



Technical Cooperation Progress Report (TCPR)

103130:IRIS Project No.
 BGD /11/03M/DAN: TC Symbol
 Embassy of Denmark, Dhaka, Bangladesh:Donor
 Pro 169, Conditions of Work and Equality
 Department, Gender, Equality and Diversity(GED)
 Branch, ILO Geneva, Switzerland: Administrative
 Unit

Country or Region: Bangladesh

Title: Building Capacities on Indigenous and Tribal Peoples’ Issues in Bangladesh: Rights and Good Practices

P&B Outcome: 18, International Labour Standard are ratified and applied

6-month For projects reporting twice per year, all sections must be completed and the report must cover the previous 6 months.

Sequence: 1st report 2nd report 3rd report 4th report 5th report 6th report 7th report 8th report 9th report 10th report 11th report

Reporting Information	
Reporting period:	January 2014 to June 2014
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Report reviewed by:	Mr Martin Oelz Legal Specialist and Ms Louise Nolle, Associate Expert in Indigenous and Tribal Peoples’ Issues (Gender, Equality and Diversity Branch) <i>I have reviewed the classifications and agree they are a fair and accurate reflection of progress</i> Reviewer initials: MO
Report approved by:	Srinivas B Reddy <i>I have reviewed the classifications and agree they are a fair and accurate reflection of progress</i> Approver initials: SR

EXECUTIVE SUMMARY

This report captures the key successes and achievements against the three objectives set under the PRODOC. The report covers the reporting period from January 2014 to June 2014. The original project tenure was up to June 2014 and the project duration has been extended up to September 2014. Due to political stalemate in 2013 it was not possible to complete a number of major activities and an extension of the project period was required. The National Project Coordinator joined the team in March 2014. The National Project Officer, with the support of the ILO Country Office and HQs technical specialist, was responsible for managing the project activities from April 2013-February 2014. The project has a multi-stakeholder approach and works to strengthen the partner organizations among indigenous peoples, the government, the Parliament and civil society (NHRC).

During the reporting period the following results have been achieved;

- After the national election in January 2014 the Parliamentary Caucus on Indigenous Issues has been reformed. Mr. Fazle Hossain Badsha, MP was selected as a new Convener of the Caucus while a total of 35 newly elected Members of Parliament (3 female and 32 male) became members of the Parliamentary Caucus on Indigenous Issues. They have showed their interest in raising indigenous peoples' issues including advocacy for the draft Bangladesh Indigenous Peoples Rights Act-BIPRA, the Chittagong Hill Tracts (CHT) Land Dispute Resolution Commission (amendment) Act and for a separate ministry covering the indigenous peoples from the plain land. The ILO project team has facilitated the process throughout the project period.
- The Secretariat of the Parliamentary Caucus has been set up in a room in the National Assembly building itself which was allocated by the Caucus Convener. Earlier to this arrangement, the secretariat was managed and coordinated from the premises of the Research and Development Collective office. It is expected that the new secretariat will strengthen the coordination among the MPs and other stakeholders.
- The project supported the Parliamentary Caucus on Indigenous Issues in organizing a seminar on the national budget 2014-2015 and indigenous peoples. The national budget 2014-2015 allocated BDT. 735 million for CHT and BDT 160 million for indigenous peoples in the plain land. The indigenous communities termed it as an insufficient and discriminatory budget allocation for indigenous peoples. As a result of this workshop a total of 11 MPs unanimously consented to deliver their budgetary speech in the Parliament highlighting the insufficient budget allocations for plain land and CHT. At least 7 MPs delivered their speech in the Parliament session though the budget allocation remained the same. But it is expected that the discontent with the budget allocations were noted with care for the next budget allocation. The print and electronic media covered the issues as priority and prime need of indigenous communities in Bangladesh

- Indigenous leaders and organizations are now more actively working against any human rights violations including recent land grabbing and eviction cases of indigenous peoples in Rajshahi, Naogaon, Dinajpur, Sherpur, Khagrachori district to be able to facilitate the right-based dialogue with local elected bodies, administration, media and civil society. ILO facilitated and supported Bangladesh Indigenous Peoples' Forum and Jatiya Adivasi Parishad as strategic partners to continue such democratic dialogue as part of their regular advocacy work with the local government.
- A Project Advisory Committee (PAC) meeting was held on 5 February 2014 which reviewed the project progress and way forward. The participants appreciated the contribution made by the project and supported its continuation. As it was not possible to complete some planned activities in 2013 due to political stalemate the PAC recommended a no cost extension of the project period. The representative of the Embassy of Denmark agreed to extend the project period. As a result, the project received a 3-month no cost extension from July to September 2014.
- The project successfully trained 38 (male 34 and female 4) government officials including 3 army and 2 police personnel in one training session in Dhaka. The training focused on UN human rights instruments, ILO Convention No. 107 and 169, national laws and regulations of the Chittagong Hill Tracts Subsequently, one of the Upazilla Nirbahi Officers (Sub-district Executive Officer), who participated in the training, played a significant role in resolving an incident concerning a Khasi community eviction case at Sreemongol, Moulvibazar district in north-eastern Bangladesh.
- With ILO support, the National Human Rights Commission (NHRC) and Bangladesh Indigenous Peoples' Forum (BIPF) jointly organized a national seminar which highlighted the implementation of ILO Convention No. 107 and ratification of ILO Convention No. 169. The seminar strengthened the joint advocacy efforts and cooperation of BIPF and NHRC on indigenous peoples' rights and mobilized government officials, civil society members, media, IP leaders, student wings, INGOs, academics, researchers and a veteran advisor to the honorable Prime Minister. As result of this seminar the national print and electronic media reported on the findings and recommendations from the seminar. The honorable Advisor to the Prime Minister reiterated the full implementation of CHT Peace Accord as well as measures to be taken to solve other disputes and issues pertaining to the indigenous peoples from the plain land.
- A joint mission headed by Mr. Coen Kompier, Labour Standard Specialist, ILO, Mr. Alexius Chicham, NPC, ILO, Mr. Prasenjit Chakma, Chief of policy and Deputy Director-UNDP-CHTDF and Ms. Shireen Akhter, Programme Officer, UNESCO participated in meetings with different development partners to mobilize resources for a joint intervention.

1. Budget / Planning Information		
Project budget in USD: 615,025		
Project duration in months: 33 months	Planned	Actual
Project start date:	January, 2012	January, 2012
Project end date:	June, 2014	September, 2014

2. NARRATIVE REPORT

2.1. Perspectives on current status

<p>Briefly explain the overall status of project implementation, making reference to progress under each immediate objective.</p>	<p>Immediate Objective 1: <i>Targeted stakeholders/beneficiaries have better understanding of UN IP rights and application of indigenous peoples' rights in the Bangladesh</i></p> <p>With a view to contribute to this immediate objective 1, the project has carried out planned activities for the targeted stakeholders. The activities include 1 national seminar jointly organized with National Human Rights Commission (NHRC) and Bangladesh Indigenous Peoples' Forum (BIPF). A total of 100 representatives (45% women) from IPs, CSOs, media, government officials, human rights activists, academics, researchers and students participated in the seminar. The seminar highlighted the issues of CHT Peace Accord implementation, the recent handover of the administration of 33 departments to the Hill District Council including secondary and vocational education; implementation of ILO Convention No. 107 and ratification of ILO Convention No. 169; a separate ministry for indigenous peoples from the plain land; the establishment of a land commission and equal national budget allocation for indigenous peoples from the plain land.</p> <p>BIPF has also conducted a training session for 20 indigenous youth (12 men and 8 women) who were selected from different universities and colleges. The main purpose of this training was to create awareness on their career and leadership skills. It also linked them with existing organizations and networks to develop their leadership skills.</p> <p>A total of 38 government officials (34 men and 4 women), including 3 army and 2 police representatives, received from 1 training held in Dhaka. The training focused on UN human rights instruments, ILO Convention No. 107 and 169, national laws and regulations of the Chittagong Hill Tracts. The training events were able to present two veteran Advisors to the Honorable Prime Minister and raised the outstanding rights issues of indigenous peoples pertaining to CHT and plain land. It is expecting that the government officials including law enforcing members would be more sensitive and pro-active to apply national and international safeguards relating to indigenous peoples rights and identity.</p> <p>Immediate Objective 2: <i>Indigenous peoples' rights, as enshrined in ILO Convention No. 169, are included in the national legislation and policies</i></p> <p>ILO facilitated and supported the Parliamentary Caucus members throughout its</p>
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interventions so that political parties manifest the indigenous peoples' issues and rights as agenda of national election 2014. As a result of continued dialogue and meeting, the rights of plain land indigenous peoples and full implementation of Chittagong Hill Tracts Peace Accord 1997 has been prioritized in the 2014 election manifesto of Awami League (present ruling government and head of the grand alliance). The continued dialogue with government officials, civil society organizations and media provided a momentum for addressing indigenous issues in the election manifestos of political parties.

In addition to the programs with BIPF, 1 regional seminar on indigenous and tribal peoples' rights and ILO C 169 involving government officials working in the Chittagong district and indigenous traditional leaders were conducted successfully. Around 40 indigenous leaders, public representatives and social activists attended the seminars of which 50% of the participants were women. The seminars have strengthened the ongoing advocacy for proper recognition of traditional leadership, customary law and resource rights of indigenous peoples. The participants presented their local land disputes with influential and land grabbers and sought administrative support from the District Commissioner who was present as the Chief guest in the seminar. As result of this seminar the District Commissioner sent a team (comprised of Social Welfare Officer and Assistant Thana Education Officer) to collect information on land dispute cases and visited the indigenous villages. It is expected that the local authority would continue to support this community and protect their land rights.

Immediate Objective3:*Mechanisms for effective coordination and monitoring of the implementation of indigenous peoples' rights are in place*

The project has provided technical and financial support to the Parliamentary Caucus on Indigenous Issues since 2010. After the National Election 2014, a total of 14 old Caucus members have been re-elected out of 24 members. Now a total of 35 Members of Parliament (MPs) have become members of the Caucus including 4 ministers and 3 State Ministers. It is expected that the Caucus members will be able to influence the government decision makers and political leaders to raise the amendment of the CHT land dispute act, ratification of ILO C169 and present the draft version of the Bangladesh Indigenous Peoples Act to the Parliament.

The Parliamentary Caucus on IP Issues has organized orientation for new MPs on Parliamentary Caucus activities, the roles of the Caucus and how to integrate and raise indigenous rights issues in different forums. New MPs were informed about the ILO Convention No. 107 and 169, UNDRIP and other national laws and policies. It is expected that these new MPs will spread appropriate information on the rights of indigenous peoples among the majority population of the country through informal and formal meetings. It is expected that such formal and informal discussion meetings will increase awareness and sensitivity of the majority population towards the indigenous peoples.

The national budget 2014-2015 allocated for CHT (BDT. 735 million) and plain land (BDT 160 million). The indigenous communities termed it as an insufficient and discriminatory budget allocation for indigenous peoples. Following this scenario, the Caucus has organized 1 national consultation workshop and a press briefing on the National Budget 2014-2015 and indigenous peoples. As a result of this workshop a total of 11 MPs unanimously consented to deliver their budgetary speech in the Parliament highlighting the insufficient budget

	<p>allocations for plain land and CHT. At least 7 MPs delivered their speech in the Parliament session though the budget allocation remained the same. But it is expected that the discontent with the budget allocations were noted with care for the next budget allocation. The print and electronic media covered the issues as priority and prime need of indigenous communities in Bangladesh.</p> <p>With the assistance of its secretariat, BIPF organized 1 national seminar on indigenous rights and ILO Convention 169 involving key stakeholders such as local govt. officials, members of parliament, women and youth activists. Apart from national seminars, BIPF organized 1 regional seminar in partnership with its network organizations in Chittagong district. BIPF has also organized a training orientation for IP youths on leadership and management in Dhaka. The BIPF ensured 50% attendance of indigenous women in all of their seminars and programs.</p> <p>The Project Advisory Committee (PAC) provides guidance and monitor effective implementation of the activities of the project. A PAC meeting was held on 5 February 2014 where it was decided to organize PAC meetings on a six monthly basis, to conduct resource mobilization efforts to continue the project; to organize training of government officials on ILO C107, C169 and UN safeguards and seek a 3 months no cost extension approval from the Embassy of Denmark.</p>
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2.2 Issues and actions	
<p>Examine the main challenges facing the delivery of outputs and achievement of immediate objectives.</p> <p>These can be issues that have already been encountered or are foreseen.</p>	<ul style="list-style-type: none"> - Partnership management always required strategic support. It has required intensive efforts to work with the National Human Rights Commission, Bangladesh in order to implement agreed project activities. In addition, frequent changing of full time staff of NHRC due to event based activities, hampered the quality delivery of the project output. - Indigenous peoples' organizations are still in the process of building their organizational capacities. For example, the project staff of BIPF have insufficient skills and knowledge to understand the ILO finance procedures and format which ultimately creates challenge to produce timely reports.

<p>Explain corrective actions taken or to be taken regarding implementation challenges, delayed delivery, and the low probability of achieving immediate objectives.</p>	<ul style="list-style-type: none"> - As the project does not provide any formal orientation or training for ILO partners regarding project management and ILO procedures. So the project team had to spare additional efforts to get implemented the project activities. - The project team provided handhold support and made continuous communication for taking corrective measures during the project period - The project team is providing support to its partner organizations to strengthen their organizational capacity on standard documentation
<p>Briefly explain any reformulations of project immediate objectives or outputs, and their corresponding indicators and targets.</p>	<p>No reformulations of the immediate objectives or outputs of the project have taken place during the reporting period. Accordingly, no indicators or targets have been reformulated.</p>
<p>Briefly describe any evaluations, project reviews, self-assessments or undertaken, including follow-up to findings and recommendations.</p>	<p>The final evaluation of this project is ongoing during the current reporting period. It is being carried out by an external national consultant and the exercise is expected to be completed by August 2014.</p>

3. Summary Outputs

OUTPUT DELIVERY ^a			
Output	Percent complete	Output status	Output summary(1000 characters maximum)
Immediate Objective 1: Targeted stakeholders/beneficiaries have better understanding of UN IP rights and application of indigenous peoples rights in the Bangladesh context			
1.1 Indigenous Peoples' Organizations		Output is satisfactory	At national level around 38

^a Based on the Implementation Plan

	(IPOs), concerned government officials and relevant stakeholders are informed about the instrument on IP rights			government officials including police and army personnel (4 women and 34 men) were trained on indigenous rights. The trainings were specially designed targeting government officials from the plain land and CHT who are posted in areas inhabited by indigenous peoples. BIPF has organised training for indigenous youth on leadership and management. A total of 20 indigenous youth (8 women and 12 men) from different universities and colleges participated in this training.
1.2	Indigenous peoples' organizations and concerned government officials gained exposure and experience with good practices		Output is satisfactory	During different national and regional level consultation meeting, It is observed that most of the government officials and indigenous peoples' representatives remember their exposure visit to Philipine, Thailand and Indonesia (that was organized in 2013 year) and share their experiences with other officials and representatives about IP related policies, laws and integration of UN safeguards into their national policies. They also compare the policies and laws in Bangladesh related to indigenous peoples and how we can further improve the existing situation following other countries as example.
Immediate Objective 2: Indigenous Peoples Rights as enshrined in ILO Convention No. 169, are included in the national legislation and policies				
2.1	Key decision-makers and indigenous institutions are better informed of the integration of IP rights through advocacy and studies		Output is satisfactory	During our regular follow up advocacy work with key government officials, MPs and media the two updated study report findings on the quota policy on indigenous peoples and the Handbook on ILO Convention No 169 are used as key advocacy reference.
2.2	National media are able to conduct awareness raising campaign on ILO C 169		Output is satisfactory	As part of regular follow up activities and advocacy work, the national media was invited to seminars, trainings and workshops and briefed through press statements and press briefings through which they reported news and stories about IP issues and rights.
Immediate Objective 3: Coordination and consultation mechanisms on indigenous issues among government institutions and agencies are enhanced				
3.1	Meetings of the Project Advisory Committee and the Parliamentary Caucus on IP issues held regularly		Output is satisfactory	The periodic meeting of the Project Advisory Committee (PAC) was organised on 5 February 2014. The participants recommended to organize PAC meetings

			<p>every six months, to conduct resource mobilization to ensure the continuation of the project; to organize the training of government officials on ILO C107, C169 and UN safeguards and obtain a 3 month no cost extension of the project.</p> <p>The bi-monthly meetings of the members of the Parliamentary Caucus were held 3 times as planned. New members of the Caucus were selected along with a new Convener. A total of 35 MPs including 3 women MPs (reservation seat) have become members of the Caucus.</p> <p>The meetings highlighted on the Land Commission Amendment Act which is recently cabinet ministry okayed for adoption. The draft Bangladesh Indigenous Peoples Rights Act and the future intervention plan of the Caucus also discussed in the meeting. The PAC agreed with the reasons and recommended for no cost extension in the meeting. The Danish representative agreed for extension and requested ILO for formal request.</p>
<p>3.2 The secretariats of the National IP coordination body BIPF and IP Parliamentary Caucus are strengthened and UNPFII Asia Members technical secretariats are established and functional</p>	<p><select></p>	<p>Output is satisfactory</p>	<p>The secretariat of Bangladesh Indigenous Peoples' Forum has organized 1 national seminar jointly with National Human Rights Commission, Bangladesh on the realization of indigenous peoples' rights and ratification of ILO Convention 169 with the participation of civil society members, members of parliament, development organizations, university students and indigenous women. It has also organized 1 regional seminar on Land and human rights of indigenous peoples in Bangladesh and ILO Conventions 107 and 169 in which BIPF successfully mobilized policy makers, govt. officials and thereby strengthened the advocacy process. BIPF ensured 50% participation of women in all of its activities. In terms of BIPF, the present advocacy work and interventions are coordinated and facilitated with more efforts.</p> <p>The secretariat of the caucus has been moved to the national parliament building and It is expected that the new secretariat will strengthen the coordination among the</p>

OUTPUT CLASSIFICATION ^b

- | | |
|---|---|
| <input checked="" type="checkbox"/> Highly satisfactory
Implementation of almost all (>80%) outputs is on schedule as envisaged in the implementation plan and almost all(>80%) indicator milestones have been met. | <input type="checkbox"/> Satisfactory
Implementation of the majority (60-80%) of outputs is on schedule as envisaged in the implementation plan and the majority (60-80%) of indicator milestones has been met. |
| <input type="checkbox"/> Unsatisfactory
Some (40-60%) outputs are being implemented on schedule as envisaged in the implementation plan and/or only some (40-60%) indicator milestones have been met. | <input type="checkbox"/> Very unsatisfactory
Few (<40%) outputs are being implemented on schedule as envisaged in the implementation plan and/or only a few(<40%) indicator milestones have been met. |

Briefly explain the major factors taken into account to justify the output classification and provide any other comments (2000 characters maximum):

The activities of the project were organized on the issues that contributed to the achievement of the project objectives. The quality of the program is reflected through schedules, the quality of the training materials and the use of key resource persons. The numbers of Govt. officials and policy makers who participated and provided inputs during seminars and training sessions, recommendations and gender balance have been taken into account to classify the output as satisfactory during the reporting period.

4. Summary Immediate Objectives**IMMEDIATE OBJECTIVE ACHIEVEMENT ^c**

Indicator	Baseline	Indicator Milestone (compare planned against actual)	Target (end-of-project total)	Immediate Objective summary
Immediate Objective 1: Stakeholders at national and local levels have a clear understanding of the provisions and application of indigenous peoples rights in Bangladesh context				
400 government officials, IP leaders and other		56 young IP leaders and other stakeholders, including 12 women, were trained as planned during the reporting period.	As of reporting period (January 2012-June 2014) a total	Targeted stakeholders/beneficiaries have

^bThis is a self-assessment

^c Based on the M&E plan

stakeholders with at least 40% women are trained on basic IP rights			of 665 government officials, IP leaders and other stakeholders (with at least 40% women) are trained on basic IP rights	better understanding of international standards on indigenous peoples' rights and application in the Bangladesh context
Immediate Objective 2: Indigenous Peoples rights as enshrined in ILO Convention No. 169, are included in the national legislation and policies				
15 national/regional seminars organized on IP issues		1 national and 1 regional seminar have been implemented.	3 national/regional seminars will be organised in relation to the celebration of key indigenous days (Including the International Day of the World's Indigenous Peoples) key from July- September 2014 As of reporting period (January 2012-June 2014) a total of 26 national/regional seminar organised on IP issues	Indigenous peoples' rights as enshrined in ILO Convention No. 169, are included in the national legislation and policies
Immediate Objective 3: Mechanisms for effective coordination and monitoring of the implementation of indigenous peoples rights are in place				
4 Meetings of the Project Advisory Committee and institutional focal points are conducted 3 workshops and 8 quarterly meetings of IP parliamentary Caucus are conducted 24 months support to Secretariat of the national IP coordination body, 15 months support to the IP Caucus Secretariat and 12 months' technical support to the UNPFII Asia Members is provided		1 Project Advisory Committee meeting for this reporting period as organized in February 2014. - 3 Bi-monthly meetings of the IP Parliamentary Caucus have been organized as planned for this reporting period - From January 2012-June 2014, IP coordination body (Bangladesh Indigenous Peoples' Forum) supported for 23 months and for 12 months technical support to the UNPFII Asia Members.	1 PAC meeting planned by September 2014; 1 Caucus meeting; 1 workshop on the International Day of the World's Indigenous Peoples celebration 2014 As of reporting period, 3 PAC meeting already completed; 8 bi-monthly meetings and 9 workshops/seminars held; organised and supported 2 preparatory meetings on UNPFII and EMRIP	Mechanisms for effective coordination and monitoring of the implementation of indigenous peoples' rights are in place and operational

IMMEDIATE OBJECTIVE ACHIEVEMENT CLASSIFICATION ^d	
<input checked="" type="checkbox"/> Highly probable Almost all (>80%) reporting period milestones have been met. Based on the indicators, it is highly probable all immediate objectives will be achieved by the end of the project.	<input type="checkbox"/> Probable The majority (60-80%) of reporting period milestones have been met. Based on the indicators, it is probable the majority of immediate objectives will be achieved.

^dThis is a self-assessment

**Low probability**

Some (40-60%) reporting period milestones have been. Progress is being made on the immediate objectives but based on the indicators only some immediate objectives will be achieved.

**Improbable**

Few (<40%) reporting period milestones have been met. Limited progress is being made on the immediate objectives and based on the indicators only few immediate objectives will be achieved.

Briefly explain the major factors taken into account to justify the immediate objective classification and provide any other comments (2000 characters maximum):

After the National Election 2014, the project has completed its planned activities with assistance of the Focal Ministry (Ministry of Chittagong Hill Tracts Affairs) and other implementing partners. The Focal Ministry is very supportive in organising training of government officials. The 3 months no cost extension approved by the Danish Embassy has enabled the project team to review its planned activities. It is expected that the partners, particularly Bangladesh Indigenous Peoples Forum and the Parliamentary Caucus on Indigenous Issues, will be supportive in implementing the planned activities during the no cost extension period.

5. Risks and Assumptions

RISK TRACKING^e

Key Assumptions	Risk level		Describe current risk and any mitigation measures (1000 characters maximum)
	Start-of-project / previous reporting period	Current	
Basic political commitment from government	Low	Low	The present Awami League led Government has reiterated their commitment to promote and implement IP rights in their 2014 National Election Manifesto. Still there is tense among the IPs especially in Sreemongol and Khagrachori district for encroachment their ancestral lands by the influential and government in the name of development and establishing the security forces camp. Both the regional indigenous organisations are coordinating their local level dialogue meeting with Bangladesh Indigenous Peoples' Forum.
Political stability in the country as well as in IP inhabited regions	Mid	Mid	The risk level depends on the level of intensity of the opposition party's demand for an interim national election. Political stability in the indigenous inhabited regions depends on the Govt.'s sincerity particularly to implement the CHT Accord and land amendment.
Collaborative efforts by donors and UN agencies	Low	Low	ILO, UNESCO and UNDP jointly developing a concept note for the National IP Program particularly focusing on indigenous and tribal peoples living in the plain land. Political instability can affect the initiation of this joint collaboration.

6. Performance issues

Check key reasons for shortfalls in Output Delivery, Output Quality and Immediate Objective Achievement:

- | | |
|--|--|
| <input type="checkbox"/> Implementing partner (constituents or private entities) performance | <input type="checkbox"/> ILO (Office and staff) performance |
| <input type="checkbox"/> Difficulties in inter-agency coordination | <input type="checkbox"/> Inadequate cost estimates |
| <input checked="" type="checkbox"/> Lack of constituent or implementing partner commitment/ownership | <input type="checkbox"/> Inadequate project design |
| <input type="checkbox"/> ILO policy changes | <input type="checkbox"/> Counterpart funding shortfall |
| <input type="checkbox"/> Budget processing (revision/disbursement etc.) delays | <input type="checkbox"/> Unexpected change in external environment |
| <input type="checkbox"/> Community/political opposition | <input type="checkbox"/> HR difficulties (recruitment, contracts) |
| <input type="checkbox"/> Other - please specify: | |

7. Lessons learned

Describe any lessons, positive and negative, that have been learned during project implementation. Organise the lessons using the headings below.

Context and implementing environment	Given the election scheduled for January 2014 and the associated deterioration of the political/security situation, 3 months no cost extension are required to achieve the project objectives. The project submitted a request for no cost extension which was approved by the Embassy of Denmark.
Project strategy and design	Trade unions and employers organizations were not included in the project advocacy process. These organizations have shown their interest and potential to engage in the promotion and protection of indigenous and tribal peoples' rights as the constituents of ILO.

^e Based on Risk Register

	<p>Recently the project team is jointly collaborating with Bangladesh Skills and Employment Project to identify skill development sectors in the tourism and furniture sub-sectors for IPs. The team is also mobilizing some activities with NCCWE to strengthen the relationship with IPs. The project is also mobilizing resources jointly with UNDP, ILO and UNESCO for plain land indigenous peoples. This will deliberately cover the human rights, livelihood and cultural reservation issues.</p>
<p>Advocacy, Communications and Capacity building</p>	<p>The lessons learned in the area of:</p> <p>Advocacy- Sufficient time allocation is important for the project to follow up on recommendations after implementation of the advocacy programs.</p> <p>Communication-Regular communication with the project partners is crucial for effective implementation of the activities.</p> <p>Capacity building- Capacity building initiatives, in particular trainings on ILO Convention 169 and ITP at national level for the policy makers and Government officials should increase in numbers to create better understanding among the mentioned stakeholders which will result in accelerated advocacy for the ratification of said Convention.</p>
<p>Implementation and Institutional Arrangements</p>	<p>Advocacy based activities and initiatives involve long processes and it takes time to generate visible outputs. The project needs to strengthen the organizational capacity of its partners with good organizational capacity to achieve outputs. The partners are capable to contribute to achieve desired outputs if they can be given sufficient resources and technical support.</p>
<p>Any other areas</p>	<p>The resource mobilization initiatives by the project found that some donors like SDC and Canadian CIDA is interested in working on IP skills and employment issues apart from human rights and governance issues. The inter agency initiatives led by UNDP and FAO will also mobilize resources in near the future for the indigenous peoples' issue.</p>