

Work Plan (January 2015 - June 2016)

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, Ministry of Home and Cultural Affairs, Ministry of Labour and Human Resources, Bhutan Nuns Foundation, Respect Educate Nurture Empower Women, Faculty of Nursing and Public Health, Dzatshang Lhentshog, Bhutan Youth Development Fund, Royal Institute of Law and Ability Bhutan Society.

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.

Programme Period:	2014-2018	Duration:	18 Months (Jan 2015—June 2016)			
Programme Title:	Gender Equality Empowerment and Protection of Women and Children					
Work Plan Title:	UN Support to Gender Equality Empowerment and Protection of Women and Children					
Budget Code:						
UNICEF _ FIC #:	NCWC_2310	RENEW_2321	YDF_2335	BNLI_2646	RBP_2876	
	BNF_2983	MoLHR_2310	DOI_2887	Dratshang_2305		
	ABS_	RIL_				
UNFPA _ FIC #:	BNF_2679	RENEW_2320	FoNPH/OSCC - 2586			
UNDP/UNWomen FIC:	NCWC_2165	RENEW_2311				

Estimated 18 months budget: USD 839,419

Allocated resources:

▶ UNICEF	USD	399,000
▶ UNFPA	USD	275,500
▶ UNW	USD	54,019
▶ UNDP	USD	110,900

Work Plan (January 2015 - June 2016)
UN Support to Gender Equality, Empowerment and Protection of Women and Children

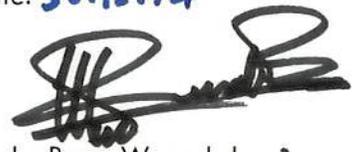
Agreed by Implementing Partners


 Aum Phintsho Choeden
 Director General
 NCWC
 Date: 30.12.14


 Brigadier Kipchu Namgyel
 Chief of Police
 Royal Bhutan Police
 Date: 26/12/15


 Mr. Pema Wangda
 Secretary
 MoLHR
 Date: 23/12/14


 Mr. Karma Penjor
 Secretary
 Dratshang Lhentshog
 Date:


 Dasho Pema Wangchuk
 Director
 BNLI
 Date: 21/12


 Dr. Chencho Dorji
 Dean
 FoNPH
 Date: 23/12/14


 Mr. Thinley Wangchuk
 Director General
 DoI, MoHCA
 Date: 23/12/14


 Aum Dorji Ohm
 Executive Director
 YDF
 Date: 23/12/14


 Aum. Chimi Wangmo
 Executive Director
 RENEW
 Date: 23/12/14

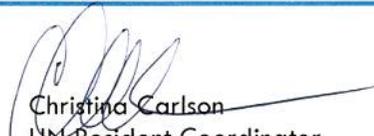

 Dr. Tashi Zangmo
 Executive Director
 BNF
 Date: 23/12/14


 Mr. Sangay Dorjee
 Director
 Royal Institute of Law
 Date: 26/12/2014


 Aum Beda Giri
 Executive Director
 Ability Bhutan Society
 Date: 23/12/14.

Agreed by the Royal Government of Bhutan


 Mr. Sonam Wangchuk
 Secretary
 GNH Commission
 Date:


 Christina Carlson
 UN Resident Coordinator
 Date: 23.12.2014


 Mr. Yeshey Dorji
 Asst. Representative
 UNFPA
 Date: 23/12/14


 Ms. Shaheen Nilofer
 Representative
 UNICEF
 Date: 24/12/2014
 Deputy Representative
 UNICEF
 OIC


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


 Christina Carlson
 UNDP Representative
 Date: 23.12.2014

18 Months Rolling Work Plan for Jan 2015 - June 2016

One Response or OPTED? Indicator	Kind	Number	Target	List of Key Activities List of results to be achieved M & C to be undertaken	STRATEGY						RESPONSIBLE PARTY		PLANNED BUDGET							
					2015		2016		Implementation Priority	UN	Source of Funds	Budget Description	Amount (US\$)							
					Q1	Q2	Q3	Q4					Q1	Q2	Q3	2015	2016	Total		
Output 3.1: Strengthened legal and policy environment to advance the rights and protection of women and children.																				
3.1.1	RGOB submits quality CRC (including the two optional protocols) and CEDAW periodic reports to international treaty bodies. (UNDP, UNICEF, UNW)	EE	2	4	3.1.1.1	Consultative workshop on dissemination of 3-5th CRC Periodic Report and Initial Reports of Optional Protocols and State replies			X	X			NCWC	UNICEF	RR	Cash	6,000		6,000	
					3.1.1.2	Follow up on 8th and 9th CEDAW periodic report and BPPA	X		X	X	X		NCWC	UNW	OR		10,000		10,000	
3.1.2	Number of assessments conducted on priority child protection issues	EE	0	2	3.1.2.1	Conduct study in VAC-Phase 3		X	X	X	X	X	NCWC	UNICEF	OR	Cash / TA	110,000		110,000	
					3.1.2.2	Conduct assessment of CABA				X	X		NCWC	UNICEF	Unfunded			25,500	25,500	
					3.1.2.3	Review of judgements related to CP				X	X		RIL	UNICEF	RR	Cash		5,000	5,000	
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 the rules and regulations of the Domestic Violence Prevention Act and the Child Care and Protection Act	SS	3	10	3.1.3.1	Awareness on Rules and Regulations of the CCPA and CAA			X	X			NCWC	UNICEF	RR	Cash	15,000		15,000	
					3.1.3.2	Development of guidelines for the implementation of CCPA and CAA		X	X	X			NCWC	UNICEF	OR	Cash	15,000		15,000	
					3.1.3.3	Finalize the Standard Operating Procedure on Case Management	X	X					NCWC	UNDP	OR	Cash	6,900		6,900	
					3.1.3.4	Development of code of ethics for the Protection officers/Child Welfare Officers	X	X	X	X			NCWC	UNW	OR	Cash	3,000		3,000	
					3.1.3.5	Awareness on Rules and Regulations for DVPA 2013		X	X				NCWC	UNW	OR	Cash	9,000		9,000	
					3.1.3.6	Development of Guideline for media reporting on cases related to women and children	X	X	X				NCWC	UNDP	OR	TA/ Consultation	13,000		13,000	
					3.1.3.7	Capacity building of the personnel appointed under the DVPA 2013	X	X	X	X			NCWC	UNDP	OR	UNDP	13,000		13,000	
					3.1.3.8	Printing of SOP and Women and Child friendly curriculum for police training institute				X	X	X		RBP	UNICEF	RR	Cash	1,000	5,000	6,000
					3.1.3.9	Sexual harassment strategy in workplace (local TA)	X	X	X					RENEW: MoLHR	UNFPA	RR	TA Cash	10,000		10,000
Sub-total															211,900	35,500	247,400			

18 Months Rolling Work Plan for Jan 2015 - June 2016

Output/Programme/Indicator	Cash	Baseline	Target	PLANNED ACTIVITIES List activities including M&E to be undertaken	TIMEFRAME						RESPONSIBLE PARTY		PLANNED BUDGET							
					2015		2016		Implementing Partner	UN	Source of Funds	Project Description	Amount (US\$)							
					Q1	Q2	Q1	Q2					2015	2016	Total					
Output 3.2: Gender mainstreaming in key ministries, autonomous bodies, non-governmental organizations with resourced gender mainstreaming strategies																				
3.2.1	Number of key ministries, autonomous bodies, non-governmental organizations and private companies with resourced gender mainstreaming strategies	EE	0	5	3.2.1.1	Monitoring Gender related activities of the 11th FYP using the GMS, GFP consultations	X	X				NCWC	UNW	OR		8,000		8,000		
					3.2.1.2	Training at the local level with schools on gender and GBV (piloting)	X	X	X				NCWC	UNDP	OR	Workshop	8,000		8,000	
3.2.2	Number of reviews / audits of gender mainstreaming conducted		0	0														-		
Sub-total																	16,000		-	16,000
Output 3.3: Boys, men, girls, and women have increased awareness of and positive attitudes towards preventing and eliminating gender-based violence																				
3.3.1	Number of gender and child sensitive reports on VAW/C in the media	SS	0	5 per quarter	3.3.1.1	Advocacy and Social Mobilization Implement media action plan: a) radio jingles b) PSAs c) articles in the print media		X	X	X			RENEW	UNFPA	RR	Cash	5,000		5,000	
					3.3.1.2	Observation of International Days - IWD on 8 March - EVAW on 25 November	X			X			RENEW	UNFPA - 5000 UNW- 5000	RR	Cash	10,000		10,000	
3.3.2	Number of service centers (shelter, community support, health) providing services at district level	SS	4	6	3.3.2.1	Strengthen Multi sectoral Task Force and Community Based Support System partnership to respond to GBV:							RENEW	UNFPA	OR (14,266) RR (20,734)	Cash	35,000		35,000	
					a)	Develop standard operational guidelines based of Domestic Violence Prevention Act to strengthen partnership and network among various players such as (District level multi sectoral taskforce members (MSTF), community based support network (CBSS), religious organizations (ROs), Friends of Police (FoP) and Youth Groups) to respond to and prevent GBV/VAW/DV. (4000)	X	X	X											
						Capacity development of CBSS and MSTF members on interpersonal communication skills and basic counselling. (7000)	X	X												
					b)	Awareness on CEDAW, and DVPA IRR and CRC and CCPA IR (7000)	X	X	X	X										
	c)	Bi-annual consultation workshop (7000)	X	X	X	X														

18 Months Rolling Work Plan for Jan 2015 - June 2016

Due Programme/Output in Brief	Equity	Gender	Target	PLANNED ACTIVITIES List of activities including M&E activities	PERIODICITY						RESPONSIBLE PARTY		PLANNED BUDGET				
					2015		2016		Department Sector	UN	Source of Funds	Budget Destination	Amount (US\$)				
					Jan	Feb	Jan	Feb					2015	2016	Total		
				3.3.2.2) Develop national protocol for clinical management of rape/sexual violence including domestic violence, violence against women, gender-based violence:							UNFPA	OR	Cash	20,000		20,000	
				a) Development of protocol for clinical management (2000)	X	X	X				Faculty of Nursing and Public Health/ OSCC						
				b) Sensitization workshop for health workers from 20 districts on the protocol (5000)		X	X										
				c) 1 Month in country attachment course for 6 health workers for expansion of OSCC. (3000)		X	X										
				e) In-country training on GBV and counselling for 8 OSCC staffs-(5000)	X	X	X										
				d) Consultative meeting to strengthen health workers and RBP collaboration in management of GBV cases - (5000)	X	X											
				3.3.2.3 Support to alternative livelihoods for survivors of GBV	X	X					RENEW	UNDP	OR	Cash	2,000		2,000
				3.3.2.4 Support CBSS workplan implementation at grass root level	X	X	X	X			RENEW	UNDP	OR	Cash	10,500		10,500
3.3.3		SS	1	8	3.3.3.1	Engagement of nunneries in preventing and addressing GBV:											
					a) Training of Trainers through LSE based approach for nuns from (3 districts-10000)	X	X			X	BNF	UNFPA	RR	Cash	40,000	5,000	45,000
					b) Finalization of menstrual hygiene book and workshop on personnel hygiene on menstruation for nuns (7 nunneries-10,000)		X	X	X	X							
					c) Short term training for 15 nuns in counselling and communication at Paro College of Education (15,000)		X	X	X	X							
					3.3.3.2 a) Develop operational protocols on engagement of nunneries and monastic institutions as "agents of change" in the communities	X	X	X	X				OR	TA/ Cash	10,000		10,000
					3.3.3.3	Institutional capacity development of CSOs:											
					a) In-country resource mobilization workshop for CSOs (15000)		X	X	X		UNFPA/ GNHC	UNFPA	RR	Cash	30,000		30,000
					b) TA (15000)												
					3.3.3.4	High Level Advocacy:											
					Engagement of parliamentarians to respond to GBV including SRHR (7000)	X	X	X			RENEW	UNFPA	RR	Cash	7,000	5,000	12,000
					Engagement of private and corporate sectors to response to GBV including SRHR (7000)	X	X	X			RENEW/ UNFPA	UNFPA	RR	Cash	7,000	5,000	12,000

18 Months Rolling Work Plan for Jan 2015 - June 2016

Key Performance Indicators	Units	Available	Target	PLANNED ACTIVITIES List all activities including M&E/CRS activities	TIMEFRAME						RESPONSIBLE PARTY		PLANNED BUDGET							
					2015		2016				Responsible Parties	OR	Service or Expense	M&E/CRS Activities	AMOUNT (US\$)					
					Q1	Q2	Q3	Q4	Q1	Q2					2015	2016	Total			
Output 3.4: Institutions, communities, families, children in minimum four districts have the knowledge, skills, resources, mechanism to prevent, respond to violence against children.																				
3.4.1 Number of dzongkhags with registered Child Protection Services covering prevention, early intervention and response	SS	5	9	3.4.1.1 Support for preventing, responding and monitoring child labour																
				(i) Child Labour survey analysis report (4,000)	X	X	X						MoLHR	UNICEF	RR	Cash	5,000		5,000	
				(ii) Observation of World Day against Child Labour (1,000)		X														
				3.4.1.2 Operational child friendly interview and examination rooms for victims		X	X	X	X	X			RBP	UNICEF	OR	Cash	15,000	15,000	30,000	
3.4.1.3 Enhancing knowledge and awareness of vulnerable children and the community police volunteers on child rights and to access child protection services							X	X		RBP	UNICEF	OR	Cash		10,000	10,000				
3.4.2 Number of Child Welfare Committees registered as per Child Care and Protection Act.	SS	0	1	3.4.2.1 Establishment and strengthening of DCWC					X	X		NCWC	UNICEF	RR	Cash		20,000	20,000		
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	400	3.4.3.1 Development of communication strategy for child protection		X	X	X	X			NCWC	UNICEF	OR	Cash	10,000		10,000		
				3.4.3.2 Develop standard immigration procedures for accompanied and unaccompanied children	X								DoI	UNICEF	OR	Cash	5,000		5,000	
				3.4.3.3 Enhancing child protection in monastic institutions including nunneries:										Dratshang/BNF	UNICEF	OR	Cash	20,000		20,000
				i) Strategic plan for CP (5000)	X	X														
				ii) Awareness on child protection and existing services amongst children and teachers (8000)	X	X	X	X												
iii) Observe World Day of Prayer and Action (2000)							X													
iv) Training for male teachers in nunneries (5000)	X	X	X	X																

18 Months Rolling Work Plan for Jan 2015 - June 2016

One Programme Outcome Indicators	Equity	Baseline	Target	PLANNED ACTIVITIES List all activities including M&E to be undertaken	TIMEFRAME						RESPONSIBLE PARTY		PLANNED BUDGET						
					2015		2016		Implementing Partner	UN	Budget Type	Budget Description	Amount (USD)						
					Q1	Q2	Q1	Q2					2015	2016	2015				
				3.4.3.4 Protection of children with disabilities:															
				i) develop training manual	X						ABS	UNICEF	OR	Cash	20,000		20,000		
				ii) roll out of training on protection for children with disabilities		X	X												
				iii) develop protocol and guideline for children with disabilities in schools	X	X													
				3.4.3.5 Strengthen capacity of Youth Volunteers in Action (YVIA) and stakeholders in child		X	X	X			YDF	UNICEF	OR	Cash	10,000		10,000		
				3.4.3.6 Strengthen capacity of WCPUD Staff to implement child friendly interviewing, victim support and evidence management		X	X	X			RBP	UNICEF	OR	Cash	10,000		10,000		
						X	X	X			RBP	UNW	Unfunded		7500		7,500		
				3.4.3.7 Capacity building on good practices and strengthening partnership with police personnel on the provision of full cycle support for survivors	X	X	X				RENEW	UNDP	Unfunded	Training	15,000		15,000		
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	250	3.4.4.1	TOT and roll-out the child friendly police training curriculum and procedural guide for serving field officers	X	X	X			RBP	UNICEF	OR	Cash	25,000		25,000	
					3.4.4.2	Strengthening child justice system:													
						i.) Roll-out trainings on child justice (10,000)		X	X			BNLI	UNICEF	RR	Cash	20,000		20,000	
						ii.) Workshop on access to justice for children (police, judiciary and relevant stakeholders-follow up action of Child Justice Conference- 10,000)				X									
					3.4.4.3	Orientation visit for understanding of "Little PYP"			X	X		RBP	UNICEF	Unfunded		4,000		4,000	
	Sub-total																		
	Assurance Activities				1	i). Quarterly and annual review meetings ii) Joint field monitoring visits and advocacy visits iii) On-site reviews	X	X	X	X	X	UNW - 3000 UNICEF - 1500 UNDP - 1,500				4,500	45,000	207,500	
	GMS 8%					GSM	X	X	X	X		UNW							
	Sub-total																		
	TOTAL																8,019	-	8,019

