



ACTION PLANS

FOR

GOALS AND STRATEGIES
POPULATION PERSPECTIVE PLAN
BHUTAN
2010

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ACTION PLAN TO DELIVER EACH STRATEGY FOR EACH GOAL

Goal 1: Increase public awareness on population and development, especially reproductive health (RH)			
Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies
1.1 Mobilize the support of decision makers, policy planners, and local bodies to interact and participate in IEC activities.	(i) Number of studies and analytical reports on population and development.	(i) Promote population information and monitoring at regular intervals.	GNHC, MoH
	(ii) Number of reports and papers circulated to policy makers on population issues.	(ii) Produce and distribute publications dedicated to issues on population and development among policy planners and decision makers.	MoH, MoE, GNHC
	(iii) Workshops and conferences held to discuss major population issues.	(iii) Inform planners and policy makers on major population issues through regular dialogues and user-friendly publications.	Media, GNHC, MoH, MoE
	(iv) Number of national and sectoral plan documents that include population issues. (v) Financial allocation for population issues.	(iv) Mainstream population issues in all policies, programs and plans at all levels.	GNHC, all sectors
1.2 Publish and disseminate updated information on population, RH, and development issues through electronic and print media.	(i) Number of surveys, censuses and cases studies on population issues.	(i) Establish databases on reproductive health, population, and development.	NSB, MoH
	(ii) Number of studies on the determinants of population, reproductive health, gender, nutrition, poverty etc.	(ii) Identify major problem areas and their determinants.	GNHC, MoH
		(iii) Conduct special studies on the socio-economic development, health, and RH of pocket areas.	NSB, MoH
	(iii) Number of trained research staff in each sector and the National Statistics Bureau.	(iv) Establish and strengthen the capacity of research units in the major sectors.	All Sectors
(iv) Number of IEC education programs on RH conducted for various population groups.	(v) Educate local bodies, women's associations, and sector officials on RH issues.	MoH, MoE	

	(v) Proportion of marriages occurring below the legal age of 18 years.	(vi) Enforce stringent observation of the legal age for marriage in all communities.	Judiciary
	(vi) Girls enrolment and survival ratios.	(vii) Promote retention of girls in schools up to a minimum of Higher Secondary Level.	MoE

Goal 2: Maintain current declining trends in fertility to achieve a stable population size by 2050.			
Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies
2.1 Focus attention on pockets of high fertility such as illiterate mothers, adolescents and remote areas.	(i) Number of children per couple/reproductive female.	(i) Encourage a minimum birth interval of three years.	Basic health centre, Gup, DHO, MoH
		(ii) Conduct M&E on the utilization of contraceptives.	MoH
	(ii) Number of contraceptives distributed.	(iii) Expand the distribution of contraceptives in pocket areas of high fertility.	Private sector, MoH, VHW, BHW
	(iii) Number of women attending non-formal education.	(iv) Strengthen RH lessons in the non-formal education system.	MoH, MoE, DHO, Dzongkhag admn.
	(iv) Number of women's visits to the nearest health centre.	(v) Conduct advocacy on RH/FP issues through Dzongkhag MSTFs on a quarterly basis, especially in pockets/areas of high fertility.	Dzongkhag MSTF
	(v) Number of skilled healthcare workers, including mid-wives; amount and quality of medical equipment; and institutional capacity.	(vi) Improve health services by developing physical infrastructure and technical expertise.	MoH, RCSC

	(vi) Attendance at healthcare facilities in remote areas. (vii) Number of healthcare facilities for every thousand persons by locality. (viii) Amount of information and educational resources delivered in remote areas.	(vii) Improve accessibility in terms of information and service delivery to remote areas.	MoH
2.2 Enhance access to reproductive health services and commodities, including family planning information and education, through government bodies, NGOs and the private sector.	(i) Number of campaigns conducted on RH services.	(i) Conduct biannual campaigns on RH/FP services.	MoH
	(ii) Frequency of RH related publications.	(ii) Increase awareness on RH/FP services through audio visuals and posters.	IEC, MoH, DHO, Dzongkhag Administration, Media
	(iii) Frequency of RH services and meetings/campaigns conducted by NGOs.	(iii) Widen the scope of NGO involvement in the advocacy of RH/FP services.	MoH, NGOs
	iv) Access to safe contraception.	iv) Provide 100% access to safe methods of contraception.	MoH, NGOs, Private Sector
	(v) Coverage in terms of area and population.	(v) Privatize certain FP/RH services such as information gathering, awareness and education on RH.	MoH, Private Sector, MoLHR
	(vi) Number of RH activities where the private sector was involved.	(vi) Involve private sectors in RH/FP services.	MoH, Privater sector
	(vii) Number of cases referred through telephone. (viii) Reduction in number of physical referral cases.	(vii) Introduce teleconsultancy services.	
2.3 Ensure complete registration of vital events (births, deaths, marriages, divorces and, move-ins and move-outs).	(i) Reduction in the number of discrepancies in civil registration cases.	(i) Define timeline for the registration of births, marriages, and divorces.	MoH, MoHCA, DHO, BHW, Gewog Admn.
		(ii) Create awareness on the existing rules and regulations on registration of births, marriages and divorces.	

2.4 Strengthen the integration of population education into the secondary school curricula through a life skills based education approach.	(i) Number of policies enacted and enforced.	(i) Integrate topics on the dynamics of population change into secondary school curricula.	RGOB
	(ii) Integration of population issues in educational curricula.	(ii) Integrate lessons on the impact of population on environment, agriculture, adolescents, youth, unemployment, the changing society and urbanization into secondary school curricula.	MOE

Goal 3: Reduce Population Momentum Effect on Growth			
Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies
3.1 Promote valued roles for women apart from motherhood.	i. Increased enrolment rate at all levels of education, ii. Numbers of trade licences owned by women, nos. of SME trainings conducted etc. iii. Types of credits/loans schemes made available to women	(i) Increase young women's opportunities to education, income-earning work and financial credit.	MOE/RUB/MOLHR/ MOEA/ GNHC and Financial Institutions.
	Number of women employed in public and private sector	(ii) Preferential treatment to women candidate for employment	RCSC/MOLHR/BCCI/NGO & CSO
	i. Nos. of entrepreneurship training conducted ii. Programmes and workshop to promote and market agricultural products	(iii) Promotion of small scale and cottage industries for women to participate in income generating activities.	MOEA/ MoLHR/ MOAF/ NGOs
3.2 Foster equality between young men and women and improve their perceptions of marital and parental responsibilities.	(i) Number of media advocacy/ workshop/ trainings conducted .	(i) Provide young women and men with information about reproductive and marital rights, health, and sexuality and extending their access to appropriate services.	Media organizations/ MoH/MOE/NGOs
	ii. Public health education and relevant policies implemented.	(ii) Increase age at marriage beyond 21 years for both boys and girls and provide marriage counseling.	MoH/MOE/LG/ NGOs

	iii. Nos. of children per family	(iii) Educate newly married couples to delay first birth and space between births by three years.	MoH/MOE/LG/ NGOs
		(iv) Educate young men and women social and individual responsibilities.	MoH/MOE/LG/ NGOs

Goal 4: Reap the Benefit of Demographic Bonus by Effectively Utilizing the Increase in the Number and Proportion of the Labour Force Population			
Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies
4.1 Create enabling environment and access to finance (credit, savings and investments) to enhance economic opportunities	(i) Number of trainings on group saving schemes by type.	(i) Create awareness and provide education on financial management (savings and investments).	Financial institution /Media
	(ii) Number of local level saving schemes established. (iii) Volume of transactions and capital saved under the particular scheme.	(ii) Improve access to and service delivery of financial institutions.	Financial institution, RMA, MoF
	(iv) Value of collateral for small loan schemes in financial institutions	(iii) Provide training for women and youth on group saving schemes.	GNHC, Financial Institutions
	(v) Volume of credit extended for productive purposes	(iv) Establish local level savings schemes	Financial institution/GT
	(vi) Number of clients availing themselves of credit.	(v) Facilitate access to credit (reducing the requirement for collateral for productive loans) to encourage employment generation.	Financial institution/GT
4.2 Establish systems to ensure and expand employment security and benefits.	(i) Legal provisions established for minimum wage rate. (ii) Percentage of formally employed and total labor force receiving employment benefits and security as per the act.	(i) Review and enforce labor laws including minimum wage rate.	MoLHR, NCWC, RCSC, OAG, MoHCA
	(iii) Number of awareness trainings given to employed and unemployed youth.	(ii) Promote dignity of labour and work ethics.	MoLHR, RCSC

	(iv) Benefit and saving schemes established in private and public organizations	(iii) Develop saving schemes for all sectors of employment.	RCSC, MoLHR, Financial Inst., BCCI
	(v) Pension scheme expanded to cover private sector.	(iv) Introduce pension scheme for private sector.	NPPF, RCSC, MOF, GNHC
	(vi) Number of associated awareness programs conducted by sector, type, and location.	(v) Establish awareness programs on work ethics, organisation rules and regulations, and government policies.	MoLHR, NGOs, RCSC, MoE, RIM
	(vii) Institutional arrangement enacted and enforced.	(vi) Establish an institutional arrangement to enforce labor laws.	MoLHR, RCSC
4.3 Improve the existing information dissemination system for the labour market and enhance nationwide jobmatching services.	(i) Number of reports produced and disseminated, including LMI reports, through various media.	(i) Update, publish, and increase frequency of labour market information and dissemination thereof through various media on a regular basis	MoLHR
	(ii) Number of labour market research studies and publications conducted and disseminated on a regular basis.	(ii) Conduct labour market studies on a regular basis.	MoLHR

Goal 5: Address the skills-based education needs of the increasing adolescent and youth (10-24) population			
Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies
5.1 Promote and expand science, IT and vocational education including crafts (<i>Zorig Chusum</i>).	(i) Number and types of trainings conducted (ii) number of people trained by location and type of population.	(i) Promote environmentally friendly <i>Zorig Chuesum</i> and vocational skills in the <i>Dratshang</i> (monastic schools), <i>Gomdey</i> (retreat centers), <i>Shedra</i> (Scholarly Buddhist Learning Centres), nunneries, Armed Forces, and for juveniles, etc.	MoLHR, MoHCA, Dratshang Lhentshog, Armed Forces
	(iii) Number and types of trainings conducted (iv) number of people trained by location and type of population.	(ii) Establish and expand environmentally friendly vocational skills and trainings on construction, traditional carpentry, crafts, etc. for villagers, NFE learners and school leavers.	MoLHR, MoE, NGOs
5.2 Strengthen the capacity of training institutes and enhance the status of teachers/instructors.	(i) Number of VTI curricula incorporated into the formal education system.	(i) Promote environmentally friendly VTI curricula in formal education system and institutes.	MoE, MoLHR. REC

	(ii) Adequate, continuous monitoring and quality evaluation reports and assessments maintained (ii) Adequate and improved physical infrastructure and equipment.	(ii) Enhance quality of teacher training institutes.	MoE, RUB, REC
	(iii) Number of pre-service teachers trained in institutes (iv) Number and type of trainings imparted to in-service teachers.	(iii) Strengthen pre-service and in-service teacher education, trainings, and professional specialization.	MoE, REC, RUB
	(iv) Number of teacher retirement schemes initiated.	(iv) Promote merit-based career advancement opportunities, incentives, and preferential retirement benefits to teachers.	MoE, MoF, RUB
	(v) Proportion of secondary and post-secondary curricula dedicated to career-oriented skills.	(v) Design market needs-based (i.e. clear industrial policy) secondary and post secondary education curricula.	MoE, MoEA, GNHC
	(vi) Number and type of media campaigns and programs on the social role of teachers.	(vi) Promote the image of teachers through media campaigns.	MoE, MoIC, RUB, BICMA, Websites
	(vii) VTI college established.	(i) Establish College for VTI instructors.	MoLHR
	(viii) Number of VTI instructors trained.	(ii) Strengthen VTI instructors' capacity and enhance quality through trainings.	MoLHR
	(ix) Difference between the past VTI curriculum and present VTI curriculum.	(iii) Develop VTI trainings/curriculum responsive to market needs.	MoLHR
5.3 Promote, and involve, parents in life skills education.	(i) List of activities involving number of students in off-school economic activities.	(i) Include productive skills and income generating program for students during school holidays	MoE
	(ii) Number of social services undertaken by the youth during holidays	(ii) Promote the value of social obligations and social service and organize socially productive services to communities during school holidays.	MoE
	(iii) Needs analysis and strategy to improve employment opportunities and school enrolment for girls developed.	(iii) Provide specific attention to the employment and educational needs of young girls.	MoE, MoH, MoLHR
	(iv) Number of parents who attended counselling workshops.	(iv) Provide parenting, counselling skills and sex education to parents and general public	MoE, MoH, NCWC, NGOs

	(v) Number of teachers involved in counselling.	(v) Teachers and Health Workers trained in counselling service skills.	MoE, MoH, NCWC, NGOs
		(vi) Social science professionals giving lectures on adolescents and sex education.	MoE, MoH, NCWC, NGOs
	(vi) Number of publications and audio visual	(vii) Development of awareness materials on drugs, tobacco, substance abuse etc.	MoE, MoH, BNCA, Dratshang Lhentshog, RBP
	(vii) Number and type of counselling sessions by teachers, <i>Dratshangs</i> and Health professionals.	(viii) Promotion of life values, family life and adolescents and family relations.	MoE, MoH, Dratshang, BNCA, LGs
	(viii) Number of NGOs involved and sessions conducted.	(ix) Encourage counselling on substance abuse, sexuality and psycho-social problems involving NGOs, CBOs and DYS.	MoH, MoE, NGOs, CBOs
	(ix) Number and type of programs conducted	(x) Integrate substance abuse and sex related knowledge with career counselling programs in educational and monastic institutions and work places.	MoE, MoLHr, BNCA, MoH, Dratshangs
5.4 Raise awareness and disseminate information on youth-related social issues through life skills-based education.	(i) Number and types of audio visuals and publications published and disseminated.	(i) Publish and disseminate audio visuals, publications, pamphlets on value of life, youth related social issues, and positive attitude.	MoE
	(i) Number and types of sessions conducted by teachings in schools and youth centres.	(ii) Teaching sessions by <i>Dratshang</i> and other teachers on culture, value and positive attitude to life.	MoE, Zhung Dratshang, CBS

Goal 6: Reduce unemployment amongst the youth (15 - 24)			
Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies
6.1 Create adequate employment for the youth by diversification of employment opportunities.	(i) Number of job placements by type of enterprise (ii) Number of SMEs established.	(i) Expand environmentally sustainable entrepreneurship programs in farming activities and SMEs.	MoLHR/MoA
	(ii) Value of products produced by communities.	(ii) Promote organised, environmentally sound local community product specialization and marketing.	MoLHR/MoEA
	(iii) Number of cultural items produced and marketed.	(iii) Promote cultural industry products and provide associated training skills.	MoLHR/MoEA
	(iv) Number of partnership programs by type of enterprise.	(iv) Strengthen public, private, and NGO partnerships.	MoLHR/MoEA
6.2 Provide the legal and institutional support in the work place.	(i) Labor Act enforced.	(i) Enforcement of Labor Act.	MoLHR
	(ii) Regulations governing child protections enforced.	(ii) Enforcement Convention on Rights of Child.	NCWC
	(iii) Number of awareness campaigns and programs conducted.	(iii) Promote awareness on the constitution of Bhutan.	NCWC, NAS, Judiciary, all sectors
	(iv) Institutions have sufficient number of trained human resources (v) Coordination mechanisms between institutions established.	(iv) Strengthen the NCWC and related institutional capacity to enforce the laws and regulations.	

6.3 Encourage market needs-based education.	(i) Job market-specific curricula integrated into educational system.	(i) Design job market-oriented education in educational curricula.	MoE, MoLHR, RUB
	(ii) Amount of skills-based education in various VTI institutes.	(ii) Provide specific VTI skills-based education on labor-intensive and emerging service sector-related industries (e.g. tourism and construction industries).	MoE, MoLHR, RUB
6.4 Formulate and implement appropriate regulations to reduce dependence on foreign labor in a phased manner.	(i) Number of private and corporate companies following the Labor Act.	(i) Enforce Labor Act, and rules and regulations.	MoLHR, MoHCA
	(ii) Percentage of Bhutanese nationals in the total labor force by type of employment and location.	(ii) Encourage Bhutanese companies to provide job security and good working environments.	MoLHR, MoEA, Pvt. Sector
	(iii) Percentage of nationals recruited by private enterprises.	(iii) Encourage the private sector to employ Bhutanese nationals through provision of various incentives in specific sectors (e.g. road construction).	MoLHR, MoEA, MoF, Pvt. Sector
	(iv) Minimum wage rate enforced.	(iv) Enforce national minimum wage rate	MoLHR, MoF
6.5 Promote dignity of labor through mechanization, especially in the construction industry.	(i) Number of reports produced and findings disseminated.	(i) Conduct studies on the norms of dignity of labor and work ethics in the Bhutanese context.	MoLHR, NSB, CBS, GNHC
	(ii) Number and type of counselings, awareness, and training campaigns conducted.	(ii) Promote education and awareness on dignity of all types of labor, work ethics, and employer-employee relations.	MoLHR/MoE
	(iii) Number of institutions and enterprises abiding by health and safety standards.	(iii) Promote and strengthen health and occupational safety standards.	MoLHR, MoH
	(iv) Percentage of output produced by mechanized processes in various sectors.	(iv) Introduce mechanization in various sectors wherever possible.	MoLHR, Pvt Sector, CAB
	(v) Amount and type of incentives provided.	(v) Provide incentives for mechanization	MoLHR, Pvt Sector, CAB

Goal 7: Reduce rural-urban migration and promote planned urbanization			
Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies
7.1 Ensure coordinated and planned urban development to match internal migration from rural to urban areas.	(i) Number and type of agro-based jobs created. (ii) Publication of area- and sector-specific LMI.	(i) Generate employment in agriculture and agro-based industries in rural areas as well as develop skills and generate employment in urban areas.	MoEA, GNHC, MoA, MoLHR
	(iv) Geographical distribution of the urban population. (ii) Analysis of the facilities and services ensuring coverage for the unreached population.	(ii) Establish and expand satellite regional towns and growth centers with adequate basic facilities and services including health and education through environmentally-sustainable processes.	MoWHS, GNHC, MoH, MoE
	(v) Number of offices relocated/established in other regional centres.	(iii) Relocate some government offices, institutions, etc. from the capital city and establish new agencies in other regional urban centers.	MoWHS, GNHC
	(vi) Percentage of unreached population covered by health services.	(iv) Provide comprehensive basic health services, including family planning and reproductive health services to the unreached population.	MoH
	(vii) Number of Local Area Plans prepared by location and migration trends.	(v) Enact town and country planning act and prepare regional and local area plans with special emphasis on areas of high migration (both in- and out-migration).	MoWHS, GNHC
7.2 Promote balanced regional development by improving the quality of rural-based services and facilities, including opportunities for employment and income-generation.	(i) Number of people trained by type of skills and location.	(ii) Provide training to improve local skills including artisans, masons, and cultural arts and crafts.	MoLHR, MoEA, GNHC
	(ii) Number of existing and newly established MSMEs. (iii) Number and type of regulatory reforms enacted to facilitate business. (iv) Volume of grants and credits extended to MSMEs.	(iii) Develop MSMEs in villages and initiate regulatory reforms to ease doing business; provide financial and technical support.	MoLHR, MoEA

	(v) Number of cooperatives formed. (vi) Number of trading outlets established for agricultural products. (vii) Traded agricultural goods as a proportion of total agricultural output.	(iv) Enhance productivity, commercialisation, and marketing of agricultural outputs (including livestock, dairy and poultry).	MoA, MoEA
	(viii) Quality standards for rural products developed. (ix) Proportion of rural products meeting established quality standards. (x) Total market value of rural products.	(v) Improve quality and value of rural products.	MoEA, MoLHR

Goal 8 : Reduce maternal mortality			
Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies
8.1 Promote and encourage institutional deliveries	(i) % of Institutional Delivery, % of Trained Delivery, MMR,IMR	(i) Conduct IEC and Advocacy on safemotherhood	MoH
		(ii) Expand and upgrade EmONC Centers with adequate supplies and equipments	MoH
		(iii) Train doctors in OBGYN	MoH, RCSC
		(iv) Train all health workers in midwifery and EmOC skills	MoH, RCSC
		(v) Provide regular refresher training for health workers on safe and clean delivery	MoH
		(vi) Train nurses on Neonatal care	MoH, RCSC
		(vii) Monitoring and Evaluation of the MCH activities	MoH
		(viii) Conduct periodic revision of guidelines & standards on EmOC and Midwifery practices.	MoH
		(ix) Supplies of equipments in labour rooms and MCH units	MoH

		(x) Conduct annual maternal and neonatal death auditing	MoH
		(xi) Create Community Awareness and Participation	MoH, LG, MoE
8.2 Strengthen and intensify ante-natal and post-natal care services	(i) ANC & PNC Coverage , MMR, IMR	(i) Train health workers in IPC and BCC	MoH, RCSC
		(ii) Development of IEC materials on safe motherhood	MoH
		(iii) Conduct health education and FP counseling	MoH, MoE, LG, NGO
		(iv) Immunization of mother and child	MoH
		(v) Promote exclusive breast feeding	MoH, MoE, LG, NGO

Goal 9: Reduce Infant and Child Mortality			
Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies
9.1 Strengthen Integrated Management of Neonatal and Childhood Illness (IMNCI)	(i) Incidence of ARI, diarrhoeal and other related diseases ,IMR,U5MR	(i) Review and revise IMNCI models / guidelines with inclusion of community based pneumonia management, zinc supplement and community neonatal care	MoH
		(ii) Print & distribute IMNCI revised models and wall charts for IMNCI training	MoH
		(iii) ToT for DMO, DHO and selected ACO on IMNCI	
		(iv) Training of all Health workers on IMNCI Phase wise	MoH

		(v) Monitor periodically and provide technical support to the districts on IMNCI regularly	MoH
		(vi) Develop IEC materials on IMNCI	MoH
		(vii) Training of VHWs to promote key family practices and community based pneumonia management among families and caregivers in community.	MoH
		(viii) Supply and Equipments for IMNCI implementation	MoH
		(ix) Assess ORT corners in all BHUs and Hospitals	MoH
		(x) Procure and distribute all BHUs and Hospitals with ARI timer, ORT equipments and others	MoH
		(xi) Disease surveillance instituted at all hospital levels through PHL	MoH
9.2 Promote childhood development with implementation of Early Childhood Care and Development Program (ECCD) through IMNCI	(i) IMR (ii) U5MR	(i) Awareness to all level including interrelated stakeholders	MoH
		(ii) Translation, adoption and publication of ECD package developed by WHO-UNICEF to country's need	MoH
		(iii) Development of IEC materials on ECD like parenting guide, charts, posters and leaflets etc	MoH
		(iv) Develop strategy plan for Health sectors on ECD	MoH

		(v) Capacity building of Health workers and care providers in phase wise	MoH
		(vi) Supply of stimulation & development package on ECD	MoH
		(vi) Supervision and provide technical support to Health and day care facilities	MoH
9.3 Increase immunization coverage and improve the quality of immunization	(i) Number of districts with increased immunization coverage >95	(i) Procurement and distribution of vaccines & cold chain equipments	MoH
		(ii) Training of hospitals MCH & BHU staffs on EPI	MoH
9.4 Strengthen surveillance of vaccine preventable diseases	(i) Number of Vaccine Preventable disease reduce	(i) Improve the disease investigation & reporting system	MoH
9.5 Promote infant and young child feeding practices	(i) % of babies (0-6 months) exclusively breastfed in last 24 hours, (ii) % of breastfed babies (6-9 months) receiving complementary foods, (iii) % of babies breastfed within 1 hour of birth, (iv) % of breastfed babies less than 6 months receiving other foods or drink from bottles	(i) Develop Infant and Young Child Feeding policy and strategy	MoH
		(ii) Develop manual and guideines on IYCF	MoH
		(iii) Training of health workers on IYCF	MoH
		(iv) Development of IEC materials	MoH
		(v) Conduct advocacy on IYCF	MoH
		(vi) Attend seminars and workshops	MoH

Goal 10: Reduce the incidence of cervical and breast cancers

Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies
10.1 Improve and expand the screening services	(i) Incidence of cervical and breast cancers	(i) Periodical revision of guidelines and manuals for screening	MoH
		(ii) Train health workers on screening techniques	MoH
		(iii) Conduct Pap smear VIA screening	MoH
		(iv) Conduct breast cancer screening	MoH
		(v) Develop IEC materials	MoH
		(vi) Conduct IEC and advocacies	MoH

Goal 11: Halt and begin to reverse the spread of HIV/AIDS				
Strategy	Indicators to measure the impact of the strategy	Action Plan/Activities	Implementing agencies	
11.1 Enhancing the prevention of STI and HIV transmission	(i) HIV prevalence among population aged 15-24 years	(i) Increase access to STI Education and services, and implementation of the STI Technical strategy and the National Guidelines for STI management	MoH	
	(i) Condom use at last high-risk sex	(ii) Train Health workers (in HISC and the 3 priority Dzongkhags identified) in better STI symptom recognition-include anal STIs, information on anal sex, history taking and clinical examination for possible anal infections, for both male and female clients.	MoH	
	Proportion of population aged 15-24 years with comprehensive correct knowledge of HIV/AIDS	Provision of VCT & STIs testing at HISC, Referral for STI diagnosis and treatment	MoH	
	(i) Number/percentage of schools –grade 7 & above providing life skills based HIV/AIDS education in the last academic year	(iii) Procurement of STI treatment drugs, STI testing kits, Laboratory services and Equipment, Updating of infrastructure (WB.GFATM)	MoH	
	(i) Number/percent of service delivery points where VCT is available	(iv) Continuing condom promotion & distribution		MoH
		(v) Continuing STI and HIV awareness raising activities with broadcast media and through printed IEC		MoH
		(vi) Develop specific IEC products and messages		MoH
		(vii) Targeted interventions for vulnerable groups - vulnerable youths (out of school youth, mobile population, sex workers, prisoners etc)		MoH
		(viii) Development of a package of information and services - HIV, RSH Information, STI Information and services, condom promotions, Referral to HISC for VCT, counselling; referral to other organizations and Institutions, DIC, crisis center and rehabilitation services.		MoH
	(ix) Epidemiologic appraisal and Population Size Estimation of MARPs (also being done with drayangs, MSM, US, IDU, Migrants)		MoH	

11.2 Enhancing access to treatment, care and support for people living with HIV and AIDS	(i) Proportion of population with advanced HIV infection with access to antiretroviral drugs	(i) Participatory Assessment of PLHA, children and affected families , needs and resources of PLHA – involve PLHA in planning, data collection and analysis (same activity as in 3.1.2.9 on POSITIVE PREVENTION	MoH
		(ii) Updating and Implementation of standard clinical protocols for PLHA and Pediatric AIDS, both first and second-line treatment – WB	MoH
		(iii) Train health workers in clinical management of HIV related disease	MoH
		(iv) Development of Training Materials	MoH
		(v) Refresher training for Health practitioners in priority districts with the most number of HIV cases	MoH
		(vi) Develop guidelines for detection and management of ARV drug resistance	MoH
		(vii) Develop and implement guidelines for palliative care	MoH
		(viii) Engage NGOs, CBOs and religious institutions to provide alternative care and support servicesx	MoH
		(ix) Train health workers to develop basic counselling skills, including family and couple counselling	MoH

Goal 12: Improve reproductive health situation of the unreached population			
Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies
12.1 Provide IEC and comprehensive basic health, including reproductive and child health services to people who live in unreached and remote areas with the help of NGOs and the private sector	(i) Proportion of IEC activities targeted to unreached areas	(i) Increase and strengthen institutional set up in unreached areas	MOH, NGO, LGs
	(ii) Number and type of trainings provided to BHWs and VHWs in unreached areas.	(ii) Provide training skills to local VHWs and BHWs	NGO, LGs, MOH
	(iii) Number and type of health campaigns carried out by NGOs and private sector.	(iii) Involve NGOs and the private sector in provision of health campaigns and education	NGOs, MoEA, BCCI
12.2 Formulate and implement a system of preventive and curative health care that responds to seasonal variations in the availability of work, income, and food for remote areas	(i) Incidence of disease and poverty by season and location	(i) Identify seasonality of poverty and morbidity in specific areas	MoH, NSB
	(ii) Number of households in remote areas with poor sanitation and lack of sufficient nutritional intake	(ii) Improve sanitation, nutrition, and food support to pocket areas particularly during lean agricultural season	MOA, MOH
	(iii) Number of persons in remote population engaged in off-farm employment, particularly during lean season	(iii) Identify potential for off-farm employment and income generation for underserved areas	MoA, MOEA, MOLHR, NSB
	(iv) Number of households that receive food grants in remote areas	(iv) Subsidize and improve delivery of nutritional supplements and food to worse off areas, particularly during the lean season	MOEA, FCBL, MOA, MoHCA
	(v) Number of skill development programs in remote areas	(v) Improve educational support (formal and nonformal) to build employment skills	MOLHR, MOE, Private sector, NGOs

12.3 Strengthen sustainable use of traditional indigenous medicine and aromatic plants	(i) Number of villagers trained in harvest and management indigenous medicinal systems	(i) Provide training on sustainable harvest and management of traditional indigenous medicine and aromatic plants	ITMS (RUB), MoA, LGs
	(ii) Number of village practitioners of traditional and indigenous medicine	(ii) Promote and strengthen the capacity to practice indigenous medicine	ITMS (RUB), LGs, NGOs,
	(iii) Number of traditional and indigenous medicinal outlets	(iii) Expand Indigenous medical services into remote areas	MoH, ITMS

Goal 13: Provide adequate health care and welfare services for the elderly and people with special needs			
Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies
13.1 Establish social security schemes such as old age pension for the elderly and the disadvantaged currently not covered by formal government insurance, pension or social security schemes	(i) Study conducted on the needs of elderly and those with special needs	(i) Conduct analysis on the situation of elderly and those with special needs	MoH,GNHC,MoHCA,LGs,DL, NGOs
	(ii) Action plan developed to implement livelihood, old age, and special needs support schemes	(ii) Develop an action plan based on the findings of situation analysis to provide livelihood, old age, and special needs support schemes	MoH,GNHC,MoHCA,LGs,DL, NGOs
13.2 Strengthen existing Bhutanese family and value system through explicit programmes	(i) Number of programs targeted towards the promotion of <i>Ley Judey and Tha Damtse</i> (ii) Proportion of young population who value elderly as a source of knowledge and inspiration	(i) Strengthen and promote the concept/culture of <i>Ley Judey and Tha Damtse</i>	MoHCA,GNHC,CBS
	(iii) Percentage of elderly population supported by cultural programs to recite prayers and practice	(ii) Further support ascetic life, practice, recitation of prayers, and social gatherings for the elderly besides medical provisions	MoHCA, Dratshang Lhentshog,GNHC, CBS
	(iv) Number of awareness and advocacy campaigns conducted	(iii)Strengthen existing social capital in local communities to create a conducive environment through awareness and advocacy	MoHCA,GNHC,CBS
	(v)Number of elderly and those with special needs engaged in the identified activities	(iv)Create a sense of belonging and self worth through identification of special activities for the elderly and those with special needs to promote them as productive members of the household and society.	MoHCA,GNHC,CBS

	(vi) Number of elderly and those with special needs looked after by volunteers	(v) Develop and promote a system of volunteerism to care for the neglected, elderly, and special needs populations	MoHCA, GNHC, CBS
13.3 Provide incentives to encourage families to provide care for the elderly and those with special needs.	(i) Number and type of skills, support, and counseling provided to family members	(i) Provide skills, psychological support, and counseling to families who care for the elderly and those with special needs	MoH
	(ii) Amount and type of financial incentives disbursed. (iii) Programs developed to create home-based income generation opportunities	(ii) Use financial and fiscal incentives to promote care for the elderly and those with special needs	MoF, MoH, MoEA
13.4 Expand the facilities and improve the quality of services provided for the elderly, and those with special needs	(i) Number and type of medical and social services privileges provided to the elderly and those with special needs. (ii) Number of special care units (ex: geriatric units) established in the various levels of the State Health Care System	(i) Strengthen privileges in the procedures for obtaining medical and other services	MoH, GNHC, MoHCA, LGs, NGOs
	(iii) Number of skill development programs for the local communities	(ii) Develop community skills to support, counsel, and care for the elderly and those with special needs	MoH, GNHC, MoHCA, LGs, NGOs
	(iv) Needs of the elderly and those with special needs mainstreamed in all development plans and programs	(iii) Integrate needs of the elderly and those with special needs in all development plans and programs.	GNHC, LGs
	(v) Number of CSOs involved in activities related to the provision of care for the elderly and those with special needs	(iv) Engage CSOs to develop and implement social programs to help the elderly and those with special needs.	CSOs, MoHCA, MoH
	(vi) Number of new and critical public facilities made accessible for the physically disabled	(v) Encourage new and critical public facilities to be made accessible for persons with physical disabilities.	All relevant sectors, GNHC
	(vii) Incidence of care for elderly and special needs population in remote and unreached areas.	(vi) Ensure health care providers in the public, private, and NGO sectors adopt an approach that meets the needs of the elderly and special needs populations in remote and unreached areas.	MoH
	13.5 Ensure productive employment opportunities for those with special needs	(i) Number of jobs suitable for people with special needs identified. (ii) Number of people with special needs employed.	(i) Identify jobs suitable for those with special needs and match jobs with job seekers accordingly.
(iii) Number and type of trainings conducted and number of people trained		(ii) Provide vocational and Zorig Chusum training to special groups	MoLHR

	(iv) Proportion of offices with facilities and work environment conducive for people with special needs (ii) Number of special needs persons employed	(iii) Empower and mainstream people with special needs into employment Sector by establishing a conducive work environment and encouraging establishments to employ special needs persons.	MoLHR, GNHC
	(v) Legal provisions for employment enacted and enforced	(iv) Incorporate the rights of the disabled and special needs populations into the Labour and Employment Act	MoLHR/NGO's
	(vi) Number of NGOs involved in self-employment and entrepreneurial promotion activities	(v) Involve NGOs to promote self-employment	MoLHR, MoEA, NGOs
	(vii) Number of instructors trained	(vi) Develop local human resources to train people with special needs	MoLHR/NGO's
13.6 Ensure inclusion of children with special needs in all forms and all levels of the education system	(i) Number of schools identified. (ii) List of accessibility projects completed. (iii) Percentage of children with special needs enrolled in the identified schools	(i) Improve physical accessibility for children with special needs in identified schools or institutions	MoE, CSOs
	(iv) Number of awareness and sensitization programs conducted. (v) Special needs concerns integrated into the curriculum	(ii) Sensitize and improve responsiveness of students, teachers, parents, and communities to the needs and concerns of children with special needs	MoE, MoH
	(vi) Number of private institutions established or reformed to cater to children with special needs	(iii) Encourage and involve the private sector to provide educational opportunities for children with special needs	MoE, Private sector

Goal 14: Reduce the Current level of malnutrition by 2015			
Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies
14.1 Conduct research on nutrition and eating habits and recommend appropriate policy interventions	(i) Number of people trained	(i) Develop HR capacity in research and analytical skills in relevant sectors	GNHC/RCSC/Concerned Agencies
	(ii) Number of studies conducted	(ii) Conduct regular situational analysis of population's nutrition level	NSB with the help of GNHC
	(iii) Number of publications and extent of distribution	(iii) Widely disseminate findings, particularly on nutrition level of women and children	NSB with the help of GNHC

	(iv) Regular updates of proportion on population suffering from malnutrition	(iv) Develop evidence-based policy instruments to address malnutrition.	MoH, NSB
14.2 Promote healthy eating habits	(i) Number and type of IEC materials disseminated and targeted by various media	(i) Create IEC programs and materials on healthy food choices and distribute through various media.	MOH, Media, MoE
	(ii) Amount and type of nutritious crops grown in an organic and environmentally friendly manner (iii) Training of local heads and health workers on nutrition	(ii) Promote and train farmers in organic and environmentally friendly agricultural practices, focusing on cultivation of nutritious crops	MOA
14.3 Provide nutrition education to the public, focusing particularly on children, adolescents, and women of reproductive age	(i) Number of women educated on healthy dietary habits during ante-natal and post-natal care	(i) Advise pregnant women on dietary habits while attending ante-natal and post-natal care	MOH
	(ii) Syllabi in all forms of educational institutions include diet and nutrition (iii) Number of nutritional and food preparation extra-curricular activities	(ii) Incorporate education on healthy dietary habits in all forms of educational and religious institutions	MOE, MoH, RUB, MoHCA, Dratshang Lhentshog
14.4 Ensure access to essential food items at affordable prices	(i) Essential items made available at subsidized rates	(i) Improve access to nutritious and essential food through various fiscal means, such as subsidies	FCBL/MOA/GNHC/MOEA
	(ii) Number and type of additional distribution and storage outlets and networks set up	(ii) Improve food distribution and storage networks	FCBL, MoA, GNHC, MoEA
	(iii) Number of food banks established (iv) Number of households covered by crop insurance/compensation schemes	(iii) Ensure availability of food during times of emergencies through establishment of institutional mechanisms such as food banks, crop insurance, compensation schemes, etc.	FCBL, MoA, GNHC, MoEA

Goal 15 : Targeted Poverty Reduction to Reduce the Number of People Living Under the Poverty Line in the rural areas			
Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies
Strategy 15.1: Improve agricultural productivity	% of landless rural households (any land). of households without any arable land. Households (%) with landholding less than 1.5 hectares of arable land	Introduce Land Reforms	NLC
	% of farming households with any kind of farming machinery including hybrid seeds, fertilizers etc. No. of households owning livestock.	Introduction and adoption of eco-friendly farming methods and promotion of organic farming;	MOA
	% of population living more than half a day away from a road (all-weather road).	Improvement and expansion of farm and feeder roads and marketing infrastructure	MOA/MOWHS
	No. of households benefiting from irrigation schemes. Diversification in crop and agricultural practices.	Expand Irrigation, agri-land conservation of soil quality; management of wild animal control; adapt agriculture methods to revert climate change effect	MOA
	Real growth rate of primary sector. Population (%) below food-poverty line. Growth rate of cash crop area	Diversification into high-bulk low value crops and products; promote community level food and essential oil processing and supply within localities	MOA
	Percentage with access to credit from BDFC and other financial institutions	Increase access and promote affordable rural farmers credit; Promote and strengthen community level self-help groups to manage and market farm products;	BDFC/Financial Institutions
		Development of rural product marketing system, Strengthen Gewog Information Centres and IT Use.	
Strategy 15.2: Promote off-farm enterprises	Number of people moving into the Gewog. Number of people moving out of the Gewog	Provide access to training, technical assistance, productivity enhancing technologies, credit, and markets for input supplies and sale of outputs	MOA/Dzongkhags/Gewogs/NGOS

and opportunities		Accelerate physical access and rural electrification	MOA, MWHS, DOE
Strategy 15.3: Create an enabling environment for the private sector in rural-based enterprises		Create transparent industrial and investment policies and supporting laws	MEA
	Number of private sectors investments	Development of processing units and service centers.	MEA
	Population (%) with more than half a day walk to the nearest road (all weather road)	Improve infrastructure including roads and transport, electricity and communications to encourage private investments	MOA/MOWHS/DOE
	Households (%) connected to electricity		
Strategy 15.4: Enhance the skills of the workforce including the youth	Percentage of wage employment in the non-agricultural sector	Provide technical and vocational training, in partnership with potential employers	Private sector/MOLHR/ BCCI
	Unemployment rate.	Adjusting the school curricula to impart more life skills for the graduates to be entrepreneurs in different sectors	MOLHR/DOE/RUB
Strategy 15.5: Reduce vulnerability to natural calamities	Coordination mechanisms established at the national, Dzongkhag, Gewog and Thromde levels	Establish institutions for disaster management at the national, Dzongkhag, Gewog and Thromde levels to implement cross-sectoral risk reduction initiatives and develop capacities to respond to disasters in their respective area	MOHCA/Dzongkhags/Gewogs
	Budget allotted for Disaster Mitigation, Prevention and Preparedness	Constitute Disaster Mitigation, Prevention and Preparedness budget	MOHCA
	His Majesty's Relief Fund Strengthened	Strengthen His Majesty's Disaster Relief Fund	MOHCA/MOF/His Majesty's Secretariat

	Fund established and operational	Establish Major Disaster Fund	MOHCA/MOF
	Needs assessment conducted and targetted capacity building program formulated. Skills developed, equipment provided and systems in place at the various levels. Training provided for human resources.	Capacities of focal institutions at the national, Dzongkhag, Gewog and Thromde levels strengthened	MOHCA/Dzongkhags/Gewogs/DC SC

Goal 16: Achieve Gender Equality and Empowerment of Women			
Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies
16.1 Mainstream gender issues into all development plans, policies, and programmes.	(i) Gender-sensitive curricula, module, and text books for all levels of education and training. (ii) Introduction of gender-sensitive teaching methodology at all levels of education and training.	(i) Incorporate gender issues into the formal, non-formal, and vocational education curricula.	NCWC, MOE, MoLHR, REC, RUB, RIM
	(iv) Number of gender mainstreaming and budgeting training programmes conducted. (v) Number of sensitization programmes conducted. (vi) Number of policies and plans with gender concerns integrated.	(ii) Strengthen the capacity of policy-makers and planners in gender mainstreaming and gender budgeting.	GNHC, NCWC, RIM, NGOs, LGs and all sectors
	(vii) Number of child care centers established in rural and urban areas. (viii) Number of children enrolled.	(iii) Establish affordable child care centers in rural and urban areas under NGO and Government partnership.	NGOs, MOE, private sector
	(ix) Number of publications with gender-disaggregated information. (x) Vibrant and accessible gender information base set up at NCWC. (xi) Resource Centre established and functional.	(iv) Collect, compile, and analyze gender-disaggregated data in all sectors to explain gender disparity and fill in data gaps.	NCWC and all sectors
	(xii) Research conducted and findings used for informing policy.	(v) Conduct research on causes of divorce.	NCWC, NGOs, CBS/research institutions
	(xiii) Research conducted and findings used for informing policy.	(vi) Conduct research study using socio-cultural, historical and contemporary data to better understand the reasons for higher sex-ratio and higher female death rates.	MOH, NSB, CBS/research institutions

	(xiv) Women's unpaid work accounted in the GDP estimate.	(vii) Recognize and account for (e.g. monetize) women's unpaid work in the GDP estimate.	NSB
	(xv) Research conducted and findings used for to inform policy.	(viii) Conduct study on the extent and forms of prostitution and trafficking both internal and external.	NGOs, NCWC
	(xvi) Number of child labourers. (ii) Effective enforcement of the Labour and Employment Act 2006. (iii) Functional and accessible support mechanisms established to protect children from exploitation, including those for parents.	(ix) Ensure improved welfare of under-age children through effective measures.	NCWC, MoLHR, NGOs
	(xvii) Number of sensitization programmes conducted. (ii) Gender-sensitive education policies and programmes implemented.	(x) Mobilize support of national level leaders, community leaders, and religious leaders to promote the value of girls' education, including those with special needs.	NCWC, Media, NGOs
	(xviii) Domestic violence bill drafted and enacted. (ii) Sexual harassment at workplace bill drafted and enacted. (iii) Penal Code of Bhutan 2004 reviewed and amended. (iv) Marriage law reformed to avoid gender discrimination. (v) Review the draft Civil Service Act.	(xi) Review and formulate policies and laws to eliminate gender discrimination.	NCWC, RCJ, Parliamentarians
16.2 Strengthen information, advocacy and awareness on gender equality.	(i) Number of equality awareness programmes conducted. (ii) Number of women and men participating in the awareness programmes. (iii) Number of gender advocacy materials developed and disseminated.	(i) Promote through awareness programmes equal participation of women and men in all areas of family and household responsibilities.	Media, NGOs, NCWC
16.3 Promote involvement and participation of women in politics and decision-making process.	(i) Change in knowledge and perceptions of policy makers, civil servants, local leaders, and communities	(i) Create awareness on gender equality and the importance of participation of women in politics and the decision-making process.	NCWC, Media, ECB
	(ii) Increased percentage of women in decision-making positions at the national and local level.	(ii) Strengthen women's capacity to participate in local and national level government bodies.	NCWC
	(iii) Gender-sensitive curricula incorporated into text books at all levels of education and training.	(iii) Introduce gender sensitive civic and voter education into the formal, non-formal, and vocational education curricula.	NCWC, ECB

16.4 Enhance employment opportunities for women.	(iv) Number and type of government policies and legislation amended and enforced.	(iv) Review and amend government policies and legislation to fulfill the provisions of equal rights and non-discrimination as outlined in the Constitution.	NCWC
	(i) New and alternative training and employment opportunities created for women. (ii) identify a list of non-traditional and non-stereotypical fields of employment. (iii) Number of women participating in these fields of employment.	(i) Create opportunities for women to enter into non-traditional and non-stereotypical fields of higher education, vocational training, and employment.	MoLHR, BCCI, MOE
	(ii) Gender-sensitive private sector policies, guidelines, and legislation enacted and enforced.	(ii) Develop gender-sensitive private sector policies, guidelines, and legislation.	NCWC, MoEA, BCCI
	(iii) Labour and Employment Act 2006 enforced. (ii) Number of sensitization programmes conducted.	(iii) Formalize the right to equal pay for equal work.	BCCI, MoLHR
	(iv) Proportion of facilities that are gender- sensitized	(iv) Ensure gender-sensitive facilities in all places.	MoE, RUB
	(v) Number of women benefiting from microfinance by urban and rural area. (vi) Type and size of loans disbursed by gender and rural and urban area. (vii) Number and type of training programmes conducted.	(v) Initiate measures to improve women's access to microfinance, technical and vocational training.	Financial Institutions, MoLHR, NGOs
16.5 Promote institutional and organizational coordination in cross-sectoral approach to gender issues	(i) ToR of NGFPs regularized and enforced. (ii) Number of NGFPs trained.	(i) Strengthen the existing NGFP network at all levels.	NCWC, RCSC, GNHC
	(iii) Number of permanent staff with required qualification recruited. (iv) Number of training programmes conducted both external and internal. (v) Number of officers trained in women- and children-related fields.	(ii) Strengthen institutional capacity of all agencies, including NCWC.	RCSC, NCWC, all agencies

Goal 17: Promote sustainable development and conservation of the environment

Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies
17.1 Mainstream environmental issues into developmental policies, plans and projects	(i) Number of developing activities taking environmental issues into consideration right at the decision-making stage.	(i) Create awareness of environmental mainstreaming concepts in all ministries/agencies, Dzongkhags and gewogs	NEC, GNHC, and line ministries
	(ii) Number of personnel trained in environmental mainstreaming	(ii) Conduct stakeholder consultations and preparing Sectoral Environmental Mainstreaming Guidelines	NEC, GNHC, and line ministries
		(iii) Expanding the mainstreaming concept to develop a poverty-environment initiative work program	NEC, GNHC, and line ministries
		(iv) Disseminate environmental information and raise awareness among the general public.	NEC
17.2 Strengthen enforcement of environmental laws/ acts	(i) Number of new laws enacted. (ii) Number and type of litigations.	(i) Review, enact, and enforce appropriate rules, regulations or acts.	NEC, line ministries
	(iii) Number of industries using state-of-the-art technology.	(ii) Develop appropriate environmental legislation and standards.	NEC, line ministries
	(iv) Number of monitoring reports published.	(iii) Promote environmentally-friendly practices and state-of-the-art technologies in industries.	NEC, line ministries
17.3 Combat land degradation	(i) Number of Dzongkhags implementing SLMP.	(i) Implement sustainable land management project.	MoA, Dzongkhags
	(ii) Number of campaigns on SLMP.	(ii) Intensify land management campaigns.	MoA, Dzongkhags
17.4 Improve and expand public service delivery and facilities through provision of environment friendly technologies and practices.	(i) Proportion of homes and buildings meeting environmental standards. (ii) Volume of environmentally-friendly appliances and equipment imported.	(i) Promote environmentally-friendly and efficient buildings and homes.	MoWHS, NEC
	(iii) Proportion of transportation network by type constructed in adherence to EFRC practices.	(ii) Improve and expand an environmentally-friendly road network including the possible use of tunneling, ropeways, etc.	MoWHS, NEC

	(iv) Number of fuel-efficient and alternative fuel vehicles by type as a proportion of total vehicles. (v) Introduction of fuel efficiency regulations and environmental taxes and subsidies. (vi) Pedestrian and bike-friendly urban plans developed and adopted.	(iii) Promote the use of more environmentally- friendly and efficient means of public and private transport through improved regulations, introduction of fiscal incentives and disincentives, better urban planning, and provision of supporting facilities.	MoIC, MoF
17.5 Improve public health, hygiene, and sanitation through environmentally sound waste management.	(i) Number of recycling plants. (ii) Percentage of total waste recycled or composted.	(i) Apply the principles of three Rs (reduce, recycle & re-use) in waste management systems.	NEC, NGOs, MoEA, MoWHS
	(i) Enforcement of Waste Management Act.	(ii) Strengthen and enforce waste management Act and rules and regulations.	NEC, NGOs, MoEA, MoWHS

Goal 18: Ensure that Bhutanese have assured access to adequate, safe and affordable water to maintain and enhance the quality of their lives and the integrity of natural ecosystems			
Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies
18.1 Meet the water needs of the population through improved water management.	(i) Number of households and enterprises with access to safe affordable water by type of use. (ii) Reduction in the amount of water used by households and enterprises. (iii) Number and type of new technologies adopted.	1) Promote integrated water resource management.	MoA, NEC, MoEA, LGs
	(i) Creation of a watershed and groundwater database and identification of critical and endangered watersheds and groundwater. (ii) Number of conservation projects and management plans developed.	(ii) Establish an institution to ensure an integrated approach in the management of water resources and its sustainable utilization.	MoA, NEC, MoEA, LGs

	(iii) Increase access and improve water use efficiency for all purposes.	MoA, NEC, MoEA, LGs
	(iv) Conserve watersheds and groundwater through improved management.	MoEA, NEC, GNHC, MoHCA

Goal 19 : Strengthen statistical data collection and analysis (sex disaggregated) for population and development planning in all sectors and at all levels			
Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies
19.1 Support policy-oriented research, evaluation, dissemination and feedback on population, RH, and development issues.	(i) Number of surveys, censuses and cases studies on population issues.	(i) Collect, compile, and establish data base on reproductive health, population, and development.	NSB, MoH
	(ii) Number of studies on determinants of population, reproductive health, gender, nutrition, poverty etc.	(ii) Identify major problems areas and their determinants.	GNHC, MoH
		(iii) Conduct special studies regarding socio-economic development, health, and RH of pocket areas.	NSB, MoH
	(iii) Number of trained staff in research in each sector and the National Statistics Bureau	(iv) Establish and strengthen capacity of research units in major sectors.	All Sectors
19.2 Strengthen the coordination mechanism for data collection to	(i) Number of cases of duplication in data collection.	(i) Implement National Statistics Development Strategy (NSDS) effectively to ensure coordination of data collection with all concerned stakeholders	NSB & Health

harmonize processes and avoid duplication of work.	(ii) Amount of inconsistencies in the process of data collection.		
19.3 Strengthen the technical capacity of statistical personnel at all levels.	(i) Number of trained statistical officers placed in Dzongkhags.	(i) Place a minimum of two DSOs (Dzongkhag Statistical Officers) in each Dzongkhag.	NSB, RCSC
	(ii) Number of trained statisticians employed	(ii) Recruit additional statisticians at the central office (NSB).	NSB, RCSC
	(iii) Number of staff trained in statistical techniques.	(iii) Train and upgrade the technical knowledge of Central & Dzongkhag Statistical Officers (DSOs).	NSB, RCSC
	(iv) Number and quality of national surveys and census conducted.	(iv) Collect socio-demographic, economic, and health data, including that of reproductive health at national and sub-national levels and produce statistics at national and sub-national levels.	NSB, GNHC, all sectors
	(v) Data disaggregated by gender.	(v) Mainstream gender concerns in collection and analysis of census and survey data.	NSB, GNHC, all sectors
	(vi) All survey questionnaires made gender sensitive.	(vi) Formulate survey questionnaires to incorporate gender-sensitive issues.	NSB, GNHC, all sectors

Goal 20 : Achieve Decentralization of Population and Development Activities

Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies
20.1 Mainstream population planning within the framework of strategic planning.	(i) Guidelines for mainstreaming population prepared.	(i) Integrate population issues into plans, programs, and policies.	GNHC
		(11) Strengthen local institutional capacity on population and development issues.	

20.2 Institutionalize inter-governmental fiscal transfer mechanisms (IGFT).	(ii) Weight assigned to population in the RAF with simultaneous assurance that low population Dzongkhags receive sufficient resources.	(i) Introduce and enhance formula-based Annual Grants System.	GNHC
	(iii) Budget delivery rate of LGs. (ii) Performance-based incentives introduced.	(ii) Promote efficient implementation of policies through budgetary measures.	GNHC, MoF
	(iv) Number of LG functionaries trained in financial and administrative management.	(iii) Strengthen the decision making and implementation capacity of LGs through administrative and financial management trainings.	GNHC, MoHCA, LGS
20.3 Strengthen advocacy and awareness at the Dzongkhag, Gewog and Thromde levels.	(i) Number of awareness programmes conducted.	(i) Create awareness on population and development actions.	LGs, MoH
Goal 21: Ensure participation of NGOs and the private sector			
It will be difficult for the Government alone to meet the current and emerging population and development challenges of the country. To meet these challenges NGOs and private sector can be valuable partners of the Government. To achieve this objective, the following strategies are proposed.			
Strategy	Indicators to measure the impact of the strategy	Action Plan/ Activities	Implementing agencies

21.1 Establish coordination and close linkages between relevant government agencies and NGOs and the private sector.	(i) Workshops conducted to establish coordination mechanism and appoint a focal coordinator. (ii) Coordination mechanism established and focal point appointed. (iii) Number of bi-annual meetings held between relevant government sectors, agencies, institutions, NGOs, and private sector.	(i) Establish coordination mechanisms.	GNHC
	(iv) Manual prepared and published that defines roles and responsibilities.	(ii) Clearly define roles and responsibilities.	MoEA, BCCI, CSO
	(v) Focal points identified from relevant sectors, agencies, and institutions. (ii) Number of population and development activities taken up.	(iii) Streamline involvement and linkage mechanisms.	BCCI
	(vi) Activities to involve NGOs and Private sector identified. (vii) Number and type of activities and awareness programs related to population and development undertaken by NGOs and/or the private sector. (viii) Number of participants and communities engaged in population activities.	(iv) Actively engage NGOs and private sector in community mobilization for population and development activities.	NGOs and private sector