	UNICEF	RR	Cash		8,000	8,000
				3.4.4.4	Refresher Course on ToT on Child Justice/Developing Training Materials					X			BNLI	UNICEF	RR	Cash		5,000	5,000
				3.4.4.5	Review and Printing of Police Youth Partnership Programme (PYPP) assessment report.	X							RBP	UNICEF	RR	Cash	2,000		2,000
				3.4.4.6	Strengthening capacity in child rights and protection (including YDRC)			X	X				RBP	UNICEF		Unfunded	4,000	5,000	9,000
<b>Sub-total</b>																<b>291,600</b>	<b>56,000</b>	<b>347,600</b>	
	Assurance Activities				Quarterly and annual review meetings Joint field monitoring visits and advocacy visits On-site reviews	X	X	X	X	X	X		UNICEF - 1,500 UNFPA - 1,500 UNDP - 750 UNW - 2,500				6,250		6,250
<b>Sub-total</b>																<b>6,250</b>	<b>-</b>	<b>6,250</b>	
<b>TOTAL</b>																<b>699,050</b>	<b>91,500</b>	<b>790,550</b>	

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One Programme OUTPUT indicators	Equity	Baseline	Target	PLANNED ACTIVITIES List all activities including M&E to be undertaken	TIMEFRAME						RESPONSIBLE PARTY		PLANNED BUDGET				
					2014				2015		Implementing Partner	UN	Source of Funds	Budget Description	Amount (US\$)		
					Q1	Q2	Q3	Q4	Q1	Q2					2014	2015	Total
													UNICEF (Funded)	387,100	86,500	473,600	
													UNICEF (Unfunded)	70,700	5,000	75,700	
													UNFPA	155,500	-	155,500	
													UNW	69,000	-	69,000	
													UNDP	16,750	-	16,750	