







Regional Workshop

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

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Bhutan Context:



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.

National Vitals/Info

- Global gender gap Index 2023 103rd from 126th in 2022 (146 countries)
- 2. Gender parity achieved in school education and enrollment in tertiary education increased from 46% in 2019 to 49% in 2022.
- 3. (81%) Domination in King's Scholarship and higher undergraduate scholarship recepients (RCSC).
- 4. 3 of the 10 government secretaries are women 50% and leadership of Committee of Coordinating Secretaries are women.
- 5. Women in leadership and decision making levels in Civil Service 20.4% (2022)



Institutional and Policy Commitments on Women Leadership



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Legal and Policy Frameworks.

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

Structural Architecture and Networks

- National Commission for Women and Children.
- 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

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



Lessons learned on promoting gender equality in public institution leadership

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

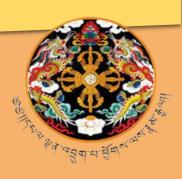
- 1. The National Machinery NCWC.
- 2. Strong partnership with RCSC.
- 3. Concerted and focused effort through NPAGE 2018-23
- 4. Education
- 5. Awareness and Sensitization.

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