TERMS OF REFERENCE

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| --- | --- |
| Project | EuropeAid/139521/DH/SER/BT – Bhutan Technical Assistance Complementary Support project (EU TACS) |
| Role | Junior Non-Key Expert (JNKE):  A3.4 Development of 2020 Bhutan Gender Report – Focus on Renewable Natural resources (RNR) and Local Governments (BGR: RNR&LGs)- including:  Focus on Gender in LGs   * Development of a gender equality passport of indicators for women in (a) RNR and (b) LGs * Profile of women in RNR at local levels * Profile of women in local governments (LGs), and   The preparation for publication of BGR: RNR&LGs. |
| Start/ end date | Intermittent from 4 October to 31 November 2021  Total 30 working days (intermittent) |
| Inputs | A3.4 . Development of Bhutan Gender Report – Focus on RNR and Local Governments (BGR: RNR&LGs) |
| Travel | Travel to selected Dzongkhags and Gewogs – to be determined by MoAF and DLG |
| Supervision | Day to Day accountability will be to the Minsitry of Agriculture and Forests (MoAF); and for approval of outputs and reports (sunsequent to QA by DAI-EU-TACS).  Reporting to the TL-SKE-2 for technical matters (remotely when not in Bhutan).  Reporting to Senior Project Manager at BPV offices in Bhutan for local administrative and logistics matters; and collaborating with BPV to progress EU-TACS local governance project activity planning and monitoring  Reporting to Contract and Finance Officer at DAI, Brussels for all other contract related matters.  Regular liaison, in additon to MoAF, shall be undertaken by the JNKE with the Focal Points of the key stakeholders: (a) (already identified) focal point from DLG, (b) focal point (to be. Identified) NSB (c) - an *additional* focal point (to be identified) from the Agricultural Statistics Division of the NSB, (b) and (d) a focal point (to be identified). |
| Location | Mainly based in Thimphu with data gathering in selected Dzongkhags and Gewogs  When in Thimphu - based at MoAF Office, Thimphu, Bhutan, if this is the preference of MoAF; or a desk shall be available at Bhutan Philanthropy Ventures (BPV – DAI’s Partner in Bhutan); or otherwise the JNKE shall be based at their own office location in Thimphu. |

# BACKGROUND INFORMATION

## Beneficiary Country

Kingdom of Bhutan

## Contracting Authority

The EU-Bhutan TA Complementary Support Project (EU-TACS), Project Management Office, Thimphu.

## Country context

### Introduction: Poverty and Gender profiles

Bhutan is a small, land-locked and Least Developed Country (LDC) situated between two large neighbours, i.e. India and China. The total population is currently about 775,000 persons. Bhutan has a total land area of 38,394 km2 of which 72.5 per cent are covered by forest. The Multidimensional poverty rate has reduced significantly from 12.7 per cent in 2012 to 5.8 per cent in 2017, whereas the income poverty has reduced from 12 per cent in 2012 to 8.2 per cent in 2017. However, poverty still remains a rural phenomenon wherein 97 per cent of the poor reside in rural areas, where economic opportunities are limited. However, Covid-19 has had a dramatic impact on the economy, Gross Domestic product (GDP) growth was revised downward to - negative 2.1 per cent. From 2021, the Royal Government of Bhutan (RGoB) expects recovery with an estimated growth of 4.3 per cent, provided the pandemic situation improves and a vaccine is made available[[1]](#footnote-1) (and good progress has been made in terms of vaccination coverage[[2]](#footnote-2)).

Bhutan’s economy is traditionally based on agriculture and forestry which provide the main livelihood for more than 60 per cent of its population. Significantly, women are engaged in lower quality jobs with most (59.3%) engaged in agriculture sector, compared around one-third (34.2%) of men[[3]](#footnote-3). Bhutan has witnessed the “feminisation” of agriculture with a more substantial engagement in the sector - with 61.7 per cent of women engaged in the Renewable Natural Resources (RNR) sector [[4]](#footnote-4). This sector has been adversely affected over the last 10 years through witnessing recurrent extreme climate events including glacial lake outburst, flash floods, landslides, forest fires, droughts, drying of spring sheds, incidence of new pests and diseases, posing a threat to the country’s long-term economic prospects. Accordingly, Bhutan has identified SDG 13 – Climate Action as one of its core priorities under the ongoing 12th Five Year Plan (FYP).

Although Bhutan has well-established legislative and policy frameworks in place in relation to gender equality, Bhutan ranks 130 out of 156 in the Global Gender Gap Report 2021[[5]](#footnote-5), which uses indicators of political empowerment, health and survival, educational attainment and economic participation and opportunity to assess the extent of gender parity. Further, the UNDP *Gender Inequality Index* (GII)[[6]](#footnote-6) that reflects gender-based inequalities in three dimensions: reproductive health, empowerment, and economic activity found in that Bhutan’s GII in 2019 is 0.436, which ranks the country on position 99 of 162 countries. While there is gender parity in education (up till the secondary level), a decrease in maternal mortality, and an increase in women’s participation in society and work, there are still areas where gender inequalities persist such as unequal land ownership, women’s low representation in public and political institutions, and unequal participation beyond secondary education. Gender based-violence against women also remains one of the impediments to the realisation of gender equality and women’s empowerment. While Bhutan has made significant achievements to eliminate violence against women, studies revealed a high tolerance rate of violence against women with 61.8% of women themselves believing that it is acceptable for a man to hit his wife if he finds out that she has been unfaithful [[7]](#footnote-7).

Further, the Covid-19 crisis and the lockdowns imposed on the population seem to have aggravated the situation with media s indicating that the number of people experiencing gender-based violence increased by 53.5 percent in 2020[[8]](#footnote-8).

### Key defintions

The Royal Government of Bhutan (RGoB) through its National Gender Equality Policy[[9]](#footnote-9) (NGEP) (2019-2023) defines gender and gender equality as follows:

**Gender** refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/time- specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio- cultural context.

**Gender Equality** implies that the interests, needs and priorities of both women and men are taken into consideration, recognising the diversity of different groups of women and men. Gender equality is not solely a women’s issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development.

**Gender mainstreaming** is about moving gender equality and women’s rights from the margins of development to the mainstream, by explicitly analysing and addressing gender issues within policy planning, programmes and projects for example (in addition to complementing strategic projects for women and girls addressing specific gender gaps and promoting women’s and girls’ rights). The ultimate goal of gender mainstreaming is to achieve gender equality and is a process rather than an end in itself.

### Gender profile within Renewable Natural Resources sector

Women in general and women living in mountainous areas carry the double burden of agricultural work – farm work and livestock rearing, combined with domestic responsibilities. The frequent high levels of economic migration by male household members, has led to the “feminisation of agriculture” with women are often responsible for farming, including dealing with disasters as a consequence of climate change. Time-use studies and Gross National Happiness Commission (GNHC) surveys reveal that women work longer hours in the fields than men (ranging from 14-18 hours per day) and have less leisure time.

Also of concern is that domestic violence is prevalent in rural areas and affects women’s economic activities and their quality of life. The aforementioned study on Violence Against Women in Bhutanfound that about 30 per cent of women (aged 15-49) have experienced physical or emotional violence from an intimate partner, and 60 per cent have experienced controlling behaviour including economic abuse.

The RGoB’s 2020 Gender and Climate Change report’s response to the increasing feminisation of agriculturecalls for mainstreaming gender in the sector (and sub-sectors) as well as in designing and implementing climate actions. The study highlights the need to raise awareness and participation of both women and men in climate-smart and resilient agriculture initiatives. There is also an urgent need to empower and build the leadership of female farmers and to enhance their communication skills so as to strengthen their voice and decision making abilities in local governance and farming decisions. Targeted Climate Change mitigation and adaptation programmes, through Climate Smart Agriculture/Climate Resilient Agriculture, towards the needs and priorities of rural women and men to minimising the shocks induced by climate change are also recommended. From a policy perspective, gender needs to be mainstreamed with the MoAF’s plans, programmes and policies. This need for gender mainstreaming, awareness, and capacity development for increased participation and leadership also applies to the energy and waste sectors. Further the study goes on to highlight the urgent need for the systematic collection of sex-disaggregated data, development of gender-sensitive statistics and other information in design, planning, implementation, monitoring and evaluation of climate mitigation and adaptation efforts in all sectors and at all levels. Relatedly, the study recommends that steps are required to enhance women’s livelihoods and promote women-led green enterprises by ensuring their access to finance, including climate finance, insurance, technical training, and sustainable technologies, specifically in climate-related sectors such as agriculture, energy, transport and waste.

RGoB has made efforts to bring extension services closer to local communities which have benefited both women and men. MoAF has also aimed to increase the number of women extension workers and the participation of women farmers in training.The 2019-2023 NPAGE aims to reduce the vulnerability of women and girls to climate change and environmental degradation, and increase women’s role in climate change and environment decision-making. It focuses on implementing targeted measures to reduce climate change vulnerability, building the capacity of women and girls on climate change and environment decision making, integrating gender into environment and climate change policies, plans and programmes, and strengthening the collection and use of gender disaggregated data.

According to an ICIMOD report on farm mechanisation in Bhutan[[10]](#footnote-10), mountain agriculture is physically demanding and time consuming. Rural women, who mostly work as subsistence farmers while also performing domestic work and communal activities, often face a poverty trap, undermining their well-being. Despite increasing labour participation in this sector, women remain invisible as active players and agents of change. A range of new and inexpensive agriculture machinery, adapted to local conditions, could potentially enhance labour productivity, reduce work burden and drudgery, and enable women to gain new skills and knowledge that can transform rural gender relations and reduce inequalities. It could also allow them to shift from subsistence to more market-oriented farming. However, the extent to which these technologies are available, suitably introduced (by individual use or via extension services) or adopted by women farmers in the Bhutan is still not clear. A series of webinars were then facilitated by International Centre for Integrated Mountain Development (ICIMOD) in early 2021, the findings of which will be useful to this Gender report. They found that barriers that women farmers face in accessing agricultural mechanisation include: lack of customised machinery and equipment for women; limited access to finance; inadequate institutional support; restrictive gender norms that affect women’s participation in training, access finance and use technology; and little monitoring of the impact of technology.

The EUD’s 2021 Gender Country Profile presents an analysis of Bhutan’s key gender policies and strategies to inform the EUD’s implementation of its Gender Action Plan III (GAP III) and its key sectoral priorities within its (draft) 2021-2027 Multi Annual Indicative Programme (MIP) for Bhutan. It highlights the need for the RGoB to address gender equality issues and enact government commitments to address gender equality, including: gathering of data for informed policy development—beyond the household level; seek women’s views on development priorities and strategies; identify labour-saving technologies to reduce women’s work burden; investigate collective / commercial approaches to certain household tasks; promote mobile phones as an economic asset for women farmers; and focus om domestic violence prevention.

A gender equality diagnostic study carried out by the Asian Development Bank (ADB) in 2014[[11]](#footnote-11) provided a comprehensive analysis of eight sectors including agriculture and rural livelihoods. It found that that there is limited information available about women’s access to other productive resources (labour, extension, and finance). The National Plan of Action for Gender (explained below under Gender Machinery – institutional arrangements and key stakeholders) aims to increase the number of women extension workers and the participation of women farmers in training. Looking forward, the diagnostic study identified issues and opportunities to examine, including (1) the need for data for informed policy development—beyond the household (2) labour-saving technologies to reduce women’s work burden (3) Mobile phones as an economic asset for women farmers; and (4) domestic violence prevention.

Gender has been on RGoB’s policy agenda for over a decade: the Renewable Natural Resource (RNR) Research Policy of Bhutan, 2011, acknowledges the international Convention including the Committee on the Elimination of Discrimination against Women (CEDAW) and Convention on the Rights of Child (CRC). The policy therefore seeks to ensure the needs of women are addressed and the participation of women in RNR research and decision making.

### Representation of women

#### Political representation

Girls’ enrolment at the tertiary level has also improved from 35 percent in 2005 to about 46 percent in 2018 with gender parity at 0.82. Maternal mortality rate has dropped from 255 in 2000 to 89 per 100,000 in 2017[[12]](#footnote-12).

Despite the achievement of gender parity at the primary level, the gender parity in tertiary education remain a challenge whereby the female enrolment continues to be lower with 85 girls for every 100 boys. Similarly, female enrolment in Science, Technology, Engineering and Maths (STEM) subjects and vocational education is low compared to males. Structural inequality is also apparent in the labour market. While the total labour force participation rate increased from 60.4 per cent in 2005 to 63.3 per cent in 2017, the labour force participation rate is significantly higher among males at 73.1 percent compared with just over half (52.2%)of females. Further, the female youth unemployment rate is 12.9 per cent which is higher than male youth unemployment rate at 9.2 per cent.

Women’s representation at decision-making level is comparatively lower than male counterparts in the Parliament and Local Government with only 15.27 percent and 11.6 percent respectively. In the National Council election held during April 2018, only 31 per cent of women contested (nine women out of 289 candidates) and out of which two females were elected (10% - 2 out of 20 seats)[[13]](#footnote-13) as members. With respect to 2018 National Assembly election held during October 2018, only 17 women stood for the primary round out of 188 candidates, which is a substantial decline compared to the 2013 National Assembly election which attracted 31 women candidates.

The 12th FYP has identified “Gender equality” as a National Key Result Area with three specific KPIs, which includes women’s representation in the Parliament (increase the number of women parliamentarians to more than 15.2% of the total parliamentarians).The Bhutan-Network for Empowering Women (B-NEW), a Civil Society Organisation (CSO) working for women's equality in Bhutan, is advocating women's reservation (quota system) for elected posts as a temporary measure to promote gender-balanced representation in the parliament.

#### Gender equality within RGoB civil service

The EU’s Bhutan Gender Country Profile[[14]](#footnote-14) notes that at the local government level, only 4 per cent of the leadership roles are occupied by women. In 2020, women account for 39 per cent of the total civil service workforce and women’s representation is low in the executive (11%) and specialist (19%) categories, pointing towards the 'glass ceiling' phenomena[[15]](#footnote-15). This is also reflected at the local government level, only 4 per cent of the leadership roles are occupied by women.

#### Participation of women in Local Government mechanisms

The draft National Decentralization Policy[[16]](#footnote-16) identifies a range of implementation requirements that impact Gewogs, although the responsibilities for leadership of their implementation within an action plan are yet to be developed. Aspects that are relevant to Gewogs include new mechanisms for mobilising and ensuring meaningful participation and voice of women, youth and vulnerable groups to be developed and implemented, and conduct awareness programs to encourage community participation in LG sessions and forums. However, there is a lack of capacity and resource constraints at the local level to prepare inclusive and strategic plans, and thus deliver much needed developmental outcomes. The Local Development Planning Manual (LDPM) requires a participatory approach to the formulation, implementation, monitoring and evaluation of LG plans. However, according to a Local Governance Assessment Study[[17]](#footnote-17) (LGAS), challenges persist with regard to poor participation in Zomdus (community meetings), local ‘elite capture’, low participation of women, youth and vulnerable groups, weak evidenced-based planning, and lack of capacity to formulate plans. Further, the LGAS found that there is no application of Gender Responsive and pro-poor Standards made during community planning or prioritisation at LG level. The Local Government Act (2009, and amended in 2014) provides guidance on how LGs should be transparent and accountable to its citizens. However, ineffective public notification, lack of information sharing and accountability mechanisms and ineffective implementation of the LGAand regulations are some of the challenges faced at the LG level. LG By-laws are required to ensure public participation in the development of their plans and programmes. Public participation in the Gewog Tshogde (GT) meetings is minimal in most cases. It was generally felt that Tshogpas (who are members of GT and representative of Chiwog - group of villages) do not have enough capacity to facilitate or enter into dialogue on such developmental matters. There was also found to be a lack of clear and effective complaints mechanisms, including channels for feedback and redressal, which are stipulated by the 12th FYP. A review of Local Government Compliance with the LGA and LG Rules and Regulations is currently underway (with the report anticipated in October 2021), under the direction of the DLG (supported by the EU-funded EU-TACS programme) and this shall identify gender-disaggregated participation and review the challenges of GT and Dzongkhag Tshogdu (DT) participation by local communities, including both women and men.

### Gender legislative and policy frameworks

#### Gender mainstreamed within legislation

The RGoB has enacted number of policy and legislative measures, the most significant of which include: Domestic Violence Prevention Act, 2013, Local Government Act 2009, Labour and Employment Act, 2007, Penal Code of Bhutan, Land Act of Bhutan 2007, all of which enshrine the principles of gender equality.

The Local Government Act (Amendment), 2014, does not differentiate between sexes, as all registered Bhutanese are eligible for office, if they fulfil set criteria. However, one of the criteria includes a certain level of education which is disadvantageous for women as they are on average less educated than men (female literacy rate in urban areas 60% compared with male 80%; in rural areas female 29% and male 57%).

The Land Act of Bhutan, 2007, allows men and women to register land ownership at the age of 18. A spouse has no rightful ownership to sell that land. About 60 per cent of rural women and about 45 per cent of urban women have land and property titles registered in their name.

#### Gender Responsive Planning and Budgeting

A Strategic Framework for Gender Mainstreaming and Gender Responsive Planning and Budgeting In Bhutan was prepared by a Gender Responsive Planning and Budgeting Working Group in 2011 and concretised at a Gender-Responsive Planning and Budgeting Workshop in early 2013[[18]](#footnote-18). From 30th January to 1st February 2013, a workshop was held in Paro, with officers from the Department of National Budget (DNB), Ministry of Finance (MoF), programme officers from select departments, Gender Focal Persons and civil society representatives to work out the details of a Gender Responsive Planning and Budgeting (GRPB) strategy for Bhutan. A GRPB Working Group was set up chaired by the Director of the DN, along with a Secretariat. Other measures to be introduced included: the establishment of Gender Focal Persons (GFPs); plans for a study be conducted to assess existing reporting formats and suggest ways to collect more sex-disaggregated data, and devise tabulations that would be useful for individual departments for more GRPB, and to use sex-disaggregated data for more GRPB and monitoring; the production of a Gender Budget Statement with gender disaggregated budgets categorised by the degree of women-centred programmes; and gender analysis of selected sectors undertaken by Ministry-GRPB Committees.

The RGoB has recently endorsed a gender-based budget planning strategy. The MoF, the NCWC, GNHC and the sectoral departments are working together to strengthen the implementation of GRPB.

#### Gender Equality included in 12th Five Year Plan

The objective of the 12th Five Year Plan[[19]](#footnote-19) (FYP) (2018 – 2022) is a “Just, Harmonious and Sustainable Society through enhanced Decentralisation.” A Just Society is defined as “a society where every citizen has equitable access to resources and opportunities to pursue and realise individual and national aspirations”. Priorities to create Just Society include promoting gender equality. 17 National Key Result Areas (NKRA) have been established as part of the FYP – these are development outcomes at national level that will contribute towards achieving the plan objective. All central agencies and the local governments (LGs) are responsible for contributing towards their achievement. One of the NKRAs is “Gender Equality Promoted And Women And Girls Empowered”, with six specific KPIs which includes the following:

1. Women’s representation in the Parliament
2. Women’s representation in the Local Governments
3. Gender Parity Index in tertiary education
4. Female Unemployment
5. Gender Equality Index
6. Female participating as candidate in management position in public Sector

The NCWC is the lead agency for this NKRA and is responsible for driving three indicators associated with the NKRA, however their targets are generally lack ambition: (1) Women representation in the Parliament – National Assembly and National Council– the 2018 baseline is 15.2 per cent and the target is “more than 15.2% by 2022”; with no indicator for increasing women’s seniority in the civil service, (2) Gender Parity Index in Tertiary Education - the 2018 baseline is 0.85 per cent and the target is “0.89% by 2022; and (3) Prevalence of violence against women/girls - the 2018 baseline is 13 per cent and the target is less than 13 per cent by 2022.

#### Gender Equality Policy adopted

A National Gender Equality Policy[[20]](#footnote-20) (NGEP) and National Plan of Action for Gender Equality (NPAGE) are in place. Their vision is to promote “equal opportunities for women and men, boys and girls to achieve their full potential and benefit equitably from the social, economic and political development in the country”. The NGEP notes that currently there is uneven mainstreaming of gender issues across legislations, policies, programs and projects and a key policy aim is to provide a framework to ensure systematic mainstreaming to address existing gender gaps and inequalities. It seeks to strengthen accountability and operational strategies to address priority gender issues, and facilitate deeper collaboration across sectors and stakeholders towards a common vision of gender equality. This includes mainstreaming gender within national planning processes (further explained under the GNHC, below).

The key policy objectives of the GEP are to: (1) provide a coherent strategic framework of the government’s priority towards gender equality; (2) strengthen accountability and operational strategies to address priority gender issues; and (3) facilitate deeper collaboration across sectors and stakeholders towards a common vision of gender equality in Bhutan. A key focus of the NGEP policy is provide an enabling environment to increase the participation of Bhutanese women in decision-making the public sphere – including the private sector. Planned provisions include: developing women’s networks, alliances and advocacy to promote leadership in public/political domains, including women with disabilities; and research and assessment into gender equality issues. The policy also addresses (inter-alia) the requirement to mainstream gender in all disaster and climate change related initiatives through acknowledgment of the differential impacts of disasters and climate change on women and men, and the positive roles that women can play in adaptation and mitigation efforts. The NGEP continues the requirement for GRPB, through the introduction of mandatory gender analysis and encouraging a minimum percentage of budget allocation to ensure the integration of gender at the time of submission of budgetary proposals. The Ministry of Finance (MoF) has led GRPB including training and guidelines, developed in close consultation with the NCWC.

### Gender Machinery – institutional arrangements and key stakeholders

#### National Commission for Women and Children

The NCWC was established in 2004 as the national machinery to take the lead in promoting and protecting the rights of women and children in Bhutan and became a fully autonomous agency in 2008. It is governed by a Commission comprising a Chairperson (Cabinet Minister) and high level officials from relevant government, non-government organisations/civil society organisations (NGOs/CSOs)and the private sector. The NCWC Secretariat is headed by the Director, under whom there are four main Divisions/Services: Children’s Division; Women’s Division; Legal Services; and Secretariat Services. The key focus of the NCWC is to establish a sustainable and comprehensive system to mainstream, protect and promote the rights of women and children in Bhutan.

The Women’s Division focuses on women’s empowerment by coordinating and monitoring activities related to women’s rights and gender equality. This includes preparing periodic reports for submission to treaty bodies like the CEDAW[[21]](#footnote-21) and relevant South Asian Association for Regional Cooperation (SAARC)[[22]](#footnote-22) Conventions. The NCWC has established a Gender Focal Point (GFP) Network, which comprises of focal points in various agencies of the government and non-government sectors, is a key operational element of the Women Division. There is now has a GFP in almost every agency. This network (inter-alia) supports the NCWC in mainstreaming gender and child issues at both formulation and implementation stages of sector/issue specific plans, policies and programs. Therefore, every agency in the country is a partner towards protecting and promoting the rights of women an children in Bhutan. Furthermore, the Division also collaborates with numerous government and Non Governmental Organisations (NGOs).

According to a recent Gender and Climate Change toolkit for Bhutan[[23]](#footnote-23), the NCWC has the responsibility to build the knowledge and skills of their partners and stakeholders on the interconnectedness of gender equality and climate change interventions. The existing Gender Focal Points (GFP) system in the Government can be leveraged for this purpose, provided that the capacity of the Gender Focal Points is adequate to take on the role of effectively facilitating gender mainstreaming within their respective institutions.

#### Gender Focal Points

The government aims to institutionalise and strengthen the GFPs network across sectors and organisations by ensuring that this function is integrated in their job description, as well as reflected in the Individual work plans. Further, gender sensitisation modules are to be included by training institutes.

#### Gender Expert Group

Through the NGEP, the government also aims to strengthen the technical and advisory capacity of the Gender Experts Group (GEG) through the introduction of quality assurance measures such as certification processes for the completion of courses and training. Further, the relationship between the GFPs and GEG plans to be bolstered through a twinning or mentoring process, to provide the GFPs with the necessary support to fulfil their responsibilities.

#### Gross National Happiness Commission – ensuring gender mainstreaming

From a broader policy perspective, the Gross National Happiness Commission (GNHC) also promotes gender-sensitive policy development by sector line ministries and agencies. They have issued a protocol to guide policy formulation as such and compliance with gender-mainstreaming is checked through a GNH policy screening tool.

The GNHC is the central government body responsible for coordinating and spearheading policy formulation to ensure cohesion between sectoral policies and alignment with the national development objectives and GNH. In line with the NGEP, the GNHC issued a protocol for policy formulation that directs all policy proponents to mainstream gender issues in policy preparation. Compliance is monitored through a GNH policy screening tool, which includes gender impacts as one of the variables, scored under the governance theme, and a policy protocol report, which sets out four points to be addressed in the gender analysis of policy alternatives and/or implications and this seeks to ensure the elimination of any negative impacts of a policy on gender equality.

Furthermore, a Mainstreaming Reference Group which was instituted in 2012 supports mainstreaming of five cross-cutting issues, including gender in policies, plans and programmes at all levels of the government and NGOs. This was in response to the uneven mainstreaming of gender issues across legislations, policies, programs and projects which tended to be ad-hoc, or with inadequate accountability or monitoring approaches, as pointed out by the NGEP. The overarching policy directive and protocol for policy formulation also seeks to strengthen the coordination across ministries to integrate gender into the national development planning process and the five year development plans of the respective sectors. This dual approach to address gender inequality, by standalone and specific interventions, as well as gender mainstreaming efforts seeks to continue as per the NGEP with all future result areas aligned with the priority areas identified in the policy. RGoB plans to strengthen implementation through training on gender analysis, identifying gaps and gender mainstreaming.

#### National Statistical Bureau – gathering sex-disaggregated data

The National Statistical Bureau (NSB) was established in its current form in 2003 and is the central authority for the collection, compilation and release of official data and provides key statistics on economics, environmental, population and social statistics. It aims to promote greater use of statistical information, contributing to informed decision making by the government agencies and others. It is also the parent agency for all the statistical officers posted in agencies/Ministries and Dzongkhags.

A key annual publication produced by the NSB is the Statistical Yearbook of Bhutan[[24]](#footnote-24). It is a compendium of basic statistical information on the country’s socio-economic conditions, expected to serve as the principal source of information for planners, policy makers, researchers and academicians both within and outside Bhutan. Its compilation is based on information gathered through periodic statistical censuses and surveys, as well as from administrative data maintained by ministries, agencies, corporations and private organisations. It comprises 17 chapters which includes some sex-disaggregated data including: population, health, and labour and employment. However, it does not include a chapter in relation to gender and whilst there is a chapter on land use and agriculture, the profile does not include sex-disaggregated data.

#### Ministry of Agriculture and Forests

The Ministry of Agriculture and Forests (MoAF) is responsible for gender mainstreaming policies and programmes in the RNR Sector, and the implementation of GRPB.

#### Department of Local Governance

Like MoAF, the Department of Local Governance (DLG), Ministry of Home and Cultural Affairs (MoHCA) is also responsible for gender mainstreaming policies and programmes in the Local Governance Sector, including promoting increased political representation, and capacity of elected women (as well as men) leaders.

#### Local Governments

Dzongkhags, Thromdes, and Gewogs are also responsible for the implementation of specific gender mainstreaming interventions within sectors at local levels, as well as supporting elected (including women) functionaries.

#### Monitoring of Gender Equality

The NGEP also seeks to strengthen existing monitoring arrangements, through the Gender Equality Monitoring System (GEMS) by consolidating the monitoring of indicators and reporting the results of each ministry’s gender related initiatives across sectors. The Annual Performance Assessment (APA) tool of the Government’s Performance Management System (GPMS) also seeks to strengthen the monitoring and accountability of gender mainstreaming interventions.

As explained, the GNHC has a key role in ensuring gender mainstreaming within sectors, aligned with the priorities of the 12th FYP. The NCWC has also developed a Gender Equality Monitoring System (GEMS) and a gender indicator handbook to manage, monitor and track progress on gender-mainstreaming activities.

#### Gender equality stakeholders

The NCWC works closely with relevant stakeholders when dealing with specific issues. For example, on the issue of Violence Against Women, the Royal Bhutan Police, the Office of the Attorney General, the NGO/CSO - Respect, Educate, Nurture and Empower Women (RENEW), Ministry of Health (MoH), and the Royal Court of Justice are significant partners. MoF leads GRPB and training and guidelines. The political empowerment of women is pursued in collaboration with the NGO Bhutan Network for Empowering Women (BNEW) and the Election Commission of Bhutan (ECB).

#### Development Partners supporting gender equality

The United Nations (UN) in Bhutan remains the biggest and the most consistent development partner of the NCWC. In particular, UNICEF, UNDP, UNFPA and the UN Women have significantly contributed to NCWC's endeavours on creating awareness and sensitisation on women and children issues, capacity building and institutional strengthening, legal and policy reforms regarding issues related to gender mainstreaming, child protection, women’s participation, global and regional conventions. Between 2011 – 2014, the ADB supported the NCWC through the JFPR (Japan Fund for Poverty Reduction)funded project on *Advancing Economic Opportunities of Women and Girls*, and produced a Gender Sectoral report[[25]](#footnote-25). On an ad-hoc basis, the NCWC also collaborated with the World Bank Producing a Bhutan Gender Policy Note[[26]](#footnote-26); and the Representative Office of Denmark, Save the Children and International Women's Rights Action Watch (IWRAW) supported the NCWC on research, institutional strengthening and capacity building fronts.

#### EU Delegation to support to Bhutan’s gender equality

The EU Delegation to Bhutan (EUD) regularly updates their gender analysis, and in July 2021[[27]](#footnote-27), based on original analysis was prepared since 2016 and updated regularly since then. Further the EUD prepared its Gender Action Plan III (2021-2025)[[28]](#footnote-28) identifies priorities identified under their Multi Annual Indicative Programme (MIP) for Bhutan. It identified the following gender gaps in Bhutan: a) under representation of women in governance structures: political participation and at the executive and judiciary level, b) persistent and increasing gender based violence, c) lower female participation in the workforce, evidence of discriminatory employment practices, and increasing youth unemployment, disproportionately affecting women, and (d) lack of participation of women in designing and implementing climate actions, and the increasing feminisation in the RNR and associated sub-sectors, requiring for mainstreaming of gender. During 2014-2021 (and currently), the EU supported Bhutan in two sectors: 1) good governance and 2) renewable natural resources, in furtherance of the 12th FYP objectives. Gender is recognised as a significant objective and specific gender indicators are identified in the good governance and trade related assistance program, but *specific gender actions* have not been identified as part of these two main programmes of support. However, it is noted that the G2 action is to engage with NCWC to support the implementation of the NAPGE, strengthen their position vis a vis other departments and their efforts towards supporting local governments in gender mainstreaming at local level as well as women participation in local development planning.

The EU is currently preparing its MIP for the period 2021 – 2027 which will provide a framework for cooperation with RGoB over the forthcoming seven-year period. Currently the three following areas of support are envisaged:

* Priority 1: Climate Change, Green Growth for Self-Reliant Bhutan (climate smart agriculture, economic diversification in rural areas, natural resources management);
* Priority 2: Good Governance for inclusive socio-economic development (including support to LG, PFM reform, strengthening of CSO capacity); and
* Priority 3: Digital Transition: a driver for change in education and public services delivery.

The next phase of EU’s support to Bhutan, a proposed action on “strengthening women participation and supporting women empowerment” is being considered. This action, when approved, would aim to support the RGoB, in particular the NCWC towards the implementation of the national plan of action for gender equality specifically in relation to (i) enhancing women’s participation in leadership and decision making in particular at local level and (ii) contributing to transforming socio-cultural perception on gender roles and norms. The action will notably support strengthening the efforts of the NCWC in guiding gender mainstreaming at local governance level and intends to provide technical/operational support and capacity building to the NCWC in its role to guide local governments towards enhancing women’s participation and gender mainstreaming. It will also aim at supporting the NCWC in addressing gender.

In line with the targeted support provided by the EU-TACS project to the RNR and Local Government sectors, the Bhutan Gender Annual Report – Focus on the RNR sector and Local Governments ((BGR-RNR&LGs) to be prepared by the JNKE is envisaged to provide an overview of the gender profile of women and men involved in the RNR at local levels in Bhutan in relation to Priority 1, particularly in terms of climate smart agriculture and RNR. Further, the BGR shall also provide an overview of the gender profile of women and men involved in Local Governments as both elected and appointed functionaries, pertinent to Priority 2.

## ToR OBJECTIVES, ACTIVITIES, AND EXPECTED RESULTS

### Overall objective

The Overall Objective of the EU TA Complementary Support (TACS) Project of which this SNKE assignment is a part is: “to assist Bhutan in achieving the reforms envisaged in its 11th and 12th Five Year Plans in two sectors: (1) Renewable Natural Resources including Climate Change Response and (2) Local Governments and Decentralization, through complementary support to the on-going EU budget support programmes.”

### Purpose

The General Purpose of this TACS project is as follows: “to provide consulting services including technical assistance and studies in support of sound implementation (including communication aspects) of the EU-bilateral development cooperation strategy in Bhutan, with particular focus on the two sector budget support programmes currently being implemented in Bhutan under the Multi-Annual Indicative Programme 2014-2020 i.e. (1) Capacity Development for Local Government and Fiscal Decentralization and 2) Rural Development and Climate Change Response”.

One of the expected result area of the Local Government and Fiscal Decentralization support is improved mainstreaming of gender, environment, climate and poverty cross-cutting issues; the promotion of good governance in local level service delivery. In terms of support to the RNR sector, one of the expected results corresponds to gender mainstreaming is improved RNR related public service delivery at the local level, notably with respect to the implementation of crop production, livestock, forestry, sustainable rural livelihoods, rural employment opportunities, and in particular climate change mitigation and adaptation as well as gender sensitive services.

### Specific Objective

The specific objective of this JNKE assignment is to prepare a Bhutan Gender Report – Focus on Women in RNR sector and Local Governments (BGR: RNR&LGs) (ready for publication) including a profile of women in the RNR sector at local level and the participation of women in local government, along with recommendations on addressing the challenges that they face and enhancing gender equality.

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## SCOPE OF WORK

### Activities and Tasks

In order to prepare the 2020 BGR: RNR-LGs, the JNKE shall:

1. Gather and review *existing secondary data* on gender and relevant sex-disaggregated data prepared by RGoB stakeholders (particularly MoAF/NSB/DIG/LGs/NCWC), and development partners in Bhutan in relation to the RNR sector and local governments, through desk-based document review and consultation with selected stakeholders.
2. Design a gender equality Passport of Indicators from existing secondary data that may be reproduced on an annual basis to provide a snapshot and highlight the position of Women in (a) RNR sector, and (b) LGs in Bhutan, and identify key gaps in information/data. LG indicators shall include (inter-alia): (i) Proportion of seats held by women in local governments; (ii) Number of LGs mainstreaming gender into LG policies and actions; and (iii) Extent to which local and national leaders and influencers, including traditional, religious and community leaders, engage in initiatives to challenge and change social norms and discriminatory gender stereotypes. To this end, *identify primary quantitative and qualitative data* that may realistically be collected as part of this Gender Report preparation, from a sample of stakeholders within the RNR sector at local levels and within local governments.
3. Prepare a Profile of Women in RNR at LG levels, including: compilation of profile of women in RNR at local levels, including case-study summaries of achievements and challenges they face, including impact of violence against women; examples of progress in implementing of gender mainstreaming policies and programmes in the RNR Sector at local level, and the implementation of GRPB.
4. Prepare a Profile of women in Local Government, including: political representation; Gender equality within RGoB civil service , including case-study summaries , of achievements and challenges they face, including: impact of violence against women; examples of progress of in implementing gender mainstreaming policies and programmes in the LGs, and the implementation of GRPB.
5. Present practical and easily implementable recommendations on how to enhance the position/agency of women, increase progress and initiatives for gender equality, and gender mainstreaming in the (a) RNR sector at local levels and (b) in local governments.

It should be noted that the EUD’s G2 action is to engage with NCWC to support the implementation of the NAPGE, strengthen their position vis a vis other departments and their efforts towards supporting local governments in gender mainstreaming at local level as well as women participation in local development planning, and these aspects should be addressed by the BGR’s recommendations.

Prepare the 2020[[29]](#footnote-29) BGR-RNR-LGs for publication, including digital format (with support from the separate engagement of a printing company by BPV) ensuring that it is succinct, attractively formatted and user-friendly for a wide-ranging audience who may be unfamiliar with Bhutan.

The JNKE should note that the EU-TACS TL-SKE 2, in consultation with MoAF and the EUD, will be responsible for directing, advising and quality assuring all aspects of the JNKE activities including the focus and outputs of the support to the MoAF, and the design, content and finalisation of the BGR: RNR&LGs. The TL-SKE 2 will be responsible for ensuring that the JNKE’s work is completed to meet international research quality standards, remains on track. and is delivered on time. Specifically, the TL-SKE 2 will bring experience and knowledge of international good practice in gender reporting.

In pursuance of these activities and tasks, the study should help both the ministries on **how to** mainstream gender **at sub-national level for RNR and LG sector**s by analysing (inter-alia) the existing barriers / challenges in relation to the following aspects:

* How does RGoB mainstream gender?
* Analyse the stakeholders and their critical roles in mainstreaming gender.
* What (and why) is working now and what (and why) is not?
* How could RGoB strengthen gender coordination within the RNR and LG sectors?
* What is the status of gender responsive budgeting in Bhutan?
* What is the capacity of gender focal persons in MoAF, DLG and LGs in supporting these sectors at sub-national level?
* What are all the practical ways to ensure collection and use of gender disaggregated data at policy and programme level to support RNR and LGs at sub-national level?
* What are all the key possible gender transformative actions that could potentially be considered by RGOB / development partners in relation to these sectors, particularly affecting the sub-national level?

### Key Stakeholders

Key stakeholders to be consulted (list is not exhaustive but it will not be necessary to consult all stakeholders) include:

* Gender legislative and policy frameworks, Gender Machinery and policy reform progress: NCWC, GNHC, NSB, UN Women, EUD
* Violence Against Women: NCWC, the Royal Bhutan Police, the Office of the Attorney General, Ministry of Health, Ministry of Education and the Royal Court of Justice, RENEW
* GRPB: NCWC, MoF, MoAF, DLG
* Women in RNR sector: MoAF (other stakeholders to be advised by MoAF)
* Women in LG: NCWC, DLG, BNEW, ECB, LGs

### Results to be achieved by the NKE

The JNKE is expected to deliver the following results:

1. Desk review and national level stakeholder consultation – by end of Week 2.
2. Production of methodology for developing BGR: RNR&LGs by end of week 2, including
   1. Detailed workplan for the preparation and delivery of the BGR: RNR&LGs within required timescales Confirmation or amendment of contents of BGR: RNR&LGs – addressing each section of the proposed structure (Annex 1)
   2. Confirmation of available data for Gender equality Passport of Indicators (a) women in RNR sector at local levels, and (b) women in LGs,
   3. *identification and design of primary quantitative and qualitative data to be gathered during the assignment*.
3. Quantitative and qualitative data gathering at LG levels – weeks 3 – 6.
4. Prepare a Profile of Women in RNR at LG levels – by end week 7
5. Prepare a Profile of Women in Local Governments – by end week 8.
6. Produce final draft BGR-RNR&LGs – by week 8
7. Prepare and deliver presentation of report’s contents to RGoB-EUD – by week 8
8. Finalise draft BGR: RNR&LGs on receipt of comments by key stakeholders
9. Prepare the 2020 BGR: RNR&LGs for publication, including digital format

## ASSUMPTIONS AND RISKS

### Assumption underlying the project intervention

* RGoB and other stakeholders shall welcome the JNKE to work closely with them and share all information required as well as enable the JNKE to gather available primary and secondary data;
* The assignment shall require an agile approach by the JNKE who shall quickly set up and hold meetings with relevant stakeholders with the support of MoAF and DLG, without delay

### Risks

There is a risk that the JNKE shall become bogged down in gathering and sifting data and therefore shall be experienced in producing gender reports and handling quantitative/statistical data.

#### Geographical Area to be covered

Majority of assignment based in Thimphu with some travel to selected Dzongkhags and Gewogs is required – to be determined by MoAF and DIG.

### Project Management

#### Responsible body

The Contracting Authority is DAI Brussels, appointed by the EUD in New Delhi to manage the EU-Technical Assistance Complementary Support (EU-TACS) Project.

#### Management structure and coordination

Day to day accountability of the JNKE will to be to (1) MoAF – Lead Agency for the assignment. MoAF responsibilities shall include (a) MoAF shall initially assess, with the support of the JNKE, what information and data is available for the BGR-RNR&LGs, to determine the broad content of the report; and (b) ultimately sign-off on the draft and final BGR-RNR&LGs.

The JNKE shall be technically backstopped by the SNKE-2 EU-TACS.

To ensure effective coordination throughout the assignment (a) a key focal point from NSB, as well as an *additional* focal point to be identified from the Agricultural Statistics Division of the NSB, (b) include the already identified focal point from DLG, and (c) a focal point from the NCWC to be identified.

The role of the Focal Points shall be to:

* Represent the views of their agency/departments/divisions;
* Meet and liaise as required to ensure coherence and shared understanding of assignment requirements;
* Provide information and data as requested by the JNKE (secondary – already existing data only);
* Review approach and results drafted by the JNKE
* Provide comments on the draft and final BGR-RNR&LGs

The EU-TACS Project is implemented by DAI Brussels. The EU-TACS project is headed by a Team Leader appointed by the Delegation of the European Commission to Bhutan, New Delhi.

The TL-SKE 2 will take technical, administrative and financial decisions for this JNKE contract. Since the TL-SKE 2 is only intermittently in Bhutan, when she is not on-site, communication will be carried out through e-mail or VOIP.

She will be supported by a Bhutanese Senior Project Manager and a Project Officer, who are based at the DAI Partner’s Office in Bhutan (Bhutan Philanthropic Venture – BPV, Thimphu, Bhutan).

#### Facilities to be provided by the Contracting Authority

BPV shall provide desk space if the MoAF office is unavailable due to Covid-19 restrictions; otherwise the JNKE shall be based at BPV or their own office location in Thimphu.

The JNKE shall be expected to use their own laptop.

The JNKE shall make their own travel arrangements, facilitated by MoAF and DLG and per-diems as per RGoB rules shall be reimbursed by BPV on delivery of receipts.

The EU-TACS project shall fund the cost of the professional digital layout of the BGR-RNR&LGs, its professional translation into Dzongkha, publication and printing.

## LOGISTICS AND TIMING

### Location

The JNKE shall be based in the MoAF’s Office (if this is MoAF’s preference), Thimphu, or at BPV/the JNKE’s own work-base.

### Commencement Date and Period of Execution

The intended commencement date and duration date is 4 October - 30 November 2021

(intermittent)

### Language of Report

The BGR: RNR&LGs shall be produced in English.

## REQUIREMENTS

### Personnel

All experts who have a critical role in implementing the EU-TACS project are referred to as non-key experts. The profile of the expert for this contract is as follows:

Junior Non-Key Expert:

Gender Equality

Qualifications and skills

* At least a Masters’-level degree in a relevant discipline such as International relations/gender/development/social policy/research/statistics / public administration. The candidate may hold a Bachelors’ degree in the same subject(s)s, supplemented by 10 or more years of professional experience in the mentioned areas.

General professional experience:

* 7 years of experience in the Gender equality /Public Administration/ Local Governance / Agriculture sector in Bhutan.
* Particular experience in the South/South East regions relating to local government capacity development would be desirable.

Specific professional experience:

* Comprehensive knowledge and experience of Gender equality and use of quantitative data/statistics is required.
* Experience of designing and producing high quality reports is essential and Gender Equality reports is particularly desirable
* Experience of working on development partner projects (planning, implementation or evaluation) is required.
* At least five previous relevant assignments/employment in Bhutan and/or the South/South East Asia region during the past 7 years.
* Fluent written and oral English and Dzongkha with good inter-personal and presentation skills are required.

## Annex 1: Proposed format for 2020 Bhutan Gender Annual Report: Focus on Local Governments (24 pages max.)

1. INTRODUCTION (1 page)

1.1 Background and Justification

1.2 Goal and Objectives of the BGR

2. METHODOLOGY (2 pages)

3. WOMEN IN RNR SECTOR AT LOCAL LEVELS (6-8 pages)

3.1 Quantitative profile of women in RNR at local levels - Passport of Indicators

3.2 Case-study summaries of achievements and challenges they face, including impact of violence against women;

3.3. Examples of progress in implementing of gender mainstreaming policies and programmes in the RNR Sector at local level, and the implementation of GRPB.

4. WOMEN IN LGs AT LOCAL LEVELS (6 – 8 pages)

4.1 Quantitative profile of women in LGs - Passport of Indicators

4.2 Case-study summaries of achievements and challenges they face, including impact of violence against women;

4.3. Examples of progress in implementing of gender mainstreaming policies and programmes in the LGs, and the implementation of GRPB.

5. CONCLUSIONS AND RECOMMENDATIONS (2 - 3 pages)

5.1. RNR Sector

5.2. LGs

6. ANNEXES

Documents reviewed

Stakeholders interviewed

(List is not exhaustive)

## Annex 2: Reference Documents to inform development of Country Gender Report

#### RGoB

Gender and Climate Change in Bhutan, National Commission for Women and Children, February 2020

Statistical Yearbook of Bhutan, NSB, October 2020

Constitution of the Kingdom of Bhutan

Vision 2020: A Vision for Peace, Prosperity and Happiness , RGoB

Letter from OHCHR to Minister for Foreign Affairs, RGoB, 28 November 2019

National Gender equality Policy, NCWC, 2019

Draft National Decentralisation Policy, 2019, DLG, MoHCA

National Gender Equality Policy 2019, NCWC

12th Five Year Plan, 2018 – 2023, RGoB

Division of Responsibilities Framework, 2018

Population and Housing Census (PHCB) Bhutan, NSB, 2018

Bhutan Living Standards Survey, National Bureau of Statistics, 2017

Population and Housing Census, Bhutan (PHCB), NSB, 2017

Bhutan Poverty Analysis Report, NSB, 2017

Bhutan Multidimensional Poverty Index, NSB, 2017

Strategic Framework For Gender Mainstreaming And Gender Responsive Planning And Budgeting In Bhutan, Ministry of Finance/UN Women, 2013

Bhutan Living Standards Survey, NSB, 2012

#### International Development Organisations/ Development Partners

Women Farmers and Sustainable Mechanization, Episode II The Bhutan Chapter, ICIMOD and FAO, 7 May 2021

Global Gender Gap Report 2021, World Economic Forum

Bhutan Gender Country Profile, EU Delegation to India and Bhutan (EUD), 2021

Gender Action Plan III, Country Level Implementation Plan - CLIP *Bhutan* 2021-2025

Inserting Gender for Climate Change Action in Bhutan, Introductions and Toolkits, On Agriculture, Energy and Waste, UNDP, 2020

National Survey on Women’s Health and Life Experiences, A Study on Violence Against Women and Girls in Bhutan, NCWC with support from UNDP and Austria Development Agency, 2017

Bhutan Gender Equality Diagnostic of Selected Sectors, ADB, 2014

Bhutan Gender Policy Note, World bank Group, October 2013

Strategic Framework for Gender Mainstreaming and Gender Responsive Planning and Budgeting in Bhutan, UN Women, February 2013

#### Website references

Domestic violence during Covid-19

https://www.nsb.gov.bl/

Gender Inequality Index, UNDP, 2019

http://hdr.undp.org/en/content/gender-inequality-index-gii

BMJ Global Health

https://gh.bmj.com/content/6/5/e005977

Global Gender Gap Report, 2021, World Economic Forum

http://reports.weforum.org/global-gender-gap-report-2016/economies/#economy=BTN

Elections in Bhutan, 2018

http://www.ecb.bt/?p=5903

## Annex 4: EU-TACS PROJECT TOR

The Terms of Reference for the overarching project, to which this activity will contribute, titled: *Technical Assistance for Renewable Natural Resources and Climate Change Response and Local Governments and Decentralisation* (EU-TACS) – EuropeAid/139521/DH/SER/BT



1. Bhutan gender country profile 2021, EU delegation to India and Bhutan [↑](#footnote-ref-1)
2. Bhutan vaccinated 94% of its adult population with Covid-19 vaccine within a span of two weeks in April 2021, BMJ Global Health, https://gh.bmj.com/content/6/5/e005977 [↑](#footnote-ref-2)
3. Gender and Climate Change in Bhutan, National commission for women and children, February 2020 [↑](#footnote-ref-3)
4. Labour Force Survey Report 2018, http://www.nsb.gov.bt/publication/files/pub3td3256de.pdf [↑](#footnote-ref-4)
5. Global Gender Gap Report 2021, World Economic Forum [↑](#footnote-ref-5)
6. http://hdr.undp.org/en/content/gender-inequality-index-gii [↑](#footnote-ref-6)
7. National Survey on Women’s Health and Life Experiences, A Study on Violence Against Women and Girls in Bhutan, NCWC with support from UNDP and Austria Development Agency, 2017 [↑](#footnote-ref-7)
8. https://www.nsb.gov.bl/ [↑](#footnote-ref-8)
9. National Gender Equality Policy, National Commission for Women and Children (NCWC), RGoB, 2019 [↑](#footnote-ref-9)
10. Women Farmers and Sustainable Mechanization, Episode II The Bhutan Chapter, ICIMOD and FAO, 7 May 2021 [↑](#footnote-ref-10)
11. Bhutan Gender Equality Diagnostic of Selected Sectors, ADB, 2014 [↑](#footnote-ref-11)
12. Population and Housing Census (PHCB) Bhutan, NSB, 2018 [↑](#footnote-ref-12)
13. http://www.ecb.bt/?p=5903 [↑](#footnote-ref-13)
14. Bhutan Gender Profile, EU Delegation to India and Bhutan, 2021 [↑](#footnote-ref-14)
15. The term "glass ceiling" refers to the sometimes-invisible barrier to success that many women come up against in their careers. Management consultant Marilyn Loden coined the phrase almost 40 years ago but says it is still as relevant as ever. [↑](#footnote-ref-15)
16. Draft National Decentralisation Policy, DLG-MoHCA, 2019 [↑](#footnote-ref-16)
17. The 2015 assessment was undertaken by Helvetas for the national Council of Bhutan. The LAG was informed by the National Council of Bhutan (NC)/House of Review’s Good Governance Committee (GGC) and a National Reference Group. [↑](#footnote-ref-17)
18. Strategic Framework for Gender Mainstreaming and Gender Responsive Planning and Budgeting In Bhutan, First DRAFT prepared by the GRPB Working Group on 10 September 2011 and concretised at the Gender-Responsive Planning and Budgeting Workshop on 30 January-1 February 2013 , UN Women, February 2013 [↑](#footnote-ref-18)
19. Volume I Main Document, 12th Five Year Plan, 2018 – 2023, GNHC, RGoB, 2018 [↑](#footnote-ref-19)
20. National Gender Equality Policy, NCWC, RGoB, 2019 [↑](#footnote-ref-20)
21. CEDAW is an international treaty adopted in 1979 by the United Nations General Assembly. described as an international Bill of Rights for women. [↑](#footnote-ref-21)
22. SAARC is the regional inter-governmental organisation and geo-political union of states in South Asia, including: Afghanistan, Bangladesh, Bhutan, India, the Maldives, Nepal, Pakistan and Sri Lanka [↑](#footnote-ref-22)
23. Inserting Gender for Climate Change Action in Bhutan, Introductions and Toolkits, On Agriculture, Energy and Waste, UNDP, 2020 [↑](#footnote-ref-23)
24. Statistical Yearbook of Bhutan, NSB, October 2020 [↑](#footnote-ref-24)
25. Bhutan Gender Diagnostic of Selected Sectors, ADB, March 2014 [↑](#footnote-ref-25)
26. Bhutan Gender Policy Note, World Bank Group, October 2013 [↑](#footnote-ref-26)
27. Bhutan Gender Country Profile, EUD, 2021 [↑](#footnote-ref-27)
28. Gender Action Plan III, Country Level Implementation Plan - CLIP Bhutan 2021-2025 [↑](#footnote-ref-28)
29. Which is the last full (RGoB’s financial) year - July 2019 – July 2020, or calendar year, for which data is available [↑](#footnote-ref-29)