

NKRA 10: Gender Equality Promoted and Women and Girls Empowered

Lead Agency: National Commission for Women and Children

Collaborating Agencies: Ministry of Education, Ministry of Health, Ministry of Labour and Human Resources, Ministry of Finance, Ministry of Foreign Affairs, Royal Court of Justice, Royal Bhutan Police, Royal Civil Service Commission, Election Commission of Bhutan, Civil Society Organizations (CSOs)

AKRA	Key Performance Indicators	Description	Units	Baseline (Year)	Baseline	Target	Data Collection Methodology	Data Source	Data Collection Frequency	Responsible Agency
1. Women in decision making positions enhanced	Women's representation in the parliament	The indicator measures the percentage of women's representation in the parliament	Percentage	2013	8.3 (6 MP)	15	Administrative Data	Annual Report, ECB	5 Years	ECB
	Women's representation in the Local Government	The indicator measures the percentage of women's representation in the Local Government including the Thromde	Percentage	2016	11.3	15	Administrative Data	Annual Report, ECB	5 Years	ECB
	Female in leadership positions in private sector	The indicator measures the proportion of female in leadership positions at the Chief Executive Officer and General Manager level in the private sector	Percentage		NCWC is in the process of collecting data		Administrative Data	Annual Report, Other Reports	Annual	MoLHR
	Female at Executive level in State Owned Enterprises	The indicator measures the proportion of female holding Chief Executive Officer and General Manager positions in State Owned Enterprises	Percentage		NCWC is in the process of collecting data		Administrative Data	Annual Report, MoF	Annual	MoF
	Female at Executive level in Civil Society Organizations(CSOs)	The indicator measures the proportion of female holding Secretary and Director levels in CSOs	Percentage	2016	23 (12 nos)	30	Administrative Data	Annual Report	Annual	CSOA
	Number of women on the board of State Owned Enterprises	This indicator will measure the number of women who sit on the boards of SOEs. The intent is to ensure women's participation in corporate governance at the highest level and also for the companies to draw on their unique set of skills and experience	Number	2016	15	20	Administrative Data	Annual Report, MoF	Annual	MoF
2. Access to equitable quality Tertiary education and TVET enhanced	Female Gross enrolment ratio in tertiary education -GER M/F	The indicator measures the total enrolment of tertiary students within and outside Bhutan as a percentage of 19 to 23 years population	Percentage	2016	32.7	40	Administrative Data	Annual Education Statistics	Annual	MoE/RUB
	Proportion of female teaching faculties	The indicators measures the proportion of female teaching faculties including instructors in the public training institutions including higher education institutions	Percentage	2016	56.6	56.6	Administrative Data	Annual Education Statistics	Annual	MoE/RUB
3. Gender friendly working conditions and environment strengthened	Functional crèches in the work place.	This indicator measures the number of offices in the public/private and corporate sector with access to functional crèches at the workplace	Number	2016	13	30	Administrative Data	Annual Report, NCWC	Annual	NCWC
	Government agencies operationalizing the Internal framework to address gender related issues	This indicator will assess the number of agencies implementing the Internal framework to addresses gender issues at the work place	Number	2016	0	25	Administrative Data	Gender Equality Monitoring System(GEMS), NCWC	Annual	NCWC
	Civil Society Organizations (CSOs) operationalizing Internal framework to address gender related issues	This indicator will assess the number of agencies implementing the Internal framework to addresses gender issues at the work place of CSOs	Number	2016	0	3	Administrative Data	Gender Equality Monitoring System(GEMS), NCWC	Annual	NCWC
	Time spent on unpaid work by sex.	This indicator measures the porprotion of time spent on unpaid work by sex with a view to promote shared responsibilities within the household	Percentage	2017	Report will be out by November, 2017	NCWC will set as per the baseline from report	Study/Survey	Study/Survey	5 Years	NCWC
	Female in Professional and Management level in civil service (P1)	This indicator measures the proportion of female employees in civil service in the P1 professional and management level	Percentage	2016	20.2	25	Administrative Data	Civil Service Statistics, RCSC	Annual	RCSC

	Female attrition rate in civil service from P1-P5	The indicators measures the proportion of female in the position level of P1-P5 leaving the civil service	Number	2016	1.69	1.5	Administrative Data	Civil Service Statistics, RCSC	Annually	RCSC
	Female judges(Sitting)	The indicators measures the proportion of female sitting judges in the judiciary	Percentage	2016	12.3	12.5	Administrative Data	Annual Report, RCJ	Annually	Royal Court of Justice
	Female in the Royal Bhutan Police by rank	The indicator measures the proportion of female in the Royal Bhutan Police by rank	Percentage	2016	19 officers, 415 NCOs	28 Officers, 630 NCOs	Administrative Data	Annual Report, RBP	Annually	Royal Bhutan Police
4. An effective and sustainable system for protection and empowerment of women	Protection mechanism for women and children established	This indicator measures the number of Women and Child Protection Units and Desks(WCPU/D), One Stop Crises Centers (OSCC), Helpline (HL), Dzongkhag Women and Children Committies (DWCC) and Family benches(FB)	Number	2016	WCPU/D-11 OSCC-1 DWCC-0 FB-1 HL-0	WCPU/D-16 OSCC/Services-3 FB- DWCC-3 HL-1	Administrative Data	Annual Reports	Annually	RBP/MoH/NCWC