

FINAL REPORT

BHUTAN: Country Gender Profile

December 2004

Bhutan Media Services

The information presented here was gathered from on-site sources. And therefore JICA is not responsible for its accuracy.

Abbreviation (Bhutan)

ACB	Austrian Cooperation Bureau
ADB	Asian Development Bank
APDIP	Asia Pacific Development Information Programme
AusAID	Australian Agency for International Development
BDFC	Bhutan Development Finance Corporation
BYDA	Bhutan Youth Development Association
CBO	Community-based Organization
CEDAW	Convention on the elimination of all forms of discrimination against women
CIDA	Canadian International Development Agency
CRC	Convention on the Rights of the Child
CTC	Construction Training Centre
DDC	Dzongkha Development Commission
EPC	Entrepreneurship Promotion Centre
FP	Family Planning
GEF	Global Environment Facility
HELVETAS	Swiss Association for Development and Cooperation
ICIMOD	International Centre for Integrated Mountain Development
ICTs	Information & Communications Technology
IDRC	International Development Research Centre
IFAD	International Fund for Agriculture Development
ILC	Institute of Language and Culture
JICA	Japan International Cooperation Agency
MCH	Mother child health
MITI	Ministry of Trade and Industry
MLHR	Ministry of Labour & Human Resources
MoE	Ministry of Education
MoF	Ministry of Finance

MoH	Ministry of Health
MoIC	Ministry of Information & Communications
NDTI	National Driving Institute
NITC	National Institute for Zorig Chusum
RBIT	Royal Bhutan Institute of Technology
RCSC	Royal Civil Service Commission
RGOB	Royal Government of Bhutan
RSPN	Royal Society for the Protection of Nature
RTI	Royal technical Institute
SDS	Sustainable Development Secretariat
SGP	Small Grants Program (UNDP)
SNV	Netherlands Development Organization
UNCDF	United Nations Capital Development Fund
UNDP	United Nations Development Program
UNDAF	UN Development Assistance Framework
UNICEF	United Nations Children's Fund
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNV (Bhutan)	United Nations Volunteers
WFP	World Food Program
WHO	World Health Organization
WWF	World Wildlife Fund
YDF	Youth Development Fund

Country WID Profile (BHUTAN)

Table of Contents

Abbreviation

1. Basic Profile	
1-1 Socio-Economic Profile	5
1-2 Health Profile	6
1-3 Education Profile	7
2. General Situation of Women and Government Policy on WID/Gender	
2-1 General Situation of Women in Bhutan	8
2-2 Government Policy on WID/Gender	10
2-3 National Machinery	12
3. Current Situation of Women by Sector	
3-1 Education	13
3-2 Health	15
3-3 Agriculture	17
3-4 Economic Activities	18
4. WID/Gender Projects	20
5. WID/Gender Information Sources	
5-1 List of International Organizations and NGOs Related to WID/Gender	24
5-2 List of Reports and References Related to WID/Gender	27
6. Gender informants/people interviewed	29
7. Definitions	30

Basic Profile

1-1 Socio-Economic Profile

Economic indicators

GDP (Capita US\$) ¹	Growth rate of real GDP ²	GDP Implicit deflator ³	Gini index ⁴	Aid/GDP ⁵
660 (2003)	6.7 % (2003)	1.7 % (2003)	0.416 (2004)	17.5% (2003)
470 (1999)	7 % (1999)	7.7 % (1999)	NA	NA

Demographic indicators⁶

Total population (millions)	% of female population	% of urban population	Population growth rate	Total fertility rate	Life Expectancy ⁷	
					Male	Female
0.734 (2003)	49.5 (2003)	21 (2003)	2.5% (2003)	4.7 (2003)	60.2 (2002)	62.4 (2002)
0.600 (1996)	49.5 (1996)	3.5 (1975) ⁸	2.5%(2000)	5.6 (2000)	45.8 (1984)	49.1 (1984)

Public sector expenditure⁹

	Health & Education	Agriculture	Trade & Industry	Communications
2002-2003	11.15%	13.77%	19.71%	25.56%
1999-2000	NA	6.24%	14.64%	20%

Industry/GDP¹⁰

Labor indicators¹¹

Total	Total No	Unemployment Rate	Female	% of total	Unemployment rate	Minimum wage*
2003	0.243 million	1.8%	2003	35.2%	2.0%	NA

*The minimum wage of Ngultrum 100 a day, or USD 2.10, irrespective of men or women, has been fixed by the government.

Proportion of workers¹²

Male	Agriculture	Industry	Service	Not classified	F/male	Agriculture	Industry	Service	Not Classified
	2001	39.15%	6.7%	46.072%		8%	2001	58.82%	3.21%

Decision-making¹³

Female	Member of parliament	Government service	Managers	Technicians
2001	10%	13%	NA	NA
NA	NA	NA	NA	NA

¹ World Development Indicators Database, World Bank, August 2004

² Ibid

³ Ibid

⁴ Poverty Analysis Report Bhutan, National Statistical Bureau, October 2004

⁵ National Budget 2003-2004, Ministry of Finance, June 2003.

⁶ Statistical Yearbook of Bhutan 2003, Catalogue No 101, National Statistical Bureau, March 2004

⁷ WHO, 2002

⁸ Human Development indicators 2003, UNDP

⁹ Statistical Yearbook of Bhutan 2003, Catalogue No 101, National Statistical Bureau, March 2004

¹⁰ National Accounts Statistics Report 2002, National Statistical Bureau, November 2003

¹¹ National Labor Force Survey 2004, Dept. of Employment & Labor, Thimphu, 2003

¹² Ibid

¹³ CEDAW Report Bhutan, Dept. of Planning, December 2003

Law for women¹⁴

Marriage Act of Bhutan	Enacted in 1980
Rape Act	Enacted in 1996
Bhutan Citizenship Acts	Enacted in 1958, 1977 & 1985
Inheritance Act	Enacted in 1980

Ratification & signature of international law for women

SAARC Convention on Preventing and Combating Trafficking in Women and Children for Prostitution	Ratified in 2003
Convention on the elimination of all forms of discrimination against women	Ratified in 1981

Policy of WID

Five-Year Plans (1961 onwards)	Bhutan follows a gender-neutral policy and, as such, there are no separate gender policies
--------------------------------	--

Governmental organization of WID

National Commission for Women & Children (NCWC)	NCWC, formed in March 2004, is the umbrella organization for all women & children related activities in the Kingdom.
National Women's Association of Bhutan (NWAB)	Until the NCWC was established, NWAB acted as the national machinery for women.

1-2 Health Profile

Expansion of health service¹⁵

No. of physicians (per 10,000 people)	No. of Hospital Beds (per 10,000 people)	Public expenditure on health (% of total government expenditure)
1.7 (2000)	15.6 (2000)	
1 (1989)	7 (1989)	
		11% (2004-2005 financial year) ¹⁶

Child health¹⁷

Total	Mortality rate (per '000)		% of the vaccinated (1-year old children) ¹⁸			
	Infant	Under five	BCG	DPT	Polio	Measles
2000	60.5	84	93 (2003)	95 (2003)	96 (2003)	88 (2003)
1994	70.7	96.9	93 (2000)	94 (2000)	NA	81 (2000)

Family planning¹⁹

Contraceptive prevalence rate	Birth attendance rate	Maternal mortality rate (per 1000)	Age at first marriage (years old)	Total fertility rate
16.1% (2003)	24% (2002)	2.6 (2000)	<20 (1994) ²⁰	4.7 (2000)
4.54% (1997)	15% (1999)	3.8 (1994)	NA	5.6 (1994)

HIV/AIDS

Age 15-49 (value) ²¹	Women (No. from age 15-49)
> 100 (2002)	NA

Nutrition

% of under-five ²² children with low birth weight	Oral re-hydration Therapy use rate
17 (1999)	NA
38 (1988)	NA

¹⁴ ibid

¹⁵ WHO country office, Bhutan

¹⁶ National Budget 2004-2005, Ministry of Finance, June 2004

¹⁷ Statistical Yearbook of Bhutan 2003, Catalogue No 101, National Statistical Bureau, March 2004

¹⁸ Bhutan Statistics, UNICEF; WHO country office, Bhutan

¹⁹ Statistical Yearbook of Bhutan 2003, Catalogue No 101, National Statistical Bureau, March 2004; Annual Health Bulletin 2003, Ministry of Health, October 2004

²⁰ WHO country office, Bhutan

²¹ UNAIDS Global HIV/AIDS Report 2002

²² CEDAW Report, Dept. of Planning, Dec. 2003

Community health service²³

	Access to safe water		Access to adequate sanitation	
	Rural	Urban	Rural	Urban
2002	60%	86%	70%	65%

1-3 Education Profile**Commitment to education²⁴**

Education system (years)		Public expenditure on education (as % of government budget) 16% (2004-2005 financial year)
Compulsory	Primary	
Compulsory	7 (2004)	

Adult literacy rate^{25*}

	Total	Male	Female
2000	47.5%	61%	34%
1990	37%	51%	23%

**The adult literacy rate of 54% in 2002, mentioned in the CEDAW report, is however not disaggregated on the basis of gender.*

Gross enrollment rate^{26*}

Year	Level of education	Total	Male	Female
2003	Primary	92.65	99.66	85.86
	Lower Secondary	55.65	59.41	52.27
	Middle Secondary	44.69	49.15	39.93
	Higher Secondary	13.02	18.94	8.06

Female ratio of higher education

	Education	Agriculture	Engineering & Technology	Medicine & Natural Sciences
NA	NA	NA	NA	NA
NA	NA	NA	NA	NA

²³ Bhutan statistics, UNICEF

²⁴ General Statistics 2004, Policy & Planning Division, Ministry of Education

²⁵ Ibid

²⁶ Bhutan Living Standard Survey, 2004, National Statistical Bureau

2 General situation of Women & Government Policy on WID/Gender

2-1 General situation of Women in Bhutan

1. Women comprise 49.5% of Bhutan's population of 734,000²⁷. They enjoy a relatively high status, freedom and equality in the society, compared with their counterparts in the neighboring countries. As such overt discrimination against women does not exist.²⁸
2. Despite equal opportunities, entitlements and legal status irrespective of gender; certain gaps appear when it comes to equitable access in the areas of education, enterprise development and governance.
3. Women's participation in the modern occupational sectors remains modest. They are concentrated in low-skilled and low-paid jobs.

Traditional Perceptions

The status of women in Bhutan is, in fact, influenced by many factors. There is continued acceptance in the society that men and women have specific roles to play in the family structure. Women continue to be regarded primarily as the homemaker, wife and mother. Generalized perceptions that women are biologically less strong and sexually more vulnerable have influenced their position in terms of access, including educational and employment opportunities. Such perceptions vary considerably, in various ethnic and social backgrounds, and are less pronounced in urban areas.

Women's movement outside the home is limited by their primary responsibilities as homemaker, wife and mother, and some men, particularly in southern Bhutan, are reluctant to allow their wives freedom of movement.

Roles of Women and Men

There is no distinct division of roles between the majority of rural women and men. Plowing may be considered a man's job and household work a woman's, but the distinction is not rigid, and depends on practicalities and situations. Farm work – ranging from sowing to harvesting – is fully shared. Rural women also are the primary workers for supplementary activities such as kitchen gardening and handicrafts.²⁹ The head of a household is not a gender-specific domain.

In the urban areas, there are two distinct divisions of women: that of housewives and nonworking women, who tend to be less educated, and that of highly educated women.

Opportunities & gaps

Obstacles to equality of opportunity are overwhelmingly social and economic. Statistics on education, health and other factors all still remain lower for women and girls than for men and boys. But policies designed to lead to legal, political, economic, social and familial empowerment of women are already in place. The government intends to build upon its achievements in continuing to assure equal access to resources, education, economic opportunity, power to participate and sharing of decision-making at all levels for women.

²⁷ Statistical yearbook of Bhutan 2003, Catalogue No 101, National statistical bureau, March 2004

²⁸ Gender pilot survey, Dept. of Planning, June 2001

²⁹ Royal Government of Bhutan et al., 2001.

Women in governance

Bhutanese women carry the notion that men are better equipped to understand and participate in matters of governance. They are thus underrepresented in block and district development committees, as well as in the national government. Women do participate, however, in the election of village heads and representatives to the National Assembly (parliament).

Women & law

Bhutanese laws on marriage, divorce, child custody and other family matters reflect freedom and flexibility and guarantee women equal rights and protection. The laws enshrine the concept of equal pay for equal work. No legislation explicitly prohibits discrimination against women nor is there a national definition of discrimination against women because of the overall equality of women and men in the society.

Women generally benefit more from the traditional inheritance laws than men; they often head the households; and take major household decisions.

Violence against women

One of the emerging concerns in Bhutanese society is violence against women and sexual abuse/sexual harassment. The government has taken steps to sensitize law enforcement officials, judges, doctors, teachers, mass media and political leaders alike on this critical issue. The government has also initiated a strong focus on domestic violence as a pervasive human rights issue and to eradicate sexual abuse and sexual harassment in the workplace, at school and in rural life.

Data Gaps

Gender-disaggregated data are not yet adequate to provide strong factual information on the situation of Bhutanese women. Databases are required to determine, for example, the size, composition and distribution of the population; to monitor implementation of goals and plans of actions of various international conferences; and to determine socio-economic indicators that could be disaggregated by gender. The deficiencies are a result of lack of trained human resources in data collection, analysis, survey sampling and operations research.

2-2 Government policy on WID/Gender

1. The government of Bhutan recognizes that discrimination against women is fundamentally unjust and constitutes an offense against human dignity.
2. Many of the principles of CEDAW are already integrated into Bhutan's national laws, becoming part of the country's baseline for rights protection and obligations.
3. There are no parallel projects formulated specifically for women but development measures are incorporated in all sectoral projects and programs.

Initiatives

Bhutan signed the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) on July 17, 1980, and ratified it on August 31, 1981. The Department of Planning was appointed as the focal point for gender in 2001. The department undertook the formation of a 21-member theme group of gender focal persons cutting across all sectors. The theme group consisted of governmental agencies, NGOs and civil bodies like the Police, National Women's Association of Bhutan and the Bhutan Chamber of Commerce and Industries.

In May 2004, Bhutan established the National Commission on Women and Children (NNCWC) as the national machinery to oversee and coordinate all women and children issues in the country.

Policies

As women constitute basically half the population of Bhutan, the government intends to develop this resource to its full potential. This has been the guiding principle in all of Bhutan's Five Year Plans. Therefore, equality issues are not confined to a sector called "women's development" or addressed through isolated programs within sectors. Government agencies are expected to recognize that women are one half of the public they serve and so need to design, implement and continue to support services that meet the specific needs of women as well as men. Bhutan focuses on gender mainstreaming efforts at three levels: policy; planning cycle; and monitoring and evaluation.

Bhutan also aims to provide all the facilities and conditions necessary to achieve global goals for the benefit of women, including the eight poverty-related Millennium Development Goals.³⁰ To date, Bhutan has planned and implemented gender-sensitive programs in nutrition as well as Mother and Child Health; improved and expanded educational projects through a national (non formal) literacy programme; identified and financed economic programs that would address income issues for women; and instituted legal reform.

Future policy interventions

Areas identified to further formulate appropriate strategies sensitive to women's needs within the development process include:

1. Gender awareness training for government employees
2. Encouraging more and better public information and education on women's rights

³⁰ 9th Five_year Plan, 2002-2007, Dept. of Planning, Thimphu

3. Promotion of child day care facilities for working women in urban areas and development of a national policy related to flexible time for breast-feeding women as well as to maternity and paternity leave.
4. Retention of girls in higher levels of schooling/education
5. Enhancement of existing reproductive health services, including a formal reproductive health/sex education curriculum in schools so that young adults are aware of and have access to knowledge and services related to puberty, conception, contraception, sexually transmitted disease and HIV/AIDS prevention, and sexual abuse.

WID/gender related laws & regulations³¹

Women are guaranteed equality before the law. The existing main laws and regulations relating to women are as follows:

Laws and Regulations	Date	Content
Prison Act	Enacted in 1980	Female and male prisoners are to be kept separately and convicted women and minors must not be given prison work "beyond their capabilities".
Marriage Act of Bhutan	Enacted in 1980	Covers separation, adultery, divorce and child custody. Mother gets custody of children of less than 9 years of age, regardless of who has initiated or has caused the separation. Marriage to a non-Bhutanese does not change the nationality of a woman, make her stateless or oblige her to acquire the nationality of the husband.
Rape Act	Enacted in 1996	Covers prison terms and compensation for rape.
Bhutan Citizenship Acts	Enacted in 1958, 1977 & 1985	Lays down eligibility criteria for Bhutanese Citizenship, & "Special Residence" status.
Inheritance Act	Enacted in 1980	Any citizen of the country can inherit property according to the inheritance act, 1980. The Land Act of 1979 and the Loan Act of 1981 also have provisions on the rights of women and girls.
SAARC Convention on Preventing and Combating Trafficking in Women and Children for Prostitution	Ratified in 2003	Prostitution and trafficking in women and children is considered a crime and punishable under law.

³¹ CEDAW report, Bhutan, December, 2003

2-3 National Machinery

i) National Commission on Women and Children (NCWC)

Background

The royal government of Bhutan established the National Commission On Women and Children (NCWC) on May 6, 2004. NCWC is now the umbrella organization on women and children issues and reports directly to the Prime Minister. It consists of 11 members, representing both government and non-governmental agencies, and is currently headed by a Chairman who is a cabinet minister.

The main activities of NCWC

- 1) Coordinating, implementing and monitoring the activities of conventions such as CRC and CEDAW;
- 2) Coordinating other policy activities that help to address the concerns and the well being of children and women;
- 3) Providing a forum for receiving and investigating reports on violation of rights of children and women and reporting them to the government; and,
- 4) Reviewing and recommending to the government on issues/policies/actions/legislation pertaining to children and women.

ii) National Women's Association of Bhutan (NWAB)

Background

Until the establishment of NCWC, the National Women's Association of Bhutan was the overall coordinating agency for women's activities in Bhutan. It was established in 1981, under Resolution 33 passed by the 53rd National Assembly, to improve women's socio-economic conditions and to encourage their participation in development activities. The NWAB has more than 400 members nationwide.

The NWAB was formed with two key objectives in mind:

- 1) To create an awareness among women of the importance of proper maternal and child care, nutrition, clean drinking water and hygiene, in order to improve the general health of the people; and
- 2) To encourage women to take an active part in the implementation of socio-economic development programs and in other nation-building activities.

The main activities of NWAB

It has undertaken a variety of activities in collaboration with government agencies, particularly in rural areas, covering family health, sanitation, non-formal education and income generation. It has trained more than 14,000 women in income generating skills, provided micro credit to rural women and supported the education of disadvantaged children. Another major initiative has been the installation of more than 13,000 fuel-efficient smokeless stoves in rural areas. This has reduced the drudgery of cooking over traditional open stoves for many women and has generally reduced health risks.

3.Current situation of women by sector

3-1 Education

- 1) Approximately 16% of the government budget in the financial year 2004-2005 has been allocated to the education sector.³² The sector has been one of the highest recipients of the national budget since Bhutan embarked on modern development.
- 2) Disaggregated by gender, 80% of the total enrolled in non-formal education centers are women.
- 3) At the primary education level, female enrolment is about 48% of the total and at the basic education level (classes PP-X) the ratio of female to male enrollment is 94 girls for every 100 boys, in 2004. Under the general education program, female enrollment is nearing the male enrollment at all levels, except the higher secondary level.

Enrollment³³

In 2004, there were a total of 155,234 students, trainees and learners enrolled in Bhutan's 433 schools, 14 institutions, and 455 non-formal education centers. 5,216 teachers, trainers and instructors taught these students. Of the total enrolled (excluding those enrolled in the non-formal education centers), 47.6% were girls.

Except for the gross primary enrollment ratio of 84.2% in 2004, recent figures on enrollment ratios at other levels of education are not available, let alone those disaggregated on the basis of gender.

Primary education

Girls constituted 47.5% of the total enrolled in the community schools & 48% in the primary schools in 2004.

Secondary education

Girls comprised 49% of the total enrolled in lower secondary schools, 48.2% in middle secondary schools and 43.2 in higher secondary schools in 2004.

Higher education

33.6% of the students/trainees in the various institutes in Bhutan today are girls. For example, compared to only 28 girls enrolled in degree programs, there were 188 girls out of the total enrolment of 625 in Sherubtse College and 73 girls out of the total enrolment of 225 in the Institute of Language and Culture (ILC).

Compared with the above figures, only forty to fifty years ago Bhutanese parents had to be literally forced to enroll their children in schools. Given long distances to school and other hardships, parents preferred enrolling their sons than daughters. Thus initial enrollment for girls was very low.

Technical education

The Royal Bhutan Institute of Technology (RBIT) had an all-male enrolment of 148 students in 1984. In 2003, out of the total enrolment of 307 students 45 were women. At the Royal technical Institute (RTI) women began to enroll after 1984. There are 157 women out of 425 students enrolled at the institute in 2003. Girls comprise 26 of 139 students at the National Institute for Zorig Chusum (NITC), 11 of 45 students at the

³² National Budget, 2004-1005, Ministry of Finance, June 2004

³³ General Statistics, Ministry of Education, Thimphu, 2004

Trashiyangtse Institute for Zorig Chusum, 1 of 83 trainees at the National Driving Institute (NDTI), and 29 of 62 trainees at the Construction Training Centre (CTC).

Female teachers

The number of women in the teaching force has increased steadily over the years. From virtually zero in the 1960s women comprised 36% of the 5216 teachers in Bhutan in 2004. It is felt that increasing the number of female teachers, especially in rural schools, would stimulate more girls to enroll for primary and secondary education.

Education policy

Education is free for all Bhutanese children. The royal government aims to achieve universal primary education by 2007, and Education for All by 2015.³⁴

The government has taken several steps to increase the enrollment of girls in the immediate future. About 150 community schools have been built and an additional 134 are slated for construction in the Ninth Plan in a bid to bring schools closer to communities; to cater to remote places, schools are to be constructed within 3 kilometers or one hour's walking distance.

Education policy objectives in the 9th Plan (2002-2007)

- Provide support mechanisms for Early Childhood Care and Development for children between 0-6 years on a pilot basis.
- Enhance enrolment of children between 6-12 years of age in primary schools to 90%-95% by 2007.
- Improve and expand youth guidance and career counseling and values education.
- Increase the basic level of education from Class VIII to X.
- Develop a higher education system under the umbrella of a national university;
- Increase the literacy rate to 80% and establish a system of continuing and lifelong education opportunities.
- Establish a programme of inclusive education for children who are physically and mentally challenged.

Non-Formal Education (NFE)

The non-formal education programme provides functional literacy and numeric skills for out-of-school youth and adults, especially women, A total of 455 centers have been established throughout Bhutan.

The number educated under the program was 15,866, with women comprising up to 80% of the students, in 2004. Most learners are aged 15 to 26. About 65% of learners complete the course.

The education department is working towards ensuring that there are more female NFE instructors so that they could be role models for the main target population, rural women. Meanwhile, a curriculum for adult education has been developed and follow-up initiated with more materials on post-literacy that are related to skills such as agriculture, sanitation and health. Bhutan aims at having the entire population literate in the national language and numeracy by 2012.³⁵

³⁴ Vision 2020, Dept. of Planning, Ministry of Finance, Thimphu.

³⁵ CEDAW report, Dept. of Planning, 2003

3-2 Health

1. Bhutan had 29 hospitals, 172 basic health units, 20 indigenous medicine units/hospitals, three training institutes and 440 outreach clinics in 2003. The total number of hospital beds was 1093.³⁶
2. There were 140 doctors, 24 district health supervisory officers, 501 nurses, 144 health assistants and 172 basic health workers
3. Approximately 11% of the government budget in the financial year 2004-2005 has been allocated to the health sector.³⁷

Policy

The Royal Government through the primary health care system and some special health programs provides health care in Bhutan free. Since women are more vulnerable to health risks, because of childbearing, special attention is devoted to women's health care. Considerable attention is being given to reproductive health, including Mother and Child Health, to improve the health status of mothers and children through provision of antenatal, postnatal care and family planning services.

The following are some of the priority areas identified to improve health services in the Ninth Plan and beyond.³⁸

- Reduce infant mortality rate to current average for all developing countries by 2007
- Reduce the rate of maternal and under-5 mortality to current average for all developing countries by 2007;
- To raise the average of doctor/population to the current average for all developing countries by 2007;
- Increase life expectancy to the current average for all developed countries by the end of Tenth Five Year Plan;

Nutrition

The nutritional status of Bhutanese has improved over the years, more significantly for women and children, through an effective network of health care services, increased awareness in health care and growing economic prosperity. But rooms for improvement remain.

The prevalence of stunting is still high, an indication that still a considerable number of children are experiencing a long-term malnutrition, possibly related to infection, care and inadequate food.³⁹ Daily calorie intake per capita in nine out of 20 districts was 1,883 kilocalories, 26% below the national average. Iron deficiency is still widely prevalent among the pregnant women.

In 2002 the government launched the National Breast Feeding Policy that increase men's responsibility in childcare by increasing the paternity leave from one day to 14 days and provides one-hour flexible breast-feeding time for lactating mothers.

³⁶ Annual health bulletin 2003, ministry of health, October 2004

³⁷ Annual Budget 2004-2005, Ministry of Finance

³⁸ 9th five-year plan, 2002-2007, dept. of planning

³⁹ 1999 anthropometric study, ministry of health

Water and Sanitation

Since women are traditionally associated with fetching water in up to 80% of households, their involvement is critical to the success of piped water schemes. They have been encouraged to undergo training as Village Water Caretakers, the focal points for these schemes.

Women in most rural and some urban households cook on open fires in poorly ventilated dwellings, and it has been noted that the smoke from traditional fuels contains numerous harmful elements likely to cause chronic lung disease and even cancer of the pharynx. Acute respiratory illnesses are very prevalent across the country.

Reproductive Health

The “Small Family, Happy Family” norm is being encouraged for every Bhutanese of reproductive age. His Majesty the King issued a Royal Decree in 1995 underscoring the importance of population planning in the context of population and sustainable development.

Bhutan is working to ensure that all participate in family planning regardless of gender. Involvement of men in reproductive health is considered crucial, not only because men are significant partners of conjugal life, but also because they are an important audience for family planning and family life education.

Population Growth

Bhutan’s population is expected to continue to grow for 50 years.⁴⁰ This is attributed to the increasing number of children as a result of the decreasing child mortality rate. The government aims to achieve an ambitious 61% reduction in fertility in 15 years – to 2.10 in 2017 – in addition to achieving the replacement rate of two surviving children per woman by 2012. This reduction will make it possible to reduce the overall rate of population growth to 1.3% by the year 2020, by which time the population is expected to number around 932,000.

Maternal and Child Health

MCH/FP activities are being intensified and Safe Motherhood Guidelines have been developed to strengthen health facilities and services so that women and men have access to safe, effective and acceptable methods of family planning. Today, about 75% of births take place at home, often under unhygienic conditions. The government has developed and distributed “safe delivery kits” nationwide to address the situation of highly prevalent home births.

Abortion

In 1999 the Royal Government legalized medical termination of pregnancy. Medical termination of pregnancy if two recognized medical doctors certify that the pregnancy threatens the life of the mother or that the child is accepted.

⁴⁰ Royal Government of Bhutan, dept. of planning, 1999.

3-3 Agriculture⁴¹

1. Agriculture, along with health & education, has been one of the biggest recipients of Bhutan's development budget since planned development began in 1961.
2. About 79% of Bhutanese still live in the rural areas, and are therefore primarily engaged in agriculture and related activities for living. Rural women are not only engaged in main economic activities but are also main workers for the supplementary activities.
3. Gender disaggregated data on women in agriculture is almost non-existent. Thus the information presented in this report on agriculture is mostly generic, or, is drawn from the findings of small-scale surveys that may not always be authentic.

Patterns of Property Ownership and Inheritance

In rural areas, the ownership pattern shows a 60:40 female/male ratio respectively. Most properties in the rural areas are received through inheritance. However in two districts the study indicated a reverse ratio with less than 40% women owning/inheriting property.

Household activities

More than two third women are engaged in primary reproductive tasks. There is seemingly more sharing of household work between men and women in the rural areas than in the urban areas. Generally, in the villages, women are involved in multiple responsibilities, productive as well as the household tasks.

Decision making patterns

Women and men share decision-making over use of income and most of the household decisions, such as selling of crops as well as property. However men are responsible for the decisions relating to purchase of equipment/farm machinery in over 60% of the households.

Almost 80% of both women and men in the rural areas are aware of the credit programs.

Access to Information, Training and Skill Building

Both men and women have a high level of access to information and use of services for agriculture and animal husbandry and health. Community officials and relatives who frequently travel between the village and the district are other important resources for information.

A survey has shown that less than 50% of the people in rural areas (40% women and 48% men) participated in the training programs of agriculture and animal husbandry department. 70% of men against 49% women had attended any training programs, indicating that perhaps when services were available, women have lesser access to them.

⁴¹ Gender pilot study, UNDP, 1991

3-4 Economic activities

1. The concept of equal pay for equal work is enshrined in Bhutanese civil service regulations, although not at the level of unskilled labor.
2. 45.5% of all employed Bhutanese, rural and urban, are women.⁴²
3. Rural women were faced with long working days. In addition to productive activities, they must perform numerous arduous tasks such as fetching water and fuel, grinding cereals, preparing food, maintaining the house and taking care of children.

Employment

An estimated 50,000 students will enter the labour market in the Ninth Plan. This number will increase to 100,000 by 2010. An additional 19,000 economically active rural persons will migrate to urban centers seeking employment by the end of the Plan. Thus about 70,000 jobs, or about 14,000 jobs a year, will need to be created outside farming by the end of the Ninth Plan.

Today, only about 23% of civil servants are women, and the number holding senior management positions is even more insignificant. Women membership in the National Assembly, district development committees and block development committees similarly remains very low. For example, between 2000 and 2002, women constituted only 25% of the total recruitment in the private and corporate sectors.

The majority of Bhutanese women are engaged in agriculture. A recent study found that 49% of women were working on a family farm, 28% as manual laborers, 1% as sharecroppers and 5% for others on a paid salary. About 17% were engaged in other activities, such as cow herding and shop keeping.

In the urban areas, 47.2% of women in Thimphu and 45.8% in Phuentsholing are employed.

Inheritance

The inheritance law reserves equal rights for all children, irrespective of sex and age. In practice, however, traditional systems operate which are informal, flexible and often circumstantial. Daughters tend to inherit the land in much of northern and parts of eastern Bhutan, although in the south and other areas of the east it is a patrilineal system.

Access to Credit

The Bhutan Development Finance Corporation is the most important of the financial institutions in meeting the credit needs of the rural community. In 2001 women comprised 35% of the total clients, which numbered more than 11,000. In order to enhance credit accessibility and delivery, BDFC decentralised its credit system with the establishment of block loan committees and introduced schemes such as savings mobilization and group guarantee lending. These measures also have brought about wider participation by rural women.

In a limited survey, 27% of women said they were solely involved in decisions about obtaining monetary credit, while 14% said they make decisions jointly with their husbands. The remaining 59% said the men made decisions on their own.

⁴² National Statistical Bureau

Public Service

Bhutan has built up a compact civil service of 14,484, of which over 23% are women, a figure that is still low but rising; most, however, are in the lower grades. While there are no women in the Royal Bhutan Army, 104 women have joined the Royal Bhutan Police in recent years.

Within the judiciary, there are 6 women lawyers. Bhutan appointed 2 women in 2003 at the level of Secretary. Women comprise 40% of the total 35 officers in the Ministry of Foreign Affairs.

Wage

There is officially no wage difference between women and men in unskilled labor. The national wage rate for workers is fixed irrespective of gender. The 1994 regulations for the wage rate protect minors -- girls and boys alike -- and older persons from being recruited.

Where cash payment for farm work is not a preferred option, a day's work of a woman is equal to a day's work of a man.

Policy

The government intends to create favorable employment conditions to enable women to pursue careers in the 9th Plan, and to ensure that there is gender parity in recruitment. The Department of Employment and Labor has initiated a process to draft a national labor policy and legislation that would address many important employment issues including those of direct relevance to women in the workplace.

Objectives and strategies for human resources management and development, most of which assume equality of women and men already has been achieved, in the 9th plan:

- Upgrading qualifications and professional competencies of civil servants through systematic training
- Developing a core mass of professionals in strategic sectors
- Facilitating the growth of the private sector through an appropriate human resources development policy and necessary support
- Developing human resource capabilities at the block level
- Developing human resources capacity of sectors by recruiting and providing the required number of qualified people.

4. WID/Gender Projects

(Since Bhutan does not follow gender-specific policies or implement gender-specific programs, only those projects, which include gender as one of its objectives, are mentioned in the following list).

Project/Program	Implementing Agency	Donor	Duration	Budget	Gender related issues/contents
Female Entrepreneurship as a Vehicle for Sustainable Development	Ministry of Trade & Industry	SDA Fund	NA	NA	To bring to the surface the voice of female entrepreneurs as a vehicle for sustainable development for the business and civil sector.
Preparatory Assistance to Support for Promoting Gender Equality in Bhutan	Department of Planning	UNDP core funding	Completed December 2004	US\$66,920	Comprehensive programme design to promote gender equality and empowerment.
Gender Pilot Study in Bhutan	Department of Planning & Central Statistical Office	UNIFEM	Completed in 2001	NA	This first ever study sought to support the Ninth Plan process, the implementation of CEDAW and UNDAF.
Capacity Building for Women Entrepreneurs of Bhutan	Entrepreneurship Promotion Centre, Ministry of Trade & Industry (MITI)	Aus-AID	2000 - 2001 Completed May 2001	NA	To pave the integration of women's entrepreneurship into the overall development processes.
Basic skills Development Project	Ministry of Labor & Human Resources (MLHR)	ADB	2000-2006 Ongoing	USD 12.5 million	Addresses need to enhance availability of skills training for women and address the male-oriented technical and vocational education/training.
Health Care Reform Program	Ministry of Health	ADB	2001-2005 Ongoing	USD10 million	Policy reforms in gender equity in health service staffing, increase in number of women health workers, increase in number of hospitals providing reproductive health services, and regulation of breast-milk substitutes.
Road Improvement Project	Department of Roads	ADB & RGOB	2000-2005 Ongoing	USD 12.8 million	Improve rural women's access to markets, schools, health care and other basic services, and enable teachers (mostly female) to commute from urban areas to village schools.
Sustainable Rural Electrification	Department of Power	ADB & RGOB	1999-2004 Completed in March 2004	USD 12.5 million	Benefits women by ensuring reduced time to collect fuel, reduced respiratory disease from burning fuel for heat and cooking, and indirect benefits from electrification of local health clinics, schools, and illumination of streets at night.

Third Forestry Development Project	Ministry of Agriculture	World Bank	1997-2002 Completed	NA	Developed a program of activities to assist decision-making within local communities, including participation and equity for women and disadvantaged groups.
Wang Watershed Management Project		AusAID	2000-2004 Ongoing	NA	Premised on a participatory approach to natural resource management, the project aimed at increasing incomes amongst poor rural communities particularly those directly reliant on natural resources.
PAN-Bhutan: Creating an Infrastructure for ICTs	Ministry of Information & Communications	IDRC, PAN, UNDP) and APDIP	Ongoing since 2000	NA	ICT access and connectivity to benefit general public/community people.
Strengthening Capacities for Sustainable Micro-Finance	BDFC, Ministry of Finance	UNCDF, SNV, Rabobank Foundation	1999-2002 Completed December 2002	USD 3,236,199	Improve rural household income through access to sustainable financial services.
Strengthening Support to Education in Bhutan	Ministry of Education (MoE)	Canada Fund	2002-2007 Ongoing	NA	Enable Bhutan to improve gender- sensitive curriculum leadership and instructional delivery system in primary and secondary English language, primary mathematics and engineering.
Improved Community Cooking Stove	Bhutan Youth Development Association (BYDA)		1999-2000 Completed	USD 25,670.00	Local people made aware of their environmental problems and its adverse consequences, and take timely action to address these problems through joint community efforts.
Biodiversity Conservation & Sustainable Livelihoods in Lhuentse District	Yungtoed Meser Thuendrel (CBO)		2001-2002 Completed in October 2002	USD 8,974	Promoted sustainable development integrating the biodiversity conservation interests into development programs, and increasing the participation of local communities
Biomass Fuel Efficiency Project	Tsirang Women Group (CBO)		1999-2002 Completed	USD 29,400	Addressed environmental and health related problems faced by the rural communities such as unsustainable extraction of fuel wood leading to destruction of natural forests and smoke related diseases particularly on women and children.

Cane and Bamboo Management in Jigme Singye Wangchuck National Park	Monpa Selvwai Yoeser Tshogpa (CBO)	UNDP (GEF/SGP)	2002-2003 Completed	USD 32,973	Increase people's participation in natural resource management. Also enhance social and economic well-being of Monpa (an indigenous community) by preserving and promoting their age-old crafts.
Capacity Building and Stakeholder Workshop	Royal Society for the Protection of Nature (RSPN)		2001-2002 Completed	USD15,986.46	Maximize the productivity of the local communities through education opportunities to enhance the skills and knowledge.
Community-based Initiative to Energy Conservation in Merak & Sakten	Merak Sakten Women Group		2003-2004 (Ongoing)	USD 49,962.00	Promotes sustainable use and management of forests in marginal populations and isolated communities
Promoting Alternative Energy through Use of Solar Water Heater	Thangtong Dechen Nunnery		2001-2002 Completed	USD 5,415.00	Community-based initiatives to mitigate adverse climatic changes and build capacity of a nunnery.
Replicating Environmental Friendly Measures by Promoting Sustainable Livelihoods	Sonam Deki Nyamrup Tshogpa (CBO)		2001-2003 Completed	USD 5021	Helped farmers of Mongar Dzongkhag to take-up sustainable activities and look for alternative sources to generate income in the households and depend less on the natural resources
Assistance to Primary and Post-Primary Students	MoE	WFP	1998- 2002 Completed in Dec. 2002	USD 7,789,172	Increase enrolment in schools and promote girls' access to school.
Strengthening Technical Manpower Capabilities in Bhutan		UNDP, UNV	1993-1998 Completed	USD 2.9 million	Assisted the Government of Bhutan in its efforts to increase the availability of trained nationals in key social and economic sectors, with special focus on skills development for women.
Leadership Training Programme for Women on Health and Education	NWAB	UNICEF & Ministry of Health	Completed	NA	Workshops on health, hygiene, and nutrition. Helped orphaned children attend school.
Smoke- free Stove Project		UNICEF	Completed	NA	Reduce indoor air pollution that mostly affects women. Distributed 13,000 stoves throughout the country.
Safe Drinking Water Pumps for Rural Bhutan		UNDP	Completed	NA	Trained rural women in the installation of safe drinking water pumps for local communities
Savings and Credit Scheme for Rural Women		IFAD	Completed	NA	A rural credit scheme established for six out of 20 districts. Provided small loans and encouraged women to work together to establish savings.

Women in Environment	NWAB	WWF	Ongoing	NA	Relieve human pressure on park resources through alternative income generating activities, rural credit scheme, non-formal education and conservation extension services.
Skills Training Centre		RAVAC, Japan	Ongoing	NA	The center provides courses on tailoring, knitting, home management, handicraft production, and other income generating activities for women.
National Handloom Development Project		RGOB	Ongoing		Trains rural women in traditional handloom techniques and helps market the produce
Medicinal Herb Cultivation Project		Fund being sought	March 2005 onwards	USD 25,000	Will help generate income for a community in Welling, Trongsa District.
Day-Care Centre, Thimphu		Donor being sought	2005 onwards	USD 30,000	Expected to free low-income workingwomen from the responsibilities of child raising.
Leadership Training Programme for Women		Donor being sought	2005 onwards	USD 25,000	Aims at creating awareness on women's rights and potentials through a series of workshops and talks.
Skills Development for Women	Tarayana Foundation	SCF	2004 Completed	USD 1000	Masonry & Carpentry Training for women in Lotokuchu, Samtse
Skills Development for Women		SDS	2004 Completed	USD 40,000	Training in pottery & papermaking, familiarization tour, and establishing workshops in rural communities.
Hair Lip Surgery		SDS	2004 Completed	USD 15,000	Surgery given free of cost for people from the disadvantaged groups, especially women.
Tarayana Clubs		Individuals and corporate donors	2004 Completed	USD 5,000	Clubs established in 16 schools to foster the spirit of volunteerism with special emphasis on the participation of women.
Handicraft Skills Development		Donors being sought	2005 onwards	USD 15,000	Impart skills to women in Zhemgang & Samtse Districts in bamboo related products.
Endowment Fund for Scholarships		Individuals, corporate donors & projects	2004 Ongoing	USD 45,000	Educate disadvantaged children, especially girls, from poor communities.

5. WID/Gender Information Sources

5-1 List of Organizations & NGOs Related to WID/Gender

(Although there are only three gender-specific NGOs/organizations in Bhutan, the following list includes almost all Bhutan-based international organizations and a few government agencies that are potential sources of gender related information).

Government Organizations	Name & Specialty	Report & Writing	Contact Address
	National Commission for Women & Children (National machinery for women)		Dr. Rinchen Chopel Secretary, NCWC, Thimphu Bhutan Tel: 975-2-322602/322351/328091 Fax: 975-2-323113
	Department of Planning, Ministry of Finance (Gender focal point until the NCWC was formed)	CEDAW Report, Gender Pilot Survey, Five-Year Plan Documents, Bhutan 2020: A Vision For Peace, Prosperity & Happiness, National Human Development Report 2000, Bhutan Poverty Assessment Report, Women In Development, Eighth Five-Year Plan 1997-2002, Women's Involvement In Development – Seventh Five-Year Plan 1992-1997, Millennium Development Goals – Progress Report 2002	Ms. Kunzang Lhamu Gender Focal Point P.O. Box 596 Thimphu Bhutan Tel.: 975-2-32-5853 Fax: 975-2-32-5853
	National Statistical Bureau (All statistics on Bhutan, including gender)	Statistical Yearbook of Bhutan 2003, Industrial Statistics 1982-1995, Foreign Trade Statistics of Bhutan 1995-1997, National Accounts Statistics Report 2002, Poverty Analysis Report	
	Non-Formal Education Division Ministry of Education (Key contact point for adult literacy)	23 rd Education Policy Guidelines & Instructions, General Statistics (Education) 2004	Mr. Singye Namgyel Joint Director Tel: 975 2 325067/325648 Fax: 975 2 325067
	Policy & Planning Division Ministry of Health (policies & general information on mother child health)	Annual Health Bulletin 2002, Annual Health Bulletin 2003	Mr. Thinley Dorji Planning Officer Tel: 975 2 323454/328095 Fax: 975 2 323113
	Youth Development Fund (Besides youth, funds activities related to women)	YDF brochure & annual report	Ms. Yangdey Penjor Director Motithang, Thimphu Tel: 975 2 327483/322250 Email: ydf@druknet.bt

	Sustainable Development Secretariat (One of the key financiers of the activities of NWAB)		Mr. Rinchhen Wangdi Programme Officer P.O. Box 596 Thimphu Bhutan Tel.: 975-2-32-5853 Fax: 975-2-32-5853
	Entrepreneurship Promotion Centre (Conducts training/ courses which develop skills for women)		Head EPC P.O. Box 141 Thimphu Bhutan Tel.: 975 2 322406
Non-governmental organizations	National Women's Association of Bhutan (The only full-fledged NGO for women in the Kingdom)	NWAB Brochure 2004	Dasho Dawa Dem Secretary Norzin Lam, Thimphu Tel: 975 2 322910 Fax: 975 2 323732
	RENEW - Respect, Educate, Nurture, Empower Women (launched in 2004 as another NGO for women)	Brochure	Mr. Pema Gyeltshen Head Zangtopelri Complex, Thimphu
	Save the Children – US (Supports projects benefiting children and women)		Ms Kunzang Wangmo National Director Thimphu Bhutan Tel: 975 2 323419/325599 Fax: 975 2 322290
International organizations	Bhutan National Commission for UNESCO		Mr. Nima Sangye Chhenpo Sherpa National Coordinator Tel.: 975 2 322912 Fax: 975-2-32-5069 E-mail: bncu@druknet.net.bt Web page: http://www.unesco.org/
	Food and Agriculture Organization		Post Box No. 162 United Nations House, Dremton Lam Thimphu Bhutan Tel.: 975 2 323932/322424/322657 Fax: 975 2 323006 Web page: http://www.undp.org.bt/
	Japan International Cooperation Agency		JICA/JOCV Office P.O.Box 217 Doybum Lam/Memorial Chorten Thimphu Bhutan Tel.: 975 2 322030 Fax: 975 2 32 3089 Web page: http://www.jica.go.jp/
	HELVETAS - Swiss Association for Development and Cooperation		P.O. Box 157 Thimphu Bhutan Tel.: 975 2 322870 Fax: 975 2 323210 Web page: http://www.helvetas.ch/
	SNV - Netherlands Development Organization	SNV project fact sheets & brochure	P.O. Box 815 Langjophakha, Thimphu Bhutan Tel.: 975-2-32-2900 Fax: 975-2-32-2649 Web page: http://www.snvworld.org/

	United Nations Capital Development Fund		United Nations House, Dremton Lam Thimphu Bhutan Tel.: 975 2 322424/322315/322498 Fax: 975 2 322657 Web page: http://www.undp.org.bt/
	United Nations Development Programme	Gender Project Fact Sheet, CEDAW Report, Gender Pilot Survey, RGOB Statement on commemorating Beijing IV – Fourth South Asia Regional Meeting At Paro, Bhutan	Ms. Tshering Pem Gender Focal Point G. P. O. Box 162 United Nations House, Dremton Lam Thimphu Bhutan Tel.: 975 2 322424/322315/322498 Fax: 975 2 322657 Web page: http://www.undp.org.bt/
	United Nations Children's Fund		P.O. Box 239 UN Building Thimphu Bhutan Tel.: 975 2 322424/ 323225 Fax: 975-2-32-3238 Web page: http://www.unicef.org/
	United Nations Volunteers		United Nations House, Dremton Lam Thimphu Bhutan Tel.: 975 2 322424/322315/322498 Fax: 975 2 322657 Web page: http://www.undp.org.bt/
	World Health Organization		WHO country office, Thimphu, Bhutan. Tel: 975 2 322864/324073/324781 Fax: 975 2 323319
	Austrian Coordination Bureau		Thimphu Bhutan Tel: 975 2 324495/324287/323053 Fax: 975 2 324496
	Liaison Office of Denmark		Thimphu Bhutan Tel: 975 2 323331 Fax: 975 2 322813
	Liaison office of GTZ		Thimphu Bhutan Tel: 975 2 328609 Fax: 975 2 322593
	WWF Bhutan Program		Thimphu Bhutan Tel: 975 2 323528/323316 Fax: 975 2 323518

5-2 List of Reports & References Related to WID/Gender

General	Publisher	Year	Where to get	
CEDAW – Report of the Kingdom of Bhutan (Combined Initial (1 st), 2 nd , & 3 rd Periodic Reports)	Department of Planning & UNDP	2003	Department of Planning, Ministry of Finance, Thimphu	
CEDAW – An Updated Summary Of The Report Of The Kingdom Of Bhutan	Department of Planning & UNDP	2003	Department of Planning, Ministry of Finance, Thimphu	
RGOB Statement on commemorating Beijing IV – Fourth South Asia Regional Meeting At Paro, Bhutan	UNIFEM	2003	UNDP, Department of Planning, Ministry of Finance, Thimphu	
Gender Project Fact Sheet	UNDP	2003	UNDP Office, Thimphu	
Gender Pilot Study: BHUTAN		2001	UNDP Office, Thimphu	
Bhutan 2020: A Vision For Peace, Prosperity & Happiness	Department of Planning	1999	Department of Planning, Ministry of Finance, Thimphu	
Ninth Five-Year Plan - Overall Policies and Framework		2001	Department of Planning, Ministry of Finance, Thimphu	
National Human Development Report 2000		2000	Department of Planning, Ministry of Finance, Thimphu	
Bhutan Poverty Assessment Report		2000	Department of Planning, Ministry of Finance, Thimphu	
Women In Development, Eighth Five-Year Plan 1997-2002		1997	Department of Planning, Ministry of Finance, Thimphu	
Women's Involvement In Development – Seventh Five-Year Plan 1992-1997		1992	Department of Planning, Ministry of Finance, Thimphu	
Millennium Development Goals – Progress Report 2002		February 2003	Department of Planning	
Celebrating Mountain Women conference (CMW) – Thimphu Declaration		International Centre for Integrated Mountain Development (ICIMOD)	2003	Ministry of Agriculture
National Budget – Financial Year 2004-2005		Ministry of Finance	June 2004	Ministry of Finance
National Budget – Financial Year 2003-2004	June 2003		Ministry of Finance	
Statistical Yearbook of Bhutan 2003	National Statistical Bureau	March 2004	National Statistical Bureau	
Industrial Statistics 1982-1995		August 1996	National Statistical Bureau	
Foreign Trade Statistics of Bhutan 1995-1997		January 1999	National Statistical Bureau	
National Accounts Statistics Report 2002		November 2003	National Statistical Bureau	
Poverty Analysis Report	October 2004			
Annual Health Bulletin 2002	Ministry of Health	June 2003	Ministry of Health	
Annual Health Bulletin 2003		October 2004	Ministry of Health	
23 rd Education Policy Guidelines & Instructions		2004	Ministry of Education	

General Statistics 2004	Ministry of Education	2004	Ministry of Education
National Labor Force Survey 2001	Department of Employment and Labour	2003	Department of Employment and Labour
Tarayana Foundation – Annual Report 2003- 2004	Tarayana Foundation	2004	Tarayana Foundation
NWAB Brochure	NWAB	December 2004	NWAB
Report of the Royal Government (2003-2004) to the 82 ND National Assembly	Cabinet Secretariat	June 2004	Cabinet Secretariat

6. Gender informants/List of people interviewed

- Dr. Rinchhen Chopel, Secretary, National Commission for Women and Children, Thimphu
- Dasho Dawa Dem, Secretary, National Women's Association of Bhutan
- Yangchhen Peday, Administrative Officer, National Women's Association of Bhutan
- Pema, Head, RENEW (Respect, Educate, Nurture, Empower Women)
- Ms. Kunzang Lhamu, Gender Focal Point, Department of Planning
- Ms. Tshering Pem, United Nations Development Program (UNDP), Thimphu
- Ms. Kunzang C. Namgyel Ministry of Foreign Affairs
- Ms. Chimmy Pem, Gender Focal Point, Ministry of Health and Education
- Ms. Sonam Lhamo, Gender Focal Point, National Assembly Secretariat
- Ms. Kinley Yangzom, Gender Focal Point, Royal Civil Service Commission
- Ms. Kesang Choden, Gender Focal Point, Department of Aid and Debt Management, Ministry of Finance
- Mr. Chandra B. Chhetri, Gender Focal Point, Bhutan Chamber of Commerce and Industry
- Mr. Kinley Namgyel, High Court
- Ms. Yandey Penjor, YDF
- Ms. Yeshey Dorji, United Nations Population Fund (UNFPA), Thimphu
- Ms. Tshering Yangzom, Executive Director, Tarayana Foundation, Thimphu
- Ms. Karma Choden, Kuensel, National Newspaper, Thimphu.

7. Definitions

Gender

An analytical concept to clarify the social role of men and women and the interrelation between them. Sex (biological) is basically impossible to change, while gender implying the role of men and women and their interrelationship is likely to change according to social notion and sense of values.

WID (Women in Development)

Concept of development incorporating women's participation into development processes, taking it into account that women are active agents and beneficiaries of development.

National machinery

Administrative organization to promote equal participation between men and women, and to implement and strengthen policies related to women, and to supplement organization for women.

Empowerment

To empower individuals or groups in political, economical and social sense.

Inflation rate

Instead, GDP deflator is used.

Gini index

Aggregate numerical measures of income and expenditure inequality ranging from 0 to 1. A Gini index of zero represents perfect equality, while an index of 1 implies perfect inequality.

Total fertility rate

Average number of children whom a woman delivers during their reproductive span of life.

Under-one mortality rate

Annual number of infants who die among 1,000 newborn babies within 1 year after the birth

Infant mortality rate

Number of deaths during first year of life per thousand live births

Under-five mortality rate

Annual number of infants who die 1,000 newborn babies within 5 years after the birth

Maternal mortality rate

The annual number of deaths of women, from pregnancy-related causes, per thousand live births.

Percentage of births attended by trained health personnel

The rate of births with the help of doctors, nurses, midwives, trained health personnel, or trained traditional midwives

Percentage of infants with low birth weight

The rate of newborn children of which the birth weight is less than 2,500 grams

Oral Rehydration Therapy (ORT) use rate

The rate of using oral rehydrates salt or substitute solution for under- infants having diarrhea

Enrolment ratio of primary and secondary school

Total enrolment ratio (or gross enrolment ratio) is the rate of pupils going to school with no respect to school age against population at the school age. Net enrolment ratio is the rate of pupils going to school at the school age against the people at the school age.

Literate person

One who can independently read and write for communication and solve new problems using literacy skills.