



United Nations

Department of
Economic and
Social Affairs



Regional Workshop

“Promoting the presence and leadership of women within public institutions at the national and local levels in Asia and the Pacific”

22-25 April 2024

Tashi Namgyal

Member Secretary to the National Commission for Women and Children.

Director of Department of Education Programmes

Ministry of Education and Skills Development

Royal Government of Bhutan



Institutional and Policy Commitments on Women Leadership

National Machinery – History.

1981 – National Women’s Association of Bhutan (NWAB)
2004 – Women and Child Unit under Ministry of Health.
2008 – National Commission for Women and Children.
2023 – Secretariat placed under Ministry of Education and Skills Development.

Legal and Policy Frameworks.

1. Constitution of Bhutan, 2008.
2. International Treaties
3. SDG 5 and 16
4. National Plan of Action for Gender Equality since 10th FYP starting from 2009.
5. National Gender Equality Policy 2020.

Structural Architecture and Networks

1. National Commission for Women and Children.
2. Dzongkhag/Thromde Women and Child Committee.
3. Gender and Child Focal Points.
4. Gender Expert Groups
5. Bhutan Women’s Parliamentary Caucus
6. CSOs/NGOs

Strategies

1. Legislation/Policy design and development.
2. Research and Publications.
3. Education and Promotion.
4. Advocacy and Sensitization.
5. Capacity Development.
6. Networking and Collaboration - RCSC



Lessons learned on promoting gender equality in public institution leadership



Factors that contributed to progressive increase in women's representation:

1. The National Machinery – NCWC.
2. Strong partnership with RCSC.
3. Concerted and focused effort through NPAGE 2018-23
4. Education
5. Awareness and Sensitization.

Lessons:

1. Disparities at the national and sub-national levels.
2. Deficiencies in policies.
3. Ineffective monitoring and accountability fixing.



Challenges and Recommendations

Challenges

1. Burden of child care and family obligations.
2. Stereotypical perception around women's leadership capabilities, gender division of roles and gendered occupational segregation still exists.
3. Accountability mechanism on gender equality

Recommendations

1. Strengthen enabling environment for women to take up leadership positions.
2. Strengthen education and advocacy programs.
3. Strengthen accountability mechanisms for implementing gender equality.



Way forward for Action Plan (Immediate)

1. Review and revise the GEPA action plan (from the workshop, recent women in executive dialogue and recommendations from CEDAW Constructive Dialogue on the 10th Country Report)
2. Organize a national consultation workshop to disseminate the revised action plan (to forge partnership, and garner support/commitment to take the action plan forward).



Thank You