



Government of the People's Republic of Bangladesh

Annual Performance Agreement (APA)

Between

The Cabinet Secretary
and

The Secretary, Ministry of Women and Children Affairs

2014-2015

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Preamble

The Annual Performance Agreement is made and entered into on 09 March 2015

BETWEEN

The Secretary, Ministry of Women and Children Affairs, representing the Minister, Ministry of Women and Children Affairs, Government of the People's Republic of Bangladesh.

AND

The Cabinet Secretary, Cabinet Division, representing the Prime Minister, Government of the People's Republic of Bangladesh.

The parties hereto agree as follows:

Section 1: Ministry's/Division's Vision, Mission, Strategic Objectives and Functions

1.1 Vision

Dignified and equalized women as partner in development, free from all forms of violation and discrimination and well-nurtured children with full opportunities for growth and development in congenial environment.

1.2 Mission

Establishing the rights of the women and children and empowering women through involving them in the main-stream of development.

1.3 Functions

- 1 Initiation of different programmes for the welfare and development women and children;
- 2 Establishment and preservation of legal and social rights of women and children;
- 3 Initiation of different programmes for the empowerment of women including the creation of employment opportunities for women;
- 4 Formulation of law for eradication of violence against women and children; and
- 5 Coordination and monitoring of the activities of different ministries relating to women's advancement through the focal points of women in Development (WID).

1.4 Strategic Objectives

- 1 Social protection and justice for vulnerable women and children.
- 2 Equal opportunity for women in social and economic activities
- 3 Social, political and economic empowerment of women.
- 4 Development of children and adolescents for safe and healthy childhood.

Section 2: Strategic Objectives, Activities, Performance Indicators and Targets

Strategic Objectives	Weight of Strategic Objective	Activities	Performance Indicator (PI)	Unit	Weight of PI	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
Ministry/Division Strategic Objectives										
[1] Social protection and justice for vulnerable women and children.	30.00	[1.1] Provide food assistance to vulnerable women under VGD programme.	[1.1.1] No of beneficiaries.	No (in Lakh)	7.50	7.5	7.3	7.0	6.5	6.0
		[1.2] Provide allowances to working lactating mothers.	[1.2.1] No of beneficiaries.	No	4.50	100000	90000	80000	70000	60000
		[1.3] Provide maternity allowance.	[1.3.1] No of beneficiaries.	No (in Lakh)	4.50	2.2	2.00	1.9	1.8	1.5
		[1.4] Provide hostel facilities for working women and day care facilities for the children of working women.	[1.4.1] No of beneficiaries.	No	4.50	3900	3700	3600	3500	3400
		[1.5] Provide medical treatment, legal assistance and counseling, secured shelter and food to abused women and children.	[1.5.1] No of beneficiaries.	No	4.50	4900	4500	4200	4000	2900
		[1.6] Ensure safe accommodation for women, children and adolescent girls who are under trial of the court.	[1.6.1] No of Beneficiaries.	No	4.50	5000	4700	4400	4000	3000
[2] Equal opportunity for women in social and economic activities	20.00	[2.1] Provide Training.	[2.1.1] Persons Trained.	No (in Lakh)	10.00	11.24	11.0	10.5	10.0	9.5
		[2.2] Provide assistance for the empowerment and enhanced efficiency of women entrepreneurs.	[2.2.1] No of entrepreneurs.	No	5.00	14000	13000	12500	12000	11500
		[2.3] Training for women and children to access modern	[2.3.1] Persons Trained.	No	5.00	13620	11000	9900	7500	5500

Section 2: Strategic Objectives, Activities, Performance Indicators and Targets

Strategic Objectives	Weight of Strategic Objective	Activities	Performance Indicator (PI)	Unit	Weight of PI	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
		information technology.								
[3] Social, political and economic empowerment of women.	15.00	[3.1] Arrange training for elected female representatives.	[3.1.1] Persons Trained..	No	7.50	240	200	180	165	120
		[3.2] Arrange awareness raising activities to resists women trafficking through courtyard-meeting.	[3.2.1] No of courtyard-meeting.	No	7.50	896	820	740	650	470
[4] Development of children and adolescents for safe and healthy childhood.	20.00	[4.1] Operate children growth centres and the sisimpur program to provide early childhood education for children aged 0-5.	[4.1.1] No of Beneficiaries.	No	5.60	49000	48000	47500	47000	46000
		[4.2] Publication of books, periodicals and dictionaries suitable to children in order to develop respect towards the mother tongue.	[4.2.1] No of Publication.	No	4.40	24	21	18	16	14
		[4.3] Programs on mental, intellectual and cultural development of children.	[4.3.1] No of programs.	No	5.40	35	32	28	24	21
		[4.4] Awareness of adolescent towards positive social behaviors by forming clubs.	[4.4.1] No of beneficiaries.	No	4.60	590	550	520	500	480

Mandatory Strategic Objectives

* Mandatory Objective(s)

Section 2: Strategic Objectives, Activities, Performance Indicators and Targets

Strategic Objectives	Weight of Strategic Objective	Activities	Performance Indicator (PI)	Unit	Weight of PI	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%

Mandatory Strategic Objectives

* Improve Service delivery to the Public	6.00	Implementation of Citizens' Charter (CC)	Preparation and approval of CC by the Ministry/Division	Date	1.0	31/12/2014	31/01/2015	28/02/2015	31/03/2015	30/04/2015
			Publication of CC in website or others means	Date	1.0	31/12/2014	31/01/2015	28/02/2015	31/03/2015	30/04/2015
		Implementation of Grievance Redress System (GRS) system	Publishing names and contact details of GRS focal point in the website	Date	1.0	31/12/2014	31/01/2015	28/02/2015	31/03/2015	30/04/2015
			Sending GRS report(s) to the Cabinet Division from January 2015	Number of report(s)	1.0	5	4	3	2	1
		Implementing Innovations	Implemented decisions of the innovation team	%	1.0	100	80	50	30	--
			Unicode used in all official activities	Date	1.0	31/12/2014	31/01/2015	28/02/2015	31/03/2015	30/04/2015
* Improve governance	4.00	Compliance with RTI Act and proactive disclosure	Percentage of information, mentioned in the RTI Act and related regulations, disclosed in the website	%	2.0	80	70	60	50	40
		Preparation and Implementation of the National Integrity Strategy Work Plan	Preparation of NIS Work Plan for 2015 and get approved by the Ethics Committee	Date	2.0	28/02/2015	31/03/2015	30/04/2015	31/05/2015	30/06/2015
* Improve Financial Management	3.00	Improve compliance with the Terms of Reference of the Budget Management Committee (BMC)	Budget Implementation Plan (BIP) prepared and Quarterly Budget Implementation Report	Number of report	1.0	5	4	3	2	1

* Mandatory Objective(s)

Section 2: Strategic Objectives, Activities, Performance Indicators and Targets

Strategic Objectives	Weight of Strategic Objective	Activities	Performance Indicator (PI)	Unit	Weight of PI	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%

Mandatory Strategic Objectives

			(QIMR) submitted to Finance Division (FD) meeting FD requirements							
			Actual achievements against performance targets are monitored by the BMC on a quarterly basis	Number of BMC meetings	1.0	4	3	2	1	--
		Improve audit performance	Percentage of outstanding audit objections disposed off during the year	%	1.0	70	55	40	30	20
* Efficient Functioning of the Annual Performance Agreement (APA) System	2.00	Timely submission of Draft APA for 2014-2015	On-time submission	Date	2.0	01/02/2015	02/02/2015	03/02/2015	04/02/2015	05/02/2015

* Mandatory Objective(s)

Section 3: Trend Values of the Performance Indicators

Strategic Objectives	Activities	Performance Indicators	Unit	Actual Value for FY 12-13	Actual Value for FY 13-14	Target Value for FY 14-15	Projected Value for FY 15-16	Projected Value for FY 16-17
Ministry/Division Strategic Objectives								
[1] Social protection and justice for vulnerable women and children.	[1.1] Provide food assistance to vulnerable women under VGD programme.	[1.1.1] No of beneficiaries.	No (in Lakh)	8.3	8.3	7.5	7.5	7.5
	[1.2] Provide allowances to working lactating mothers.	[1.2.1] No of beneficiaries.	No	77600	86000	100000	110000	121000
	[1.3] Provide maternity allowance.	[1.3.1] No of beneficiaries.	No (in Lakh)	1.02	1.16	2.20	2.42	2.66
	[1.4] Provide hostel facilities for working women and day care facilities for the children of working women.	[1.4.1] No of beneficiaries.	No	4160	4000	3900	3900	3900
	[1.5] Provide medical treatment, legal assistance and counseling, secured shelter and food to abused women and children.	[1.5.1] No of beneficiaries.	No	4700	4800	4900	5100	5200
	[1.6] Ensure safe accommodation for women, children and adolescent girls who are under trial of the court.	[1.6.1] No of Beneficiaries.	No	25000	50000	50000	50000	50000
[2] Equal opportunity for women in social and economic activities	[2.1] Provide Training.	[2.1.1] Persons Trained.	No (in Lakh)	12.04	12.04	11.24	11.24	11.24

Section 3: Trend Values of the Performance Indicators

Strategic Objectives	Activities	Performance Indicators	Unit	Actual Value for FY 12-13	Actual Value for FY 13-14	Target Value for FY 14-15	Projected Value for FY 15-16	Projected Value for FY 16-17
	[2.2] Provide assistance for the empowerment and enhanced efficiency of women entrepreneurs.	[2.2.1] No of enterprenures.	No	18000	19000	14000	20000	20500
	[2.3] Training for women and children to access modern information technology.	[2.3.1] Persons Trained.	No	7060	10390	13620	13620	13620
[3] Social, political and economic empowerment of women.	[3.1] Arrange training for elected female representatives.	[3.1.1] Persons Trained..	No	120	180	240	300	300
	[3.2] Arrange awareness raising activities to resists women trafficking through courtyard-meeting.	[3.2.1] No of courtyard-meeting.	No	880	890	896	900	900
[4] Development of children and adolescents for safe and healthy childhood.	[4.1] Operate children growth centres and the sisimpur program to provide early childhood education for children aged 0-5.	[4.1.1] No of Beneficiaries.	No	20000	22000	49000	27000	30000
	[4.2] Publication of books, periodicals and dictionaries suitable to children in order to develop respect towards the mother tongue.	[4.2.1] No of Publication.	No	9	9	24	44	69
	[4.3] Programs on mental, intellectual and cultural development of children.	[4.3.1] No of programs.	No	23	33	35	40	40

Section 3: Trend Values of the Performance Indicators

Strategic Objectives	Activities	Performance Indicators	Unit	Actual Value for FY 12-13	Actual Value for FY 13-14	Target Value for FY 14-15	Projected Value for FY 15-16	Projected Value for FY 16-17
	[4.4] Awareness of adolescent towards positive social behaviors by forming clubs.	[4.4.1] No of beneficiaries.	No	350	450	590	650	750

Section 4:

Description of Performance Indicators, Implementing Department/Agencies and Measurement Methodology

SI.No	Performance Indicators	Description	Implementing Department/Agencies	Measurement and Source of Data	General Comments
1	[1.1.1] No of beneficiaries.	To improve socio-economic conditions of the poverty prone and distressed rural women of Bangladesh, so that they can overcome food insecurity, malnutrition and financial crisis.	DWA	Annual Report	Its a successfull programe for reduction of poverty of the government of Bangladesh.
2	[1.2.1] No of beneficiaries.	To provide economic support to working lactating mothers in urban areas facilitate comprehensive health care for pregnant women, lactating mothers, adequate nourishment and development of foetuses and newly-born children.	DWA	Annual Report	
3	[1.3.1] No of beneficiaries.	To address the challenges faced by poor pregnant women in urban areas. This addresses the demands for nutrition of the mother and child during pregnancy and immediately after child birth.	DWA.	Annual Report.	
4	[1.5.1] No of beneficiaries.	To provide medical treatment, legal assistance, counseling, shelters, and social rehabilitation for women affected by violence and torture and to raise mass awareness against the abuse of women.	DWA, JMS	Annual Report.	

Section 4:

Description of Performance Indicators, Implementing Department/Agencies and Measurement Methodology

Sl.No	Performance Indicators	Description	Implementing Department/Agencies	Measurement and Source of Data	General Comments
5	[1.6.1] No of beneficiaries.	To provide Medical treatment, legal assistance and counseling, secured shelter and food to abused women and children.	Secretariat, DWA, JMS	Annual Report.	
6	[2.1.1] Persons Trained.	To provide technical, vocational, income generating and job-oriented training to women, opportunities for them to participate in economic activities will be increased.	DWA and JMS	Annual Report.	
7	[2.3.1] No of enterprenures.	Under the Women Entrepreneur Development initiative Program, in order to sell products produced by the 180 registered associations of the Department of Women Affairs, a sales center at the Rapa Plaza has been launched.	DWA and JMS	Annual Report.	
8	[3.1.1] Persons Trained..	District, upozila and Union elected female representatives.	DWA and JMS.	Annual Report.	
9	[3.2.1] No of courtyard-meeting.	Courtyard-meeting arranged for awareness raising activities to resists women trafficking.	DWA, JMS	Annual Report.	

Section 4:

Description of Performance Indicators, Implementing Department/Agencies and Measurement Methodology

Sl.No	Performance Indicators	Description	Implementing Department/Agencies	Measurement and Source of Data	General Comments
10	[4.1.1] No of Beneficiaries.	The children aged 0-5 to provide early childhood education by children growth centres and the sisimpur program.	BSA	Annual Report.	
11	[4.2.1] No of Publication.	Monthly child magazine named "Shishu" has been published regularly and a "Shishu Biswakosh (Children's Encyclopedia)" was published in 5 volumes. A twenty-five volumes book based on life and work of Bangabandhu have been published.	BSA	Annual Report.	
12	[4.3.1] No of programs.	35000 children were trained in different subjects, including singing, dancing, painting, recitation, playing the guiter and acting. Each year around 4 lakh children got access to reading books at libraries and 1.2 lakh children took part in a book reading competition. Moreover, 10 films were produced completely by children under the scope of the Children Film Production Programme.	BSA	Annual Report.	
13	[4.4.1] No of beneficiaries.	The member of 379 kishori club of 379 union to raising awareness of adolescent towards positive social behavior.	DWA and JMS.	Annual Report.	

Section 4:

Description of Performance Indicators, Implementing Department/Agencies and Measurement Methodology

Sl.No	Performance Indicators	Description	Implementing Department/Agencies	Measurement and Source of Data	General Comments
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Section 5 :
Specific Performance Requirements from other Ministries/Divisions

Organisation Type	Organisation Name	Relevant Performance Indicator	What is your requirement from this organisation	Justification for this requirement	Requirement from this Organisation	What happens if your requirement is not met
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Section 6: Outcome of Ministry/Division


Outcome/Impact	Jointly responsible for influencing this outcome / impact with the following organisation (s) / division (s) / ministry(ies)	Performance Indicator (s)	Unit	Actual FY 12-13	Actual FY 13-14	Target FY 14-15	Projection FY 15-16	Projection FY 16-17
1 Women Participation in Development.	M/O Finance, Social Welfare, Local Government, Education, Primary and Mass Education, Health and Family Welfare.	Maternal mortality ratio.	no (Per Lakh)	240	210	143	110	100
		Life expectancy at birth (Female).	%	70	71.5	80	80.5	81
		Share of seats in parliament.	%	19.7	19.7	19.8	19.8	19.8
2 Reduce child mortality.	M/O Health and family Welfare, Social Welfare.	Under-five mortality rate (Children).	per 1,000 live births	146	53	48	45	40
		Infant mortality rate (Children).	per 1,000 live births	92	43	31	30	25
3 a. VGD b. Working Lactating mother assistance fund. c. Maternity allowances to ultra poor pregnant mothers.	Finance Division.	Women Empowerment.	%	35.91	44.46	44.46	53.02	53.02
		Reduce health risk of mother and children.	%	6.41	6.75	11.05	11.05	15.35
		Reduce malnutrition.	%	4.10	6.01	8.11	8.33	10.88

Whereas,

I, the Secretary, Ministry of Women and Children Affairs representing the Minister, Ministry of Women and Children Affairs, Government of the People's Republic of Bangladesh commit to the Cabinet Secretary, Cabinet Division, representing the Prime Minister, Government of the People's Republic of Bangladesh to deliver the results described in this agreement.

I, the Cabinet Secretary, Cabinet Division, on behalf of the Prime Minister, Government of the People's Republic of Bangladesh, commit to the Secretary, Ministry of Women and Children Affairs to provide necessary support for delivery of the results described in this agreement.

Signed,



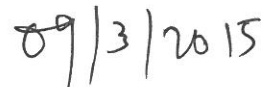
Secretary
Ministry of Women and Children Affairs



Date



Cabinet Secretary
Cabinet Division



Date

Annex-1

Acronyms

Sl.	Acronym	Description
1	BSA	Bangladesh Shishu Academy.
2	DWA	Department of Women Affairs.
3	DWAO	District Women Affair Officer.
4	JMS	Jatiya Mohila Songstha.
5	MoWCA	Ministry of Women and Children Affairs
6	OCC	One Stop Crisis Center.
7	UWAO	Upazila Women Affair Officer.