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RRRC's Office, Cox's Bazar	
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সংশোধিত
গণপ্রজাতন্ত্রী বাংলাদেশ সরকার
পররাষ্ট্র মন্ত্রণালয়
মিয়ানমার অনুবিভাগ
ঢাকা



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তারিখঃ ১৫ সেপ্টেম্বর ২০২২

বিষয়ঃ বাংলাদেশে অস্থায়ীভাবে অবস্থানরত জোরপূর্বক বাস্তুচ্যুত মিয়ানমার নাগরিক ও Host community এর জন্য জাতিসংঘ এবং ISCG প্রস্তাবিত যথাক্রমে 'Framework for Skill Development' এবং 'Engagement of Volunteers for the FDMNs' প্রসঙ্গে।

উপর্যুক্ত বিষয়ের প্রেক্ষিতে জানানো যাচ্ছে যে, জাতিসংঘ এবং ISCG প্রস্তাবিত যথাক্রমে 'Framework for Skill Development' এবং 'Engagement of Volunteers for the FDMNs' এর খসড়া পর্যালোচনার জন্য গঠিত কার্যকরী কমিটির এবং বিগত '৩৯তম জাতীয় টার্কফোর্স' এর সভায় সর্বসম্মতিক্রমে অনুমোদিত বাংলাদেশে অস্থায়ীভাবে অবস্থানরত জোরপূর্বক বাস্তুচ্যুত মিয়ানমার নাগরিক ও Host community এর জন্য 'Framework for Skill Development' এবং 'Engagement of Volunteers for the FDMNs' এর টেক্সট সদয় অবগতি ও প্রয়োজনীয় কার্যার্থে নির্দেশক্রমে প্রেরণ করা হলো।

সংযুক্তিঃ বর্ণনা মোতাবেক (০৯ পৃষ্ঠা)

15/09/22

15.09.2022

সহকারী সচিব (মিয়ানমার অনুবিভাগ)
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শরণার্থী ত্রাণ ও প্রত্যাবাসন কমিশনার
শরণার্থী ত্রাণ ও প্রত্যাবাসন কমিশনারের কার্যালয়, কক্সবাজার।

- সদয় অবগতি ও প্রয়োজনীয় কার্যার্থে বিতরণ (জ্যেষ্ঠতার ক্রমানুসারে নয়):
- ১। সচিব, দুর্যোগ ব্যবস্থাপনা ও ত্রাণ মন্ত্রণালয়, বাংলাদেশ সচিবালয়, ঢাকা।।
 - ২। মহাপরিচালক, এনজিও বিষয়ক ব্যুরো, আগারগাঁও, শের-এ-বাংলা নগর, ঢাকা।
 - ৩। মহাপরিচালক, জাতীয় নিরাপত্তা গোয়েন্দা, সেগুনবাগিচা, ঢাকা।

Government of Bangladesh- United Nations Framework on Skills Development for Rohingya Refugees/FDMNs¹ and Host Communities

Background

In order to facilitate the voluntary and sustainable repatriation of refugees/FDMNs to their place of origin in Myanmar, efforts may be taken during their temporary stay in Bangladesh to build their skills and capacities in sectors commensurate with opportunities available in Rakhine State. There is also the need to mitigate the impact of a large presence of Rohingya refugees/FDMNs on host communities. This is reflected in the various annual versions of the Joint Response Plan (JRP) for the Rohingya Humanitarian Crisis.² The establishment of a programme for skills development will therefore serve to support the sustainable return and reintegration of Rohingya refugees/FDMNs in Myanmar, including by:

- Ensuring clear links between activities and skills in the camps to those in the Rakhine State, Myanmar; hence focusing on portable skills aimed at capacitating Rohingya refugees/FDMNs for voluntary and sustainable return to Myanmar.
- Providing Rohingya refugees/FDMNs with meaningful ways to remain engaged while in exile to help mitigate different risks.
- Further supporting and capacitating vulnerable host community members who have been affected by hosting refugees/FDMNs for several years.
- Continuing UN engagement with Myanmar authorities for recognition of skills development and capacity building activities for Rohingya Refugees/FDMNs in Bangladesh.

The National Task Force (NTF) on Forcibly Displaced Myanmar Nationals (FDMNs), chaired by the Foreign Secretary of Bangladesh, agreed to permit skills and capacity development activities for Rohingya refugees/FDMNs and affected host community members, as well as provision of education to Rohingya children in the Myanmar curriculum by humanitarian actors.

Following the signing of the Memorandum of Understanding on UN engagement on Bhasan Char in October 2021, the UN will support the Government of Bangladesh in facilitating, skills and capacity building opportunities, and trade training activities on the island. Existing activities will be complemented by livelihood activities, where possible. This will include the opportunity for modest financial compensation, within parameters agreed with the Government of Bangladesh. Existing activities on the island, including fishing, livestock rearing, and gardening will be strengthened on the basis of coordinated planning and delivery among actors. Activities will be commensurate with opportunities available in Rakhine State and humanitarian actors will work towards better preparing Rohingya for their sustainable return and reintegration in Myanmar.

As part of this effort, a Skills Development Framework has been developed. This framework covers two distinct target groups—Rohingya refugees/FDMNs and host communities- and allows for independent implementation of the programs in a parallel manner. It will guide efforts to streamline the various activities, existing and planned, in Cox’s Bazar and Bhasan

¹The Government of Bangladesh refers to the Rohingya community in Bangladesh as “Forcibly Displaced Myanmar Nationals (FDMN).” The United Nations (UN) system refers to this population as Rohingya refugees, in line with the applicable international framework.

² <https://www.humanitarianresponse.info/en/operations/bangladesh/document/2021-joint-response-plan-rohingya-humanitarian-crisis-may-2021>

Char while considering the specificities of the two locations, and, in regard to Cox's Bazar, the two distinct communities involved (Rohingya refugees/FDMNs and host communities). The framework recognizes the Government's policies and priorities, based on voluntary repatriation to Myanmar as the primary solution for the Rohingya refugee/FDMN population. This is aligned with the Rohingyas' wish to return to their home country.

Situation Overview

Cox's Bazar District is home to a total Bangladeshi population of over 2.6 million³. The situation has been compounded by the significant population increase following the Rohingya refugee influx and the birth of children inside the camps, which has adversely affected existing infrastructure, resources and the local economy⁴, including the food security and nutrition situation in some areas, and stretched the capacities of local governance institutions and civil servants, resulting in constraints on the delivery of public services.

In the district of Cox's Bazar, in response to the increase in the demand for products and services, and driven by the growing tourism industry, additional investments have been made in infrastructure and expansion of local markets, which has resulted in increased job opportunities. However, the high unemployment rate among the workforce in the host community, particularly the youth and women, remains of serious concern. Investment in skills development, entrepreneurship promotion and linking businesses for the host community are critical in addressing poverty in the district.

Objectives of Skills Development Framework

Skills development initiatives for Rohingya refugees/FDMNs and host communities will be implemented with a view to achieving the following overarching objectives:

- Support Rohingya refugees/FDMNs to build capacity by developing skills which are portable, commensurate with livelihood opportunities in Rakhine State and in support of their voluntary return and sustainable reintegration in Myanmar.
- Support the application and practice of acquired skills and capacities to mitigate challenges in the camps and on Bhasan Char.
- Strengthen the institutional capacities of existing skills training institutions for the host community members to be able to roll out market-driven, quality occupational, entrepreneurial, and business managerial skills enabling them to capitalize on the emerging employment and entrepreneurship opportunities in the district.

Overview of Skills Development Approaches and Activities

For Rohingya Refugees/FDMNs:

To prepare Rohingya refugees/FDMNs for repatriation to Myanmar, the context and situation in Rakhine State has been reflected in the development of this Framework. According to the GoB-UNHCR Joint Registration exercise, the three primary occupations held by the Rohingya in Rakhine State before fleeing to Bangladesh include domestic work, agriculture, and community work.

³ Bangladesh Bureau of Statistics Population Census 2011, with World Bank 2017 projections.

⁴ UNDP, 2018. Impacts of the Rohingya Refugee Influx on Host Communities.

<https://reliefweb.int/sites/reliefweb.int/files/resources/Impacts%20of%20the%20Rohingya%20Refugee%20Influx%20on%20Host%20Communities.pdf>

Considering the differences in location, topography, population density, environmental threats and susceptibility to natural hazards the types of skill development initiatives offered in Cox's Bazar and Bhasan Char will vary. As such activities may include the following:

A. For Cox's Bazar Rohingya refugee/FDMN camps

Agricultural activities:

- Kitchen and homestead gardening
- Chicken and turkey rearing at household level integrated with an animal health component to prevent the outbreak of disease
- Integrated farming system (fishpond culture and vegetable production)
- Climate smart agriculture

Core skills training:

- Literacy and numeracy under informal learning and the Myanmar Curriculum Pilot

Training:

- Electric maintenance
- Plumbing/maintenance of WASH infrastructure
- Weaving, knitting, , and repairing household items that can be used in the camps (such as COVID-19 masks and sanitary napkins)
- Tailoring
- Hairdressing/barbering
- Jute products
- Plastic recycling
- Repairing of gas-stoves and solar panels
- Production of liquid and solid soap, handwashing liquid etc.
- Production of toilet cleaning liquid (e.g. Harpic)
- Production of dairy products (butter, cheese, yogurt)

Financial and digital literacy:

- Basic digital skills

B. For Bhasan Char Rohingya refugee/FDMN project

Agricultural activities:

- Kitchen and homestead gardening
- Improving the use of seed and soil fertility
- Skills to cultivate and harvest fruits, crops, and spices
- Buffalo and lamb farming
- Crab cultivation
- Bio-flock fish cultivation
- Integrated farming (within the same place e.g. fish, vegetables, fruits, duck and chicken production)
- Fruit gardening (e.g. banana, papaya)
- Production of bakery items
- Production of dairy products (e.g. butter, cheese, yogurt)
- Animal husbandry

- Mushroom cultivation
- Salt cultivation
- Chicken and duck farming

Core skills training:

Literacy and numeracy under informal learning and the Myanmar Curriculum Pilot

Training

- Electric maintenance
- Plumbing/maintenance of WASH infrastructure
- Masonry and carpentry
- Weaving, knitting, and repairing household items that can be used in the camps (such as COVID-19 masks and sanitary napkins)
- Tailoring
- Hairdressing/barbering
- Jute and bamboo products
- Plastic recycling
- Repairing of gas-stoves and solar panels
- Production of liquid and solid soap, handwashing liquid etc.

With a view to the sustainable reintegration of the Rohingya in Myanmar, the UN may issue proof of competencies, as recognized by industries in Myanmar, in order to help improve the employability of Rohingya in Myanmar. The format and text of that document will be finalized in consultation with the Government of Bangladesh.

The data of Rohingya refugees/FDMNs participating in skill development and other competency improving activities under this Framework will be exchanged between, and jointly owned by, the Government of Bangladesh and UNHCR in hard copy and electronic format. The Government and UNHCR will act as custodians of all personal data. UNHCR will consolidate and securely host the data on its servers and maintain and continuously update to incorporate new information as it arises. The electronic format may be in a generic database application, Extensible Markup Language (XML) or a spreadsheet will be submitted by UNHCR to the Government on a monthly basis. No data of host community participants under this Skill Development Framework will be added to the UNHCR database. These data will be maintained and used by GOB authorities as and when required.

The Skill Development Framework will allow implementing agencies/INGOs/NGOs to contribute allowances to Rohingya refugees/FDMNs participating in projects preferably through e-vouchers, within parameters agreed with the Government.

For the Host Community:

To ensure the market relevance of skills training programs, skills and training needs of the labor market will be systematically assessed and validated. The results will be the basis for the development of training programs.

For the host community, this Framework is aligned with the National Skills Development Policy and aims at developing more sustainable employment and entrepreneurship-oriented skills which are recognized, certified and market-driven. This will be done by 1) leveraging

employment potential in the high growth economic sectors 2) building employability of the local people through market-driven skills training and entrepreneurship support services:

- **Vocational skills training** following the National Technical and Vocational Qualifications Framework (NTVQF), on quality assured and market-responsive trades and occupations will be promoted for the host community. For this, skills training institutions will be established as required and supported to develop training curricula and materials responding to the current need of skills.
- **Gender-targeted non-traditional occupations and livelihood courses** to allow greater participation of women. These courses will be offered on the basis of the skills need assessments in the district.
- **Developing institutional mechanisms and capacities for re-skilling** and re-tooling of existing workers working in a variety of sectors in partnership with the private sector.
- **Skills development for youths and adolescents with focus on** expertise including digital and financial expertise, communication and networking skills, problem solving skills, personality development.
- **Capacity building of skills training providers**, including teachers, skills assessors, business development providers, and private sector organizations such as industry-skills councils and chambers of commerce to support the development of businesses and market-driven skills.
- **Capacity building of district line agencies** to build on existing skills development programmes for host communities in Cox's Bazar including in management of formal and workplace-based skills training aligned to the Bangladesh National Qualification Framework (BNQF), Labour Market Information System (LMIS) and employment support services.
- **Entrepreneurship and business development programs** to strengthen the overall market systems of the high growth economic sectors in the district, entrepreneurial opportunity mapping and entrepreneurship ecosystem development with relevant sectors.

Areas to be covered under this framework for the host community may include:

- Establish nursing training center from where training on caregiver, midwifery, long term Nursing courses will be carried out.
- Medical Assistant Training School (MAT school)
- Digital and financial literacy
- Communication and networking skills
- Freelancing (data entry, software development)
- Electric and electronic training
- Production of dairy products (e.g., butter, cheese, yoghurt)
- Course on tourism and hospitality management
- Bio-floc fish cultivation
- Any other trade a needed.

21 August 2022

Guidance on the Engagement of Volunteers for the Rohingya Refugee/FDMN Camps

A. Objective

Volunteers are Rohingya refugees/ Forcibly Displaced Myanmar Nationals (FDMN)¹ or Bangladeshi nationals engaged in the refugee response to achieve specific operational objectives. They are critical to the functioning of the camps through the implementation of a variety of critical services in Cox's Bazar and Bhasan Char Rohingya refugee/FDMN camps.

This document aims to provide guidelines for:

- a. The engagement of Rohingya refugee/FDMN and Bangladeshi volunteers;
- b. The stipend structure for volunteers;²
- c. Volunteer-related data-sharing between the humanitarian actors and the Office of the Refugee Relief and Repatriation Commissioner (RRRC).

B. Engagement of Volunteers

- Terms of Reference (TOR): Volunteers can be recruited by any humanitarian organization that is participating in the Rohingya response in Cox's Bazar and Bhasan Char camps. The recruitment shall be made based on the considerations noted in this document. If a Camp-in-Charge (CiC) has any concerns about the recruitment or continued engagement of a volunteer, the issue will be addressed with the RRRC and Inter-Sector Coordinator Group (ISCG) or concerned NGO/INGO. Their work will be limited to activities in the camps only. Each position will have a clear TOR. Volunteers cannot deviate from the role defined in the TOR.
- Duration of engagement: Each volunteer will be engaged for a maximum of eight hours per day, and 22 days per month. There may be exceptions to this duration of engagement, depending on exigencies (e.g., emergency responses).
- Nationality: Both Rohingya refugees/FDMNs and Bangladeshis can be engaged as volunteers. Bangladeshi volunteers can comprise of around 25% of all volunteers at any given time. Exceptions can be made by the RRRC in consultation with the ISCG.
- Gender and Inclusion: Where possible, safe and culturally appropriate numbers of men and women volunteers will be engaged.
- Number per Household: No household will have more than one member engaged as volunteers at any time. Exceptions may be made where specialized skills/education/training are needed.
- Number of Volunteers: If there are any concerns by the Office of the RRRC on the number of volunteers recruited, this matter will be addressed between the Office of the RRRC and the ISCG.

¹ The Government of Bangladesh refers to the Rohingya community in Bangladesh as 'Forcibly Displaced Myanmar Nationals (FDMN).' The United Nations (UN) system refers to this population as Rohingya refugees, in line with the applicable international framework.

² This guidance does not cover other incentive-based activities that are selected based on specific criteria (primarily vulnerability) with the objective of providing critical short-term work opportunities for households that are otherwise unable to sustain themselves.

- Declaration: All volunteers will sign a declaration acknowledging their commitments when carrying out their role in line with the TOR. Engagement of volunteers will be in line with child safeguarding procedures and the Code of Conduct for volunteers.
- Suspension/Cessation of volunteer agreement: A volunteer agreement may be terminated at the end of the agreement, or if the volunteer violates any of the conditions of the Declaration, the Law, and Government policies related to refugees.

C. Stipends

Volunteers' roles are categorized as (a) unskilled volunteers and (b) semi-skilled volunteers or (c) skilled volunteers. Humanitarian organizations will follow the stipend rates outlined below.

Category	Type of function	Examples of functions	Monthly Stipend	Daily Stipend (when provided on a daily basis)
Unskilled	Basic functions that require an orientation or on-the-job (OTJ) training of up to one week.	Cleaners, Security/ Night Guards, Roles related to waste management services (cleaning, desludging, wastewater treatment)	BDT 8,000	BDT 363.64
Semi-Skilled	Functions with specific prerequisites/skills and complete OTJ training of up to 2 months.	Community Support Assistants/Mobilizer, Health Assistants, Facility Support Assistants, Junior Assistant Teachers, Early Childhood Development (ECD) facilitators	BDT 10,000	BDT 454.55
Skilled	Level 1: Volunteers with at least basic literacy and more than 2 months of OTJ training.	Field Assistants, Community Health Care Providers, Assistant Teachers	BDT 13,000	BDT 590.91
	Level 2: Volunteers with supervisory roles, literacy, and more than 2 months of OTJ training.	Field Supervisors, Head teachers, Master Trainers	BDT 15,000	BDT 681.82

- Additionally Bangladeshi volunteers will receive BDT 2,000 per month (or BDT 90.91 per day) as transportation and tiffin allowance.
- A volunteer cannot work for more than one organization at a time.
- During the on-the-job training period, the volunteers will receive a stipend following the immediately lower skill category as shown in the above table.

The Office of the RRRC will monitor the compliance of all agencies with the policy, including the stipend scale.

Inclusion of New Volunteer Roles

The request to introduce a new volunteer role must be channeled through the respective Sector/WG Coordinator through the ISCG and endorsed by the Government of Bangladesh (RRRC).

D. Volunteer Data

The UN Refugee Agency (UNHCR) will maintain a consolidated database of the Rohingya refugees/FDMN volunteers engaged in the Rohingya refugee response in Cox's Bazar and Bhasan Char. Rohingya refugee/FDMN volunteer data will be linked to the joint Government of Bangladesh/UNHCR ProGres database³. Bangladeshi volunteers' data will be maintained separately by the Office of the RRRC, linked to the national identity card of each volunteer.

UNHCR will update the database on a quarterly basis and share all information of the Rohingya Refugees/FDMNs and Host Community volunteers with the Office of the RRRC/Government of Bangladesh and the Office of the RRRC will have online access and printable aggregate reports generating option to the database.

Rohingya refugee/FDMN volunteers	Bangladeshi volunteers
Name of volunteer	Name of volunteer
Registration number of volunteer (Refugees)	National Identity Card (Bangladesh)
Address of volunteer Camps in Bangladesh	Address of volunteer
Role of volunteer	Role of volunteer
Hiring organization	Hiring organization
Category of volunteer (unskilled/ semi-skilled/skilled)	Category of volunteer (unskilled/ semi-skilled/skilled)
Start and end date of engagement	Start and end date of engagement

Sharing of this information may be undertaken immediately, as soon as the system for sharing of consolidated data has been designed and implemented.

Data Protection

Global Data Protection protocols are applicable when sharing data between humanitarian actors and any Government. Based on the Memorandum of Understanding between UNHCR and the Government of Bangladesh on data sharing, an exchange of letters between the Office of the RRRC and UNHCR/ISCG will be drafted to elaborate the following:

- The type of data and manner in which it is shared.
- The designation of Government officials that will have access to this data.
- The rationale and specific purposes for data sharing.

³ The Joint Government-UNHCR database containing the basic bio data of Rohingya refugees.

- The organizational and technical measures taken by UNHCR and the Office of the RRRC to protect the confidentiality, integrity, availability and security of the data.
- Assurance that the data will not be shared with any third party or country, including the country of origin of refugees, unless signed consent by the concerned individual has been received.
- Measures for reporting on and resolving allegations of data breach.

21 August 2022