



Bhutan

Child Protection Thematic Report SC 149906 and SC189905

January – December 2018

A child in Punakha district ©UNICEF/2018/JWKim

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Abbreviations and Acronyms

BMIS	Bhutan Multiple Indicator Survey
BNCA	Bhutan Narcotic Control Agency
BNF	Bhutan Nuns Foundation
BNLI	Bhutan National Legal Institute
C4D	Communication for Development
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CRC	Convention on the Rights of the Child
CSHD	Comprehensive School Health Division
CSO	Civil Society Organizations
CWD	Children with Disabilities
DYS	Department of Youth and Sports
GBV	Gender-based Violence
NCWC	National Commission for Women and Children
NSB	National Statistics Bureau
MDGs	Millennium Development Goals
MOE	Ministry of Education
MOH	Ministry of Health
MOHCA	Ministry of Home and Cultural Affairs
MOLHR	Ministry of Labour and Human Resources
RBP	Royal Bhutan Police
RENEW	Respect, Educate, Nurture and Empower Women
RGoB	Royal Government of Bhutan
SDGs	Sustainable Development Goals
UN	United Nations
UNICEF	United Nations Children's Fund
VAC	Violence against Children
VAW	Violence against Women
YDF	Bhutan Youth Development Fund

Executive Summary

The Royal Government of Bhutan (RGoB) has undertaken significant policy and legislative measures to protect children from violence, abuse, and exploitation. Bhutan endorsed the Sustainable Development Goals (SDGs) and Agenda 2030 in September 2015. Likewise, the country has signed a host of other global and regional documents and treaties. However, Children in Bhutan are affected by a range of violent acts - physical, sexual, and emotional. Violence affects both girls and boys, across age groups including adolescents. Child marriage continues to occur in Bhutan, particularly in rural areas. While up-to-date information is not available, child labour also continues to prevail in Bhutan, often linked with poverty.

To this end, UNICEF Bhutan received US\$147,848 for SC189905 for the child protection programme in October 2018. In 2018, the country office was able to achieve key results for children and their protection from violence, abuse and neglect through the remaining funds in the thematic grant SC149906 (now replaced with SC189905). Some of the key results are outlined below:

Several national initiatives for protection of children have been introduced, and existing initiatives consolidated and strengthened. UNICEF has been a leading partner of the Royal Government and civil society to strengthen the child protection system at national, district, and sub-district levels. UNICEF, the National Commission for Women and Children (NCWC) and its partners have focused on a child protection system's perspective rather than an issue-based approach. During the development of the new CPD, UNICEF identified key areas of work to strengthen the child protection system such as legislation, policies, social norms and service delivery mechanisms for children victims of violence, abuse, neglect and exploitation. As a result, UNICEF provided technical assistance to NCWC to review the National Plan of Action for Child Protection (2013-2018). The findings from the review will be used to develop the first ever National Child Policy and the Action Plan on Child Wellbeing and Protection (2019-2023).

UNICEF focused on key policy and legislation, such the development of standardized operational procedures, as well as enhancing the capacities of service providers, children, families and communities to protect children from violence, abuse and exploitation through a standardized curriculum that was developed and institutionalized within government and key CSOs. In 2018, national guidelines on the 'Diversion of Children in Conflict with the Law' and on "Child Friendly Prosecution" were developed, and national SOPs on the 'Management of Cases of Women and Children in Difficult Circumstances' were elaborated. Moreover, national SOP on 'Child Protection for Children residing in Monastic institutions and Nunneries' were developed in collaboration with the Central Monastic Body.

In line with its focus on strengthening the services and enabling environment for child protection, UNICEF supported the Royal Bhutan Police (RBP) to expand the number of Women and Child Protection Units and Desks (WCPU/D). During the reporting period, two WCP Desks were established, bringing the total number of districts providing child friendly policing services to 13 out of 20. Furthermore, there has been a significant improvement in cross-sectoral coordination, case management and making WCPU/D more child friendly.

Towards strengthening evidence-based programming, the Government carried out a thematic analysis on violence in schools with UNICEF support, using data of the 2016 study on violence against children and young people. The finding of the analysis will inform the design of the campaign on 'End Violence' in 2019.

In 2018, UNICEF partnered with the Royal University of Bhutan (RUB) to initiate professional social work education in the country. A Bachelors' degree in social work is being developed and will be

launched in July 2019. Furthermore, a tailored six months' certificate course for current practitioners, who are mostly untrained, reached 45 practitioners during the year.

UNICEF, through its Adolescent Development and Participation (ADAP) programme, contributed to empowering adolescents to participate actively in civic affairs and to strengthen services. The programme collaborated with a host of government and NGO partners, other UN agencies as well as with Youth Groups across the country. Adolescent programming was also aligned with the 'Generation Unlimited' (GenU) partnership to achieve accelerated outcomes for young people in secondary education, skills and empowerment, and the UNICEF Regional Office for South Asia's "We the Future" advocacy movement. UNICEF contributed to the provision of adolescent friendly services such as child protection, health, education, and civic engagement through four integrated youth friendly services centers, reaching out to over 50,000 adolescents and youth (56% female; 44% male) in 2018.

Strategic Context of 2018

UNICEF, the National Commission for Women and Children (NCWC) and its partners have focused on a child protection system's perspective rather than an issue-based approach. During the development of the new CPD, UNICEF identified key areas of work to strengthen the child protection system such as legislation, policies, social norms and service delivery mechanisms for children victims of violence, abuse, neglect and exploitation. As a result, UNICEF provided technical assistance to NCWC to review the National Plan of Action for Child Protection (2013-2018) and to develop the National Child Policy and the Strategy, and action plan on child wellbeing and protection. In 2018, as a result of UNICEF's continued advocacy, the government reviewed the National Plan of Action for Child Protection. The findings will be used to develop and operationalize the new strategy (2019-2023) and action plan on child wellbeing and protection during the 12FYP.

During the reporting period, UNICEF Bhutan engaged extensively with a host of national partners – government and non-government – in developing the "Analysis of the Situation of Children, Adolescents, and Women in Bhutan". The analysis as well as intensive workshops served as key reference to identify programme priorities for UNICEF Bhutan, and subsequently to develop the causality and Theory of Change of the UNICEF Bhutan child protection programme. As an outcome of this consultative process, the focus of UNICEF Bhutan's work will be on prevention of violence against children. The RGoB-UNICEF Bhutan Country Programme of Cooperation 2019-2023 is founded on the specific vision that all children in Bhutan will grow and develop in a safe and protective environment, free from violence and exploitation.

UNICEF's Country Programme Document (CPD) 2014-2018, is closely aligned with the Royal Government of Bhutan's national planning cycle and has been based on robust analysis and evidence. The work followed a bottleneck analysis process focusing on barriers across three dimensions: i) Policy and enabling environment; ii) Services, system and supply; and iii) Demand promotion. The result is a more relevant and evidence-informed balance between upstream policy engagement, strengthening service delivery, and community level empowerment. Thus, UNICEF Bhutan's Child Protection programme contributes through the One UN Programme (2014 – 2018) to the following outcomes and outputs:

Outcome 2: By 2018, increased and equitable access, utilization, and quality of inclusive essential social services for all with a focus on sustaining the MDGs and addressing emerging challenges.

Output 2.7: In-school and out of school youth have increased access to and utilize youth friendly services.

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

Output 3.1: Strengthened legal and policy environment to advance the rights and protection of women and children.

Output 3.3: Boys, men, girls, and women have increased awareness of and positive attitudes towards preventing and eliminating gender-based violence.

Output 3.4: Institutions, communities, families, children in minimum four districts have the knowledge, skills, resources, mechanism to prevent, respond to violence against children.

Outcome 4: By 2018, governance institutions and communities exercise the principles of democratic governance at the national and local levels with a focus on inclusiveness, transparency, accountability and evidence-based decision making.

Output 4.3: Women and youth have increased opportunities to participate in leadership as well as in policy making, planning and implementation of development plans.

The key specific areas of focus under Child Protection are:

- Strengthen 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.
- Develop the capacities of children and youth to prevent and respond to gender-based violence (GBV), violence against women and children (VAW/C) and domestic violence through delivery of multi-sectoral services.
- Building strong foundations towards participation and engagement of Bhutan's youth in civic life and governance by providing opportunities for teenage girls to come together and initiate collective actions that will stimulate girls to be their own champions of change.
- Strengthen engagement of civil society and religious organizations to promote empowerment of women and girls and advocate for implementation of existing laws, policies and programmes that engage men, boys and youth.

The Child Protection Programme contributed to the 2030 Development Agenda. The focus of the programme is especially on the following goals and indicators:

Goal 5. Achieve gender equality and empower all women and girls	5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
	5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation
	5.4 Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels
Goal 16. Promote peaceful and inclusive societies for sustainable	16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children

development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all
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The programme contributes to **Outcome 6** of the UNICEF Strategic Plan (2014 – 2017): Improved and equitable prevention of and response to violence, abuse, exploitation and neglect of children. It also contributes to **target 16.2 of the Sustainable Development Goals**: End abuse, exploitation, trafficking and all forms of violence and torture against children.

Implementing partners for the Child Protection Programme are: National Commission for Women and Children (NCWC), Department of Youth and Sports (DYS) under the Ministry of Education, Office of the Attorney General, Royal University of Bhutan, Commission for Monastic Affairs (*Dratshang Lhengtshog*), Royal Bhutan Police (RBP), and non-government organizations like Respect, Educate, Nurture and Empower Women (RENEW), Bhutan Youth Development Fund (YDF) and Bhutan Nuns Foundation (BNF).

Results in the Outcome Area

Outcome 2: By 2018, increased and equitable access, utilization, and quality of inclusive essential social services for all with a focus on sustaining the MDGs and addressing emerging challenges.

Output 2.7: In-school and out of school youth have increased access to and utilize youth-friendly services.

- UNICEF further expanded its programmes for adolescents and youth through the Department of Youth and Sports' four integrated youth centres. To strengthen adolescents' capacities to protect themselves from violence and exploitation, UNICEF worked with national partners to implement a standardized training programme for adolescents. Between 2017-2018 more than 6,000 adolescents and young people, including 1,000 young monks and nuns, gained the knowledge and skills to protect themselves from violence and exploitation.
- UNICEF supported the Department of Youth and Sports (DYS) in assessing the existing Integrated Youth Centres in Gelephu, Punakha, Phuentsholing and Thimphu, resulting in a review of programme implementation guidelines, programme delivery and challenges of cross-sectoral coordination
- UNICEF also supported the development of a comprehensive service delivery plan for the integrated youth centres. The comprehensive plan included training of service providers and the strengthening of services for adolescents and youth on health, protection, education, vocational training, employment and employability skills, and civic engagement of young people. In 2018, the four centres provided services to more than 50,000 adolescents and youth (56% female, 44% male).
- Given the role played by Youth Centres in capacity development of adolescents and youth, and leveraging the 'Generation Unlimited' (Gen U) partnership to achieve accelerated outcomes for young people in secondary education, skills and empowerment, UNICEF supported the youth centre division to embark on a youth mapping exercise across 13 youth centres in nine districts to assess the number of adolescents and youth who were 'Not in Education, Employment and Training' (NEET), to identify their needs and to reach out to the most vulnerable youth. Following the mapping, UNICEF supported the youth centre division to organize the first-ever national capacity development workshop for more than 100 NEET

adolescents and youth, with an aim to enhance their soft skills and link them to relevant training institutions, employers and financial institutions.

During the training programme, youth participants met and interacted with focal points in various relevant agencies such as labour and human resources, local businesses and training institutes. They were also provided with life skills, communication and networking skills and connected with potential employers through targeted sessions on entrepreneurship, vocational and employment schemes. As a result of this workshop, more than 100 adolescent job seekers were employed in various private sector companies and corporations between June and December 2018.

- UNICEF works towards the empowerment of adolescent's girls and boys of Bhutan, promoted and supported the use of sports to build leadership and to acquire life skills to 80 adolescent girls from five districts. Together with the health and protection section, a week-long programme was organized with a focus on the health of adolescent girls in the country. Participants not only enjoyed the training but took part in the awareness sessions on adolescent nutrition, menstrual hygiene and sanitation and child protection programmes and pledged to take these messages to peers in their respective schools.

Output 3.1: Strengthened legal and policy environment to advance the rights and protection of women and children.

- Advocacy with the government resulted in important gains for strengthening the policy and legislative environment for child protection. In 2018, the Government has drafted a concept note for the development of the first ever 'National Child Policy and Strategy for Child Wellbeing and Protection' which would establish a coherent strategic policy framework for children. , The national guidelines on the 'Diversion of Children in Conflict with the Law' and "Child Friendly Prosecution" were developed, and national SOPs on the 'Management of Cases of Women and Children in Difficult Circumstances' were elaborated. Moreover, national SOP on 'Child Protection for Children residing in Monastic institutions and Nunneries' were developed in collaboration with the Central Monastic Body.
- UNICEF supported the Government in a thematic analysis on violence in schools, using the data from the 2016 study on violence against children and young people, to provide deeper insight on the prevalence and experience of violence in the school setting, and to guide policy attention and programme interventions. The analysis concludes that as violence in all forms is prevalent in Bhutanese schools, students face the risk of becoming victims of a combination of different forms of violence or poly-victimisation. It also indicates that students in day schools with informal boarding are most vulnerable to sexual violence, and that those living with a disability experience emotional violence at a deeper level than their non-disabled peers. It also reinforces earlier indications that digital pornography is a major emerging issue in schools, and that violence in schools is not fully reported. The finding of the analysis will inform the design of the campaign on 'End Violence' in 2019.
- As a result of UNICEF's continued advocacy, the government reviewed the National Plan of Action for Child Protection. The review indicates that since the incorporation of the NPACP 2012 into the Royal Government of Bhutan's 11th Five Year Plan (FYP), important progress has been made in strengthening the Bhutanese child protection system. At the same time, achieving a fully functioning and sustainable child protection system that adequately provides for and facilitates the holistic care of children, remains a critical challenge. The findings from this review were incorporated in a comprehensive strategy and action plan on child wellbeing and protection (2019-2023). This strategic plan will articulate the Government's vision for, and approach to, the well-being and protection of children.

Output 3.3: Boys, men, girls, and women have increased awareness of and positive attitudes towards preventing and eliminating gender-based violence.

- To raise awareness on preventing and eliminating violence against women and girls, UNICEF supported the observation of the International Day of Elimination of Violence Against Women. The event brought together government partners, CSOs, UN agencies and volunteers to stand in solidarity with the advocates working to prevent and end violence against women and girls.
- UNICEF, in partnership with Samtse College of Education (SCE) and in close collaboration with NCWC, conducted an assessment of marriage and cohabitation practices. Given the paucity of information on marriage and cohabitation practices in Bhutan, an empirical study to gather evidence and document the patterns and drivers of marriage and cohabitation practices in Bhutan was carried out. The findings from the study will provide the evidence for formulation of policies and social interventions to ensure that any parties or individuals - mostly young children and women vulnerable to marriage and co-habitation practices - are protected.
- UNICEF supported the establishment of Women and Child Protection Desks (WCP Desk) in two additional districts. Towards enhancing cross-sector coordination at the district level between Royal Bhutan Police (RBP), hospitals, RENEW volunteers, school counsellors, coordination meetings were organized quarterly with a host of stakeholders working on health and education, as well as community-based volunteers working on preventing gender-based violence and violence against children. 13 out of 20 districts in Bhutan now have separate units/desks under the RBP, providing women and child friendly policing services.
- UNICEF also supported the Bhutan Nuns Foundation (BNF) by enhancing the capacities of the young nuns living and studying in nunneries to prevent, respond and report gender-based violence and violence against children. To build the helping skills of teachers in nunneries, UNICEF trained female teachers in nunneries to identify vulnerabilities in child nuns so that appropriate assistance could be provided.
- As a part of CO adolescents and young people programme and to promote regional advocacy and communication moment (We the future), UNICEF Bhutan partnered with Bhutan Cricket Council Board (BCCB) for the engagement and empowerment of 80 adolescent girls from five districts through cricket sport. During the programme, the participants took part in the awareness sessions on adolescent nutrition, menstrual hygiene, sanitation and child protection programme.
- UNICEF provided an orientation session to high officials of the Gross National Happiness Commission (GNHC) on the new UN Protocol on PSEA. All UNICEF Bhutan staff have completed the online training on Protection from Sexual Exploitation and Abuse (PSEA). UNICEF Bhutan has also been leading the roll out of the UN Protocol on PSEA within the UN country team.
- UNICEF Bhutan has continued to embrace key synergies across sectors, mainstreamed gender across programmes and addressed gender dimensions of key deprivations. Considering the recommendations of the 2017 ROSA Gender Action Plan (GAP) evaluation, the country office conducted a gender programmatic review in 2018 which has contributed to alignment of the new CPD and related results and expenditures with GAP 2.0.

Output 3.4: Institutions, communities, families, children in minimum four districts have the knowledge, skills, resources, mechanism to prevent, respond to violence against children.

- Towards developing the social service workforce in Bhutan, UNICEF supported the Royal University of Bhutan in initiating the social work programme in Samtse College of Education. A four-year bachelors' degree in social work has been developed which would be launched in July 2019. This degree will address the lack of skilled social service workforce in the social protection sector and help promote the practice of social work in Bhutan. A six-month certificate course in social work was also launched in 2018, to meet the professional needs of employees in government, CSOs, and private sector whose work require knowledge and skills of social work. 45 participants from the government and civil society organizations have been trained so far.
- To strengthen adolescents' capacities to protect themselves from violence and exploitation, UNICEF worked with national partners to implement a standardized training programme for adolescents. Between 2017-2018 more than 7000 adolescents and young people, including 3000 young monks and nuns, gained the knowledge and skills to protect themselves from violence and exploitation.
- UNICEF supported the NGO Ability Bhutan Society in the development of a handbook for parents and caregivers of children with disabilities. The handbook provides useful information for the parents and caregivers on various aspects of caring for children with disabilities. It also includes an overview of resources, services and organisations that are available in Bhutan. A capacity building programme for parent support groups in three districts brought together 55 parents and caregivers who now have the knowledge and skills to support their children and have also been linked to the service providers in their districts.
- Towards enhancing the skills of teachers on basic counselling, UNICEF supported the Department of Youth and Sports in developing a manual on basic counselling skills. This manual, which will be used to train all teachers in Bhutan, is expected to contribute towards building a safe and supportive school environment and enhancing physical and psychological wellbeing of students in the schools.

Output 4.3: Women and youth have increased opportunities to participate in leadership as well as in policy making, planning and implementation of development plans.

- UNICEF supported the Government and NGOs to strengthen the engagement of adolescents in civic activities through a youth summit and fora, youth exchanges, and a youth festival. As a result, more than 20,000 adolescents and young people from across the 20 districts of the country were provided with a platform to share their experiences. Furthermore, the platforms also facilitated their engagement with policymakers, parliamentarians and civil servants so that their voices were heard, and their concerns were addressed.
- UNICEF supported the Department of Youth and Sports to organize regional consultations on Youth roles and their contribution to the realization of the SDG's for more than 120 youth volunteers from 3 regions.
- UNICEF supported the Department of Youth and Sports to organize an International Youth Day in Phuentsholing with the theme "Safe Spaces for Youth". Prior to the event, more than 500 adolescents and youth representatives from five schools under the Phuentsholing Municipal Authority deliberated on safety concerns, identified opportunities and challenges

of available spaces and shared 21 sets of recommendations with Ministry of Education (MoE) and the Municipal Authority for due consideration.

- As part of the UNICEF South Asia “WeTheFuture” campaign and with the objective of promoting sports to build leadership and life skills among adolescents of Bhutan, UNICEF Bhutan partnered with the Bhutan Cricket Council Board (BCCB) to provide opportunities for girls to play and learn and aimed towards engaging and empowering adolescents and youth to drive change in their communities. The focus of this year’s event was on the health of adolescent girls in the country.

Challenges

Despite that the RGoB has adopted new legislations and policies, implementation and reaching to the districts remain a challenge that will need to be addressed through the decentralization plan that has been announced within the recently adopted 12th Five Year Plan. Furthermore, inconsistencies in legislative provisions require immediate attention, which will be one of the key components of the new justice sector strategy to be launched in 2019. An important challenge involves the availability and capacities of personnel to implement child protection programmes. Hence, the importance of enhancing the capacities of the social service workforce. Likewise, challenges in terms of coordination among stakeholders at national and sub-national levels remain to be fully addressed within the new CPD (2019-2023).

Financial Analysis

With the support provided through the thematic funds, UNICEF Bhutan has been able to achieve the results towards protecting children from violence, exploitation, abuse and empowering women and girls. The tables below provide the financial analysis of the contributions.

Table 1 for Report: Planned budget by Thematic Sector*:

Thematic Sector: Child Protection Bhutan
Planned for the Country Programme 2018 (in US Dollar)

Intermediate Results	Funding Type ¹	Planned Budget ²
Output 2.7: Youth Friendly Services	RR	33,156
	ORR	170,117
Output 3.1: Right/Protection of Children	RR	29,230
	ORR	131,680
Output 3.3: Positive Attitude/GBV	RR	23,384
	ORR	108,270
Output 3.4: Establishing CP System	RR	141,187
	ORR	594,915
Output 4.3: Women and Youth led Group	RR	19,255
	ORR	146,801
Sub-total Regular Resources:		246,212
Sub-total Other Resources – Regular:		1,151,783
Total Budget 2018:		1,397,995

¹ RR: Regular Resources, ORR: Other Resources - Regular (add ORE: Other Resources - Emergency, if applicable)

² Planned budget for ORR (and ORE, if applicable) does not include estimated recovery cost (only programmable amounts).

Table 2 for Report: Thematic Contributions Received for Thematic Pool:**Thematic Pool: Child Protection****Thematic Contributions Received for Thematic Pool by UNICEF Bhutan in 2018
(in US Dollars)**

We express our gratitude to the Czech Committee for UNICEF for the generous contribution towards child protection received in October 2018. The majority of the resources will go towards programming in 2019.

Donors	Grant Number*	Contribution Amount	Programmable Amount
Czech Committee for UNICEF	SC1899050020	158,976	147,848
Total:		158,976	147,848

Table 3: Expenditures in the Thematic Sector**2018 Expenditures by Key-Results Areas (in US Dollars)**

Organizational Targets	Expenditure Amount*			
	Other Resources - Emergency	Other Resources - Regular	Regular Resources	All Programme Accounts
23-01 Prevention and response services for violence against children	-	543,311	113,164	656,475
23-03 Access to justice	-	24,382	1,159	25,541
25-02 Social Protection	-	87,167	1,642	88,809
25-03 Adolescent empowerment	-	88,581	112,781	201,362
Total		743,441	228,746	972,187

Table 4: Thematic expenses by Results Area

Fund Category	All Programme Accounts
Year	2018
Business Area	Bhutan - 0490
Prorated Goal Area	(Multiple Items)
Donor Class Level2	Thematic
Row Labels	Expense
Other Resources - Regular	586,828
23-01 Prevention and response services for violence against children	394,793
23-03 Access to justice	24,211
25-02 Social Protection	86,743
25-03 Adolescent empowerment	81,081
Grand Total	586,828

Table 5: Expenses by Specific Intervention Codes

Fund Category	All Programme Accounts
Year	2018
Business Area	Bhutan - 0490

Prorated Goal Area	(Multiple Items)
Fund Sub-Category	(Multiple Items)
Row Labels	Expense
23-01-01 Legal and policy framework related to violence, exploitation and abuse	50,273
23-01-02 Services to prevent or respond to violence, exploitation and abuse	174,165
23-01-05 Social welfare workforce systems strengthening (accreditation, staffing and supervision)	143,501
23-01-17 Social and behaviour change communication on violence, exploitation and abuse	37,554
23-01-18 Child protection focused on care and support for children with disabilities	6,957
23-01-24 Violence, exploitation, and abuse - planning, co-ordination and programme monitoring	210,537
23-03-03 Access to child-friendly police and justice sector services	24,745
25-02-04 National social protection strategies: Policies, strategies, legislation and coordination (inter-ministerial, donor)	61,476
25-03-01 System strengthening for adolescent participation and civic engagement (including in humanitarian settings)	58,118
25-03-02 Adolescents participating in or leading civic engagement initiatives (including in humanitarian settings)	120,758
26-02-04 Stimulating demand for and capacity to use data	5,659
26-02-07 Data dissemination	10,283
26-02-08 Programme monitoring	36,846
26-03-99 Technical assistance - Cross - sectoral communication for development	33
26-06-01 Parliamentary engagement for policy advocacy	234
27-01-15 CO programme coordination	2,527
27-01-16 CO advocacy and communication	3,632
28-07-04 Management and Operations support at CO	24,888
Grand Total	972,186

Table 6 for Report: Planned Budget for 2019:

**Thematic Pool Area: Child Protection Bhutan
Planned Budget and Available Resources for 2019**

Intermediate Result	Funding Type	Planned Budget ¹	Funded Budget ¹	Shortfall ²
301-001: Inclusive and evidence-based policy making, legislation and programming	RR	50,000	49,510	490
	ORR	139,500	80,469	59,031
301-002: Quality and inclusive child protection and justice services	RR	50,000	47,510	2,490
	ORR	353,400	331,469	21,931
301-003: Children and caregivers have increased capacities to prevent and respond to VAC	RR	60,000	57,012	2,988
	ORR	418,500	149,835	268,665
Sub-total Regular Resources:		160,000	154,032	5,968
Sub-total Other Resources – Regular:		911,400	561,773	349,627
Total for 2019:		1,071,400	715,805	355,595

¹ Planned and Funded budget for ORR (and ORE, if applicable) excludes recovery cost. RR plan is based on total RR approved for the Country Programme duration.

Future Work Plan

The generous contribution of the Czech Committee for UNICEF received in October 2018, will contribute to the achievement of results in 2019 as outlined below. In line with the priorities of the UNICEF Bhutan Country Programme 2019-2023, the UNSDPF and the UNICEF Strategic Plan, the Child Protection programme will support the following key interventions in 2019:

Output 3.1: Government and partners have increased ability to strengthen inclusive and evidence-based policy making, legislation, and programming for child protection.

- UNICEF will support the NCWC to draft a new Child Welfare and Protection Policy
- UNICEF will support NCWC to implement the concluding observations of the CRC committee in regards with policy review and legislation reform.
- A mapping of the social service workforce will be carried out in 2019 with recommendations and way forward
- Support MoE to review the National Youth Policy and draft a new action plan.

Output 3.2: Social service workforce and the justice sector have increased capacity to provide quality and inclusive child protection and justice services

- UNICEF will continue the support to DYS- MoE to strengthening the youth friendly services provided by the four integrated youth centres.
- UNICEF will support the Royal Bhutan Police (RBP) to continue the expansion of the Women and Child Friendly Desks to two additional districts and will roll out a training on women and child friendly procedures for in-service RBP personnel.
- Within the development of the Social Service Work Force in Bhutan, UNICEF will support the launch of the new BA in social work with Samtse College of Education (SCE) and the organization of the first International Conference on Social Work in Bhutan.
- UNICEF will support the development of a training package on Early Identification and Safe Referrals (EISR) of child protection cases and the delivery of a Training of Trainers (ToT).
- UNICEF will support NCWC in the development of Standing Operational Procedures (SOP's) for the prevention and response to Gender Based Violence.
- UNICEF will work with the Justice sector in development of Diversion and Child Friendly Prosecution Guidelines. Furthermore, UNICEF will facilitate a stock taking consultation of Justice for Children.

Output 3.3: Children, adolescents, caregivers, communities and service providers have increased capacity to prevent, recognise, and respond to violence against children

- UNICEF will lead in close collaboration with NCWC a national campaign on Ending Violence Against Children
- UNICEF will support DYS-MoE with the strengthening and the coordination of youth and volunteering groups through the Young Bhutan Network.

- UNICEF will support adolescents and youth that are not in education, employment or training with skills and learning opportunities to access the labour market.

Expression of Thanks

UNICEF Bhutan expresses gratitude for the generous thematic contribution from the Czech Committee for UNICEF. The continued support through thematic contributions for the child protection programme has been effective in providing increased protection of children from violence, exploitation and abuse in Bhutan. UNICEF, on behalf of all the children, young people and women in Bhutan, would like to thank the donors for their generous support.

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Annexes

Annex I: Human Interest Story

Developing Professional Social Workers

The Social Work Certificate Course conducted by Royal University of Bhutan with support from UNICEF equips people with the knowledge and skills necessary to develop professional social workers.

It's lunch break at Drukjeygang Central School in Dagana, Central Bhutan. A teacher, Kuenzang Dorji, is on his routine check. Like any other day, students are running around, chatting or having lunch. While most students are in groups, Kuenzang notices a child seated at a distance having lunch alone. The 6-year-old boy, Kuenzang Rabgay, born with a disability and rumored to be a poison giver*, is ostracized.

On completion of the first phase of the Social Work Certificate Course, Kuenzang Dorji believed he could use the knowledge and skills he gained to help create a safe and conducive environment for the child. About 21 participants of Cohort II completed the course in Samtse on 26 January 2019. The course was conducted in two phases of which the first was conducted in July 2018 in Thimphu. Between the two trainings, the participants were assigned small projects to bring about social change. The first ever certificate course in social work was launched by the Royal University of Bhutan with support from UNICEF in January 2018.

Kuenzang Dorji was determined to help the Class PP student. He said, "I wanted to do something for him. To tackle this issue, I planned to use an approach called results-based management (RBM)." He explained that he first learned the approach online through Agora which was further reiterated during the certificate course. Through RBM, Kuenzang conducted activities such as creating foster siblings in schools and sensitization on poison givers. He said, "I ate his lunch during the school assembly to show that he is not a poison giver and that we won't fall ill or die. Such activities resulted in the child no longer being isolated."



Kuenzang Dorji said he was able to bring significant impact due to the skills he learned during the course. "Using the skills I learned, I was able to help a neglected child with disability make friends resulting in changing the perception of the society on children with disabilities and was also able to break social stigma."



Kuenzang Rabgay is no longer branded as a poison giver and sits with his friends for lunch everyday.

Apart from sessions on key management approaches such as RBM, the Social Work Certificate course also included sessions on foundational knowledge, communication and interpersonal skills, specialized disciplines, developing Bodhicitta mind, self-care and stress management, communication for development, social work and financial sustainability, project cycle management and participatory planning and development.

Another participant, Dr Meenakshi Rai, RENEW Community Outreach Director, felt that the course helped guide, check, train and build their capacity as social workers. She said, "I think this course is most important for CSO staff. Many CSOs in Bhutan are new and may not have undergone proper project management training. I believe it's also important for teachers and other civil servants. The



knowledge gained here can be applied to many organizations and schools."

Programme coordinator Dr. Ganeshman Gurung (PhD) from SCE said that the course offers a chance to develop individuals into professional social workers both theoretically and practically. He also added that the first International Conference on Emerging Social Work Practices and Education in the country would be held in May 2019 to reiterate the importance of social work.

With this, more than 40 people have gained the knowledge and understanding on values, principles, ethics and practices of social work. The course will lay the foundation for the bachelor's degree in social work programme which will be launched in July 2019 and contribute to strengthening the capacities of the emerging social service workforce in Bhutan.

On completion of the course, Kuenzang Dorji plans to train marginalized women in his community on the cultivation of oyster mushroom. He said, "In Dagana, there are several single mothers who are interested to cultivate mushroom but lack professional training. As soon as I get back, we will organize trainings for the women with the help of Bhutan Association of Women Entrepreneurs (BAOWE)." In the future he plans to explore opportunities to avail scholarships for vulnerable children in his community.

**NOTE: In certain communities of Bhutan, it is believed that so called "poison givers" can poison others by merely having meals prepared by them. It is believed that these poison givers can extract the prosperity of the receiver even causing them to fall ill or die.*

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