

**Day 3:**

**GEPA Action Plan (BHUTAN)**

**Evidence and Data Based Analysis**

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No.	ACTION	INDICATOR	MEANS OF VERIFICATION	TIMEFRAME	RESOURCES REQUIRED	RESPONSIBLE AGENCY	REQUIRED BUT MISSING CAPACITIES
<b>III</b>	<b>EVIDENCE AND DATA-BASED ANALYSIS</b>						
1	Improve the civil service statistics with gender disaggregated data on distribution of civil servants by agencies and positions at the local level.	Systematic collection, use and analysis of sex-disaggregated data in place	<ul style="list-style-type: none"> <li>• Civil service statics and annual reports</li> </ul>	2025-2028	<ul style="list-style-type: none"> <li>• Financial resources</li> <li>• Human Resources</li> <li>• Technical support</li> </ul>	<ul style="list-style-type: none"> <li>• RCSC</li> <li>• NCWC</li> <li>• Agencies</li> </ul>	
2	Implement civil service Gender Equality Monitoring System (GEMS)	Gender equality data presented through GEMS	<ul style="list-style-type: none"> <li>• RCSC report</li> <li>• NCWC report</li> </ul>	2026-2029	<ul style="list-style-type: none"> <li>• Financial resources</li> <li>• Human Resources</li> <li>• Technical support</li> </ul>	RCSC and NCWC	
3	Integrate gender equality measures in the Government Performance Monitoring System (GPMS).	Gender equality targets and achievement measures in the GPMS	Cabinet/PMO report	2026-2029	<ul style="list-style-type: none"> <li>• Financial resources</li> <li>• Human Resources</li> <li>• Technical support</li> </ul>	<ul style="list-style-type: none"> <li>• NCWC</li> <li>• PMO</li> <li>• Agencies</li> </ul>	

4	Publish and use Gender Sensitive Indicator Handbook.	No. of gender sensitive handbook	NCWC report	2027-2029	Human & Financial resources	<ul style="list-style-type: none"> <li>• NCWC</li> <li>• Agencies</li> </ul>	
5	Submit statistical data on sex discrimination in the workplace on annual basis	No. of reports on sexual discrimination issues	<ul style="list-style-type: none"> <li>• RCSC and NCWC reports</li> <li>• Annual agency reports</li> <li>• Media reports</li> </ul>	2026-2029	Human & Financial resources	<ul style="list-style-type: none"> <li>• RCSC</li> <li>• Agencies</li> </ul>	
6	Data sharing within institutions and agencies	No. of Bi-lateral and Multilateral Coordination Meetings (bi-annual)	Program Report	2024-2029	Financial resources	NCWC/RCSC/ Respective Agency	
7	Capacity building on data analysis	No. of PA trained on data analysis	Program Report	2024-2029	Human & Financial resources	<ul style="list-style-type: none"> <li>• NCWC and NSB</li> <li>• Agencies</li> </ul>	
8	Carry out organisational climate survey on gender	Gender gaps and gender related issues identified through the annual organisational climate survey report	Organisational climate survey report of agencies	2025-2029	Human & Financial resources	<ul style="list-style-type: none"> <li>• RCSC and NCWC</li> <li>• Agencies</li> </ul>	
9	Strengthen gender analysis practice to track and report	<ul style="list-style-type: none"> <li>• Availability of gender disaggregated data in RCSC</li> </ul>	<ul style="list-style-type: none"> <li>• RCSC report</li> <li>• NCWC report</li> <li>• Agency report</li> </ul>	2026-2029	<ul style="list-style-type: none"> <li>• Human resources</li> <li>• Financial resources</li> </ul>	<ul style="list-style-type: none"> <li>• RCSC and NCWC</li> <li>• Public administration agencies</li> </ul>	

	gender equality data.	<ul style="list-style-type: none"> <li>• Availability of gender disaggregated data in agencies</li> </ul>			<ul style="list-style-type: none"> <li>• Technical support</li> </ul>		
10	Capture gender analysis and women impact in the HR auditing.	<ul style="list-style-type: none"> <li>• HR audit reports with gender analysis and recommendations</li> </ul>	<ul style="list-style-type: none"> <li>• RCSC report</li> </ul>	2025-2029	<ul style="list-style-type: none"> <li>• Human resources</li> <li>• Financial resources</li> </ul>	<ul style="list-style-type: none"> <li>• RCSC and NCWC</li> <li>• Public administration agencies</li> </ul>	