



Women's Leadership at National and Sub-national level in Public Sector Validation Workshop-Organized by UN DESA

National Commission for Women and Children
Bhutan

December 8, 2022



Presentation Outline

- Background- Situation of gender gaps
- Institutional Mechanism
- Progress
- Priorities



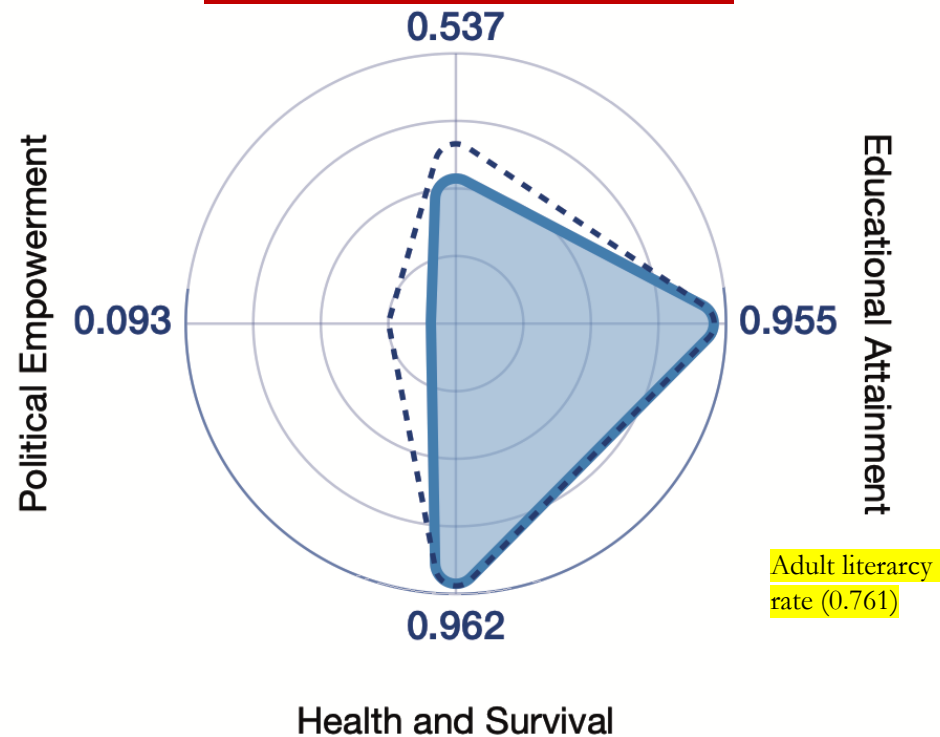
1. Background- Situation

Gender gap index

- Gender Gap Index 2022
- Score- 0.637
- Rank- 126th out of 146 countries
- Gender Gap Index 2021
- Score- 0.639
- Rank- 130th out of 156 countries

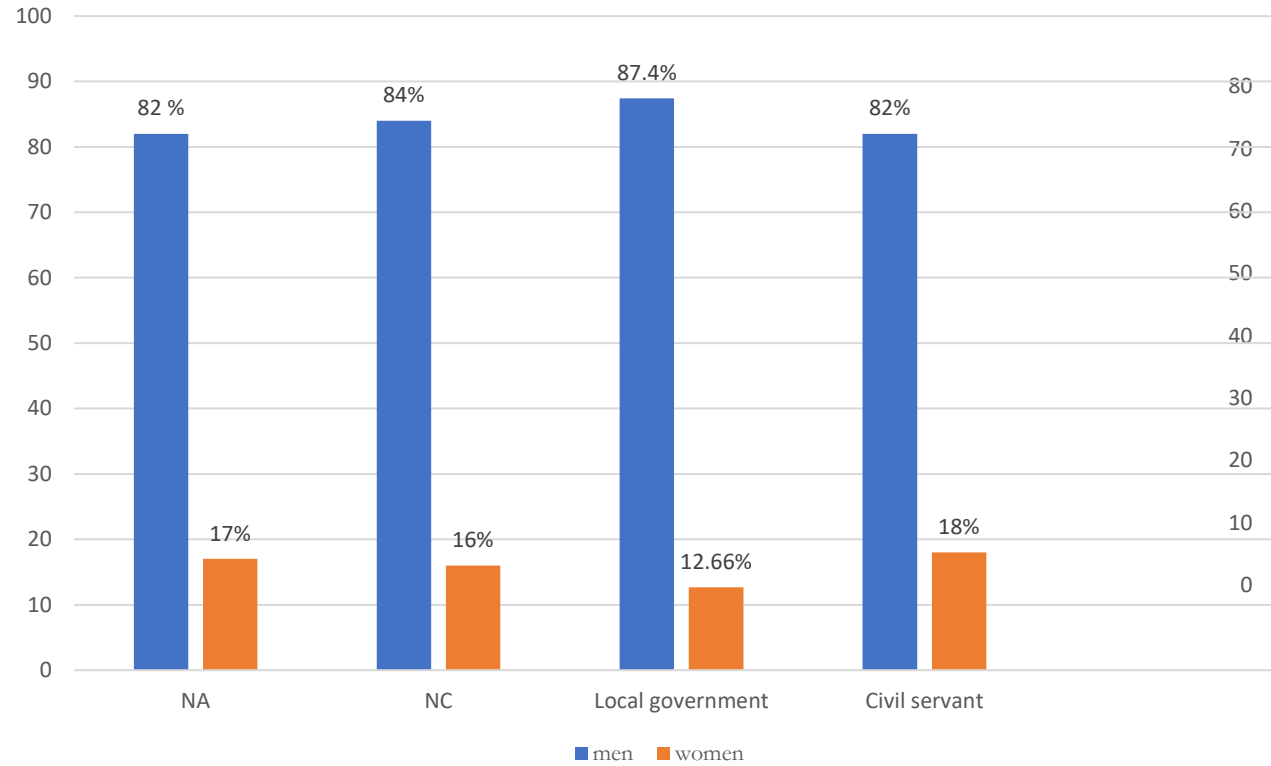
Economic Participation and Opportunity

% in decision making (0.22)

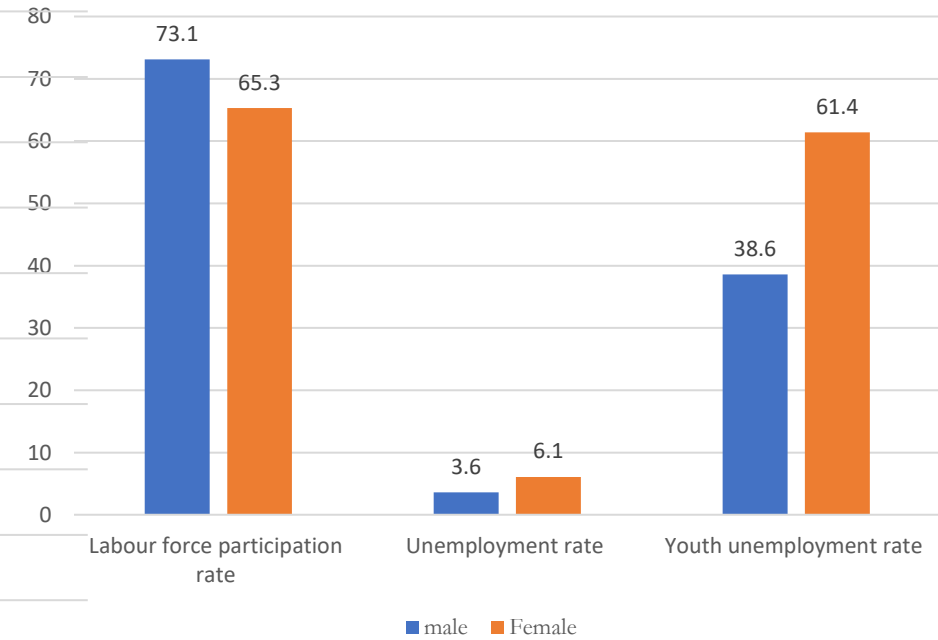




Women's representation in decision making



Employment

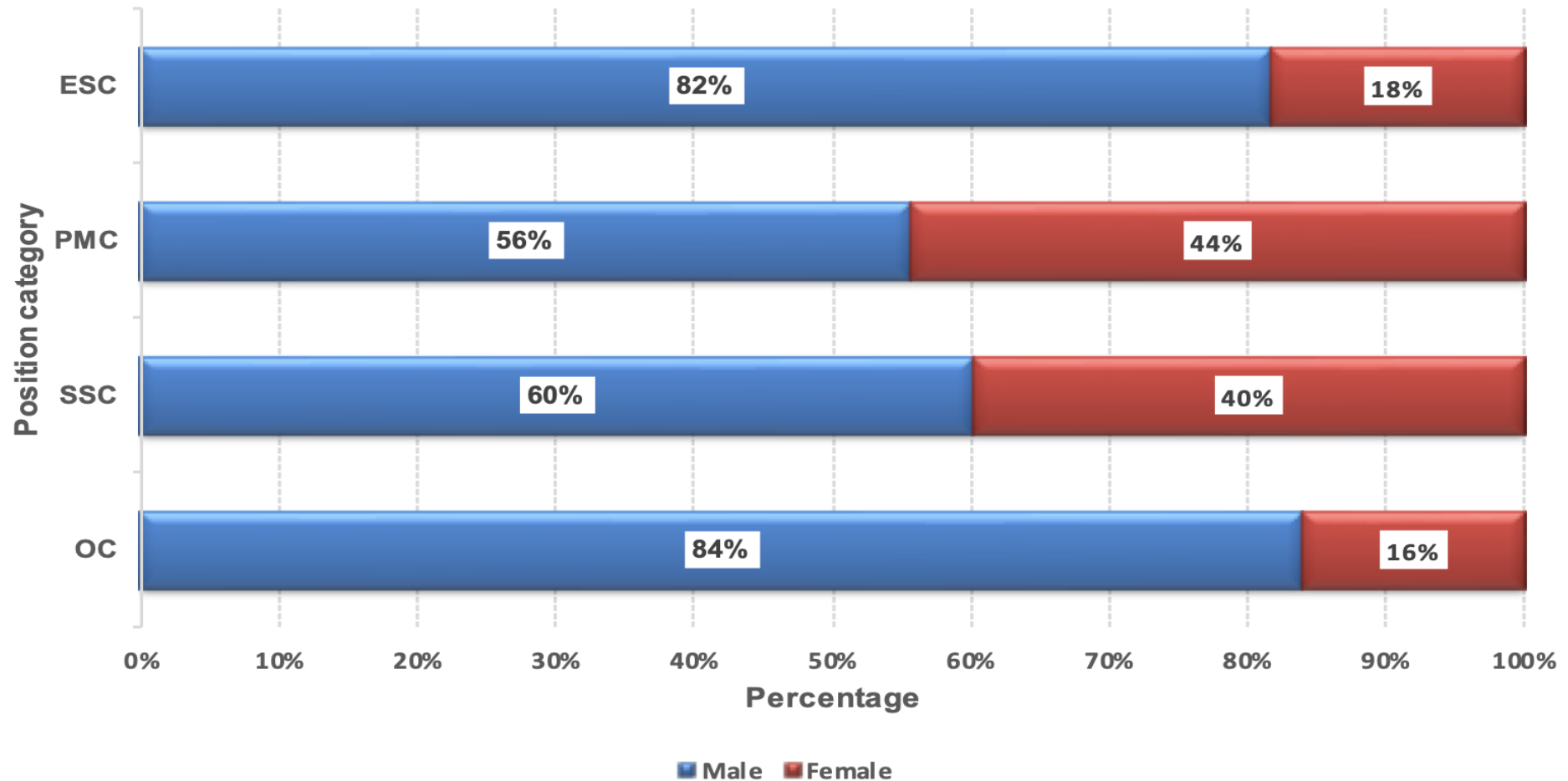




Women's representation in civil servant



Women's representation by position level

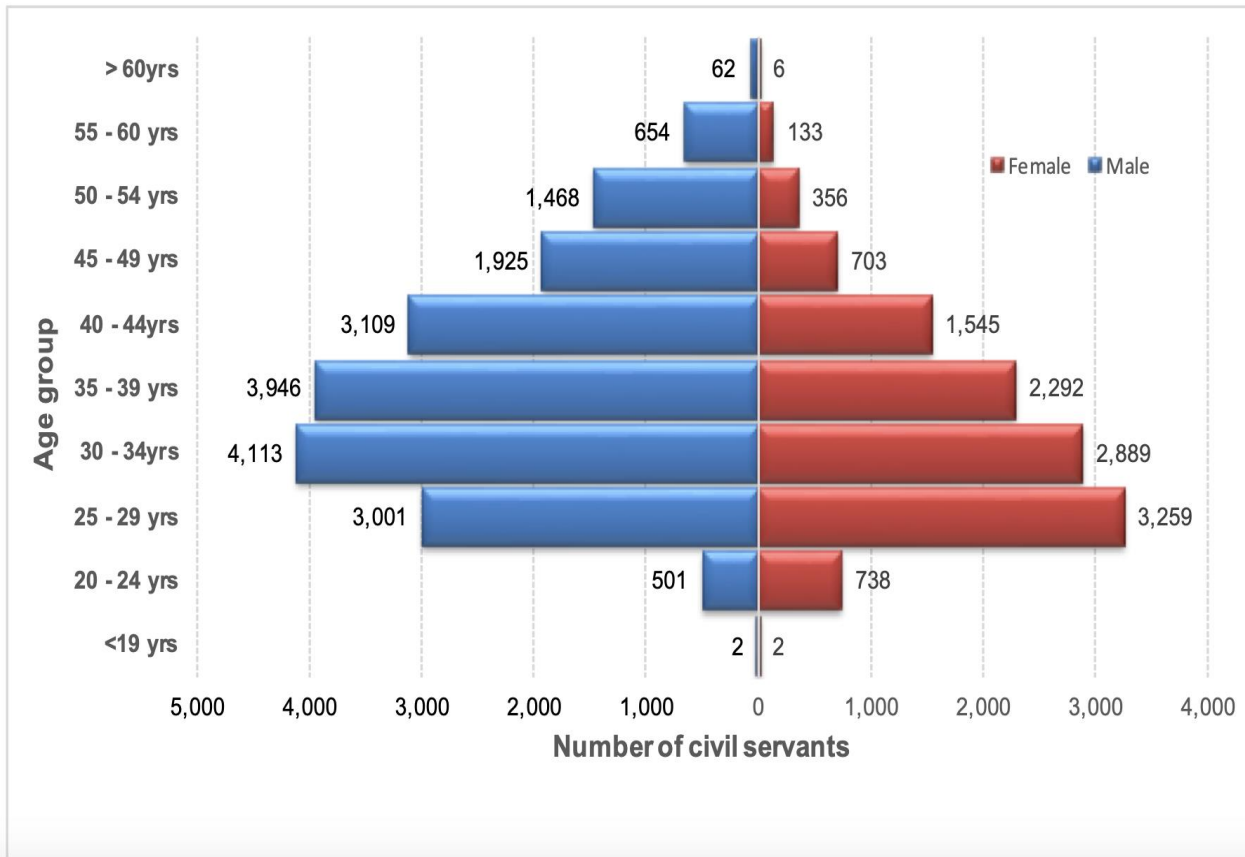




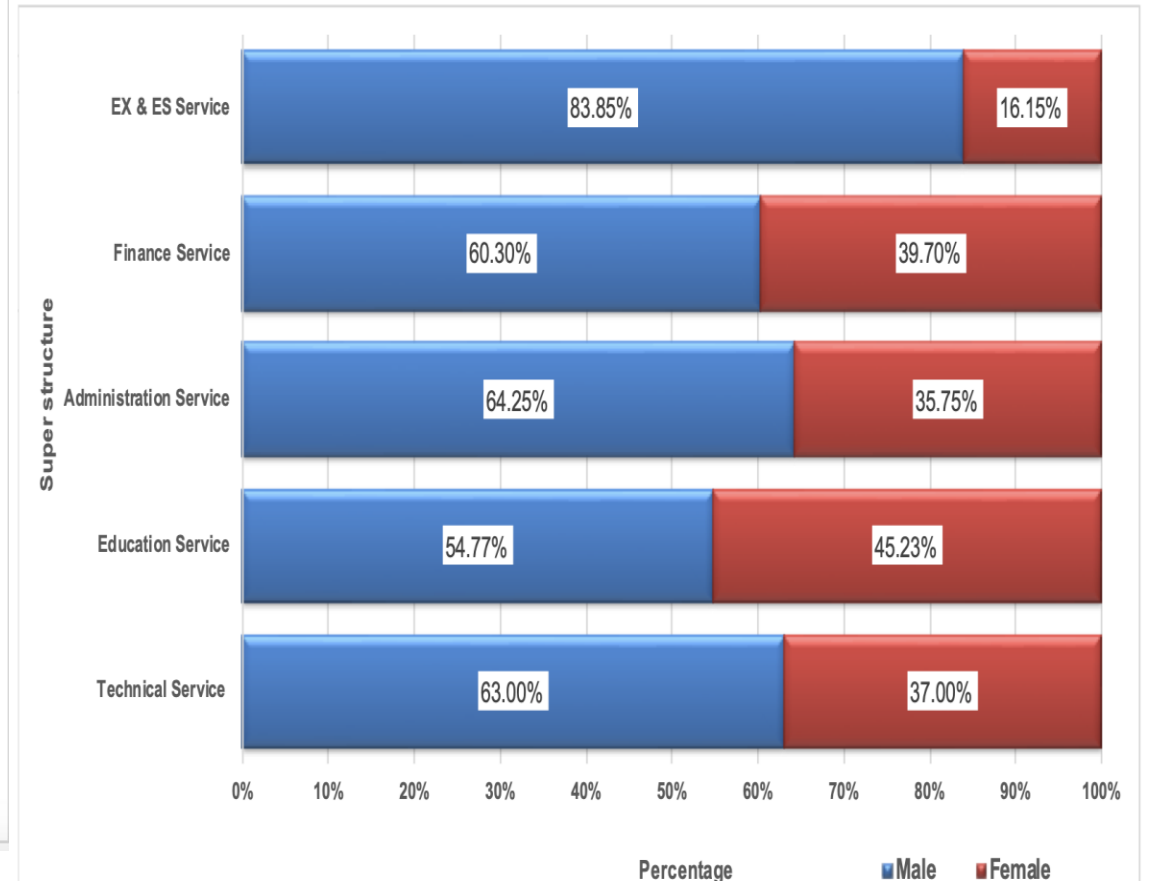
Women's representation in civil servant



Women's representation by age

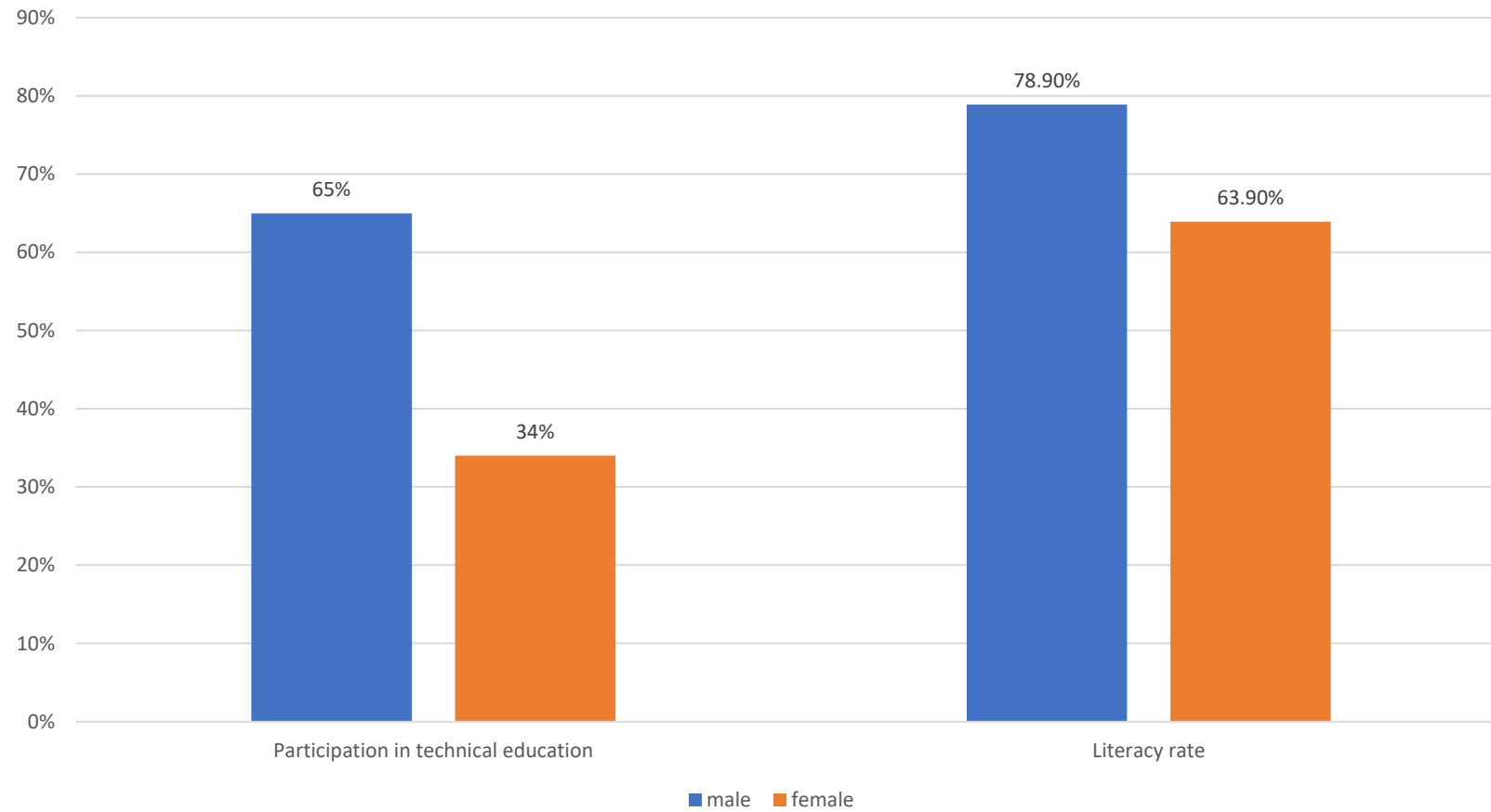


Women's representation within super-structure



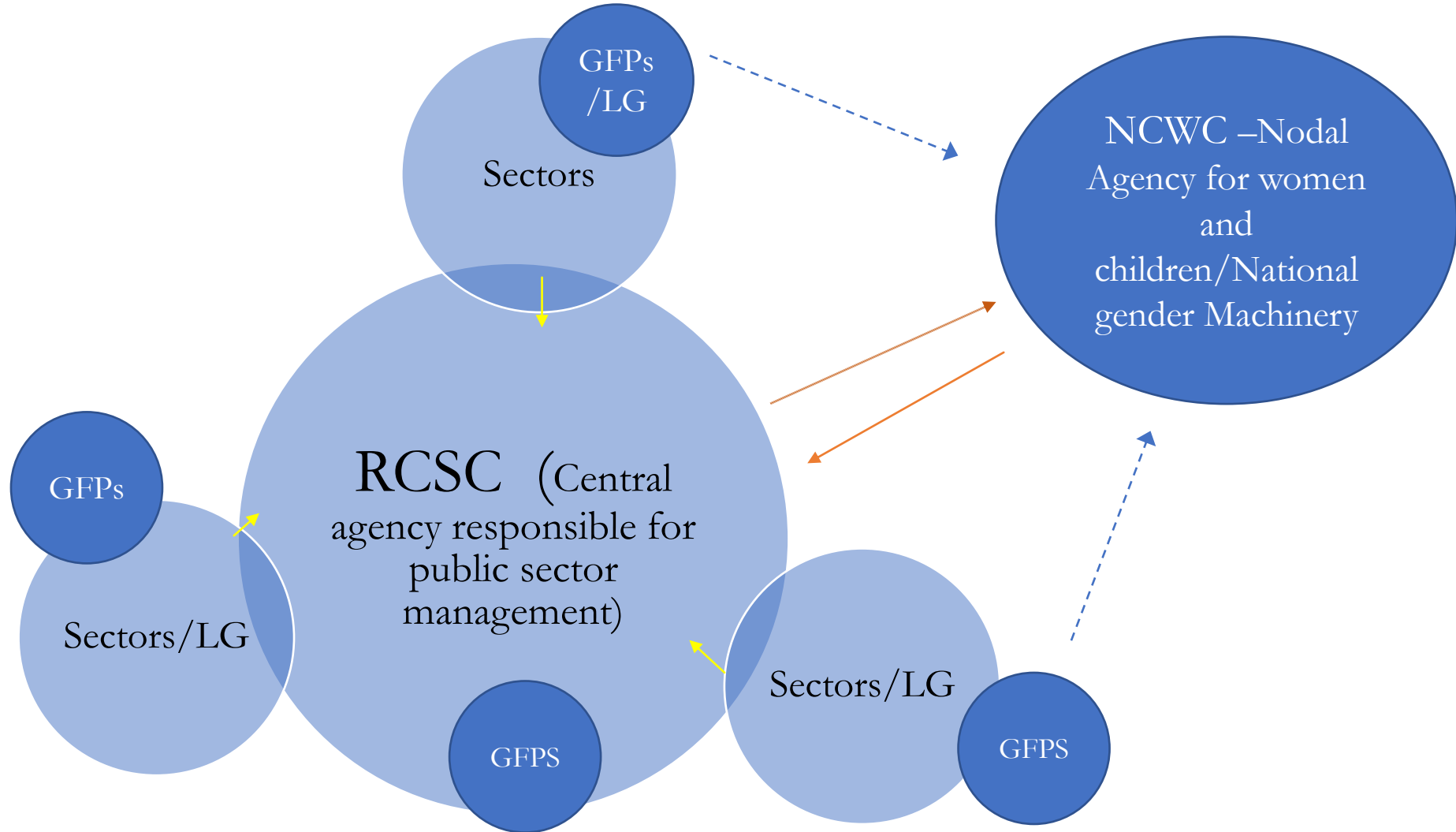


Education





Institutional Mechanism





Policies and initiatives to increase women's participation in public service



Policies and plans

National Gender Equality Policy 2020

National Plan of Action on Gender 2008-2013

National of Action on Gender Equality

Interventions

Gender Equality Strategy for Enhancing Women Leadership 2018-2023

Study on women's participation in civil service and private sector 2014

Review of policy related to public offices, 2015



Policies and initiatives to increase women's participation in public service



Increase in paid maternity leave from three months to six and paternity leave from five working days to 10 working days

Establishment of creche facilities at workplace- 27

Mechanisms to address harassment at workplace, including awareness

Capacity building of women leaders



Priorities



National Gender Equality provides overall policy directives to narrow gender gap in formal employment and decision making in particular.

Priority: Implementation of the NGEF, NPAGE and the Gender Equality Strategy for Enhancing Women's Leadership in Civil Service

Strategies:

Multi-pronged strategies/approach- 1. Mainstreaming in HR policies, 2. Targeted/affirmative interventions and focus on gender transformative actions

Specific strategies and actions

1. Achieving a supportive and enabling environment:

- Work-life balance
- Support for child care
- Address gender based discrimination and sexual harassment



Priorities



2. Stepping up capacities and aspirations

- Integration of gender capacity building into the mainstream training institute activities and curricula
- Role models
- Mentoring- Mid and low-level officers

3. Gender balance in decision making

- Balanced representation in important committees, decision making bodies
- Orientation of senior public servants on gender

4. Gender Responsive HR plans and policies

- Data collection and use
- Internal action plans to promote women's leadership and participation

Monitoring and evaluation

- Periodic monitoring of interventions by the sectors and evaluation to assess impact of the interventions



Thank you