

UNICEF Annual Report 2012 for Bhutan, ROSA

Executive Summary

Achievements in the year 2012

MoRES: In 2012, the integration of Monitoring for Results with Equity System (MoRES) within its programming and reporting processes was undertaken. This included systematic mainstreaming of the three-dimension analysis – Policy and enabling environment, Services and system, and Demand promotion – across the “One UN” programme. This enabled a better balance between Policy, Services and Demand, for example in the need for increased focus on demand promotion, participation and utilization of services.

Follow-up on the Two-Stage Disability Survey among children aged from two to nine years provided a clearer understanding on the number of children with special needs, leading to an increased focus on Early Childhood Care and Development (ECCD) services, including an opportunity for Communication for Development (C4D) interventions for its promotion in non-formal education.

National Plan of Action for Child Protection (NPACP): The shift to child protection systems building was further advanced through the finalisation of a child protection system mapping and assessment report and an NPACP to guide the strengthening of the national child protection system, endorsed by the Committee of Secretaries. For the first time in its five-year plan history, the Government’s 11th Five-Year Plan (July 2013–June 2018) will explicitly address child protection systems strengthening.

Communication for Development (C4D): The year 2012 brought clarity on the important role of C4D as part of a refocus on demand promotion. The refocus on demand promotion in planning for the “One UN” programme identified a central role for C4D in the coming years.

A Promise Renewed: Following high-level advocacy during the UNICEF ROSA Regional Director’s visit in August, Bhutan signed “Promise Renewed” and pledged to redouble its efforts to ensure that no child under five dies from preventable causes.

Shortfalls in the year 2012

New-born death and services utilization: Overall, 31 per cent of births are still not attended to by skilled birth attendants and 37 per cent of deliveries still occur outside health facilities, despite the availability and coverage of health services. To address this issue, intensive promotion of institutional delivery was undertaken by health workers. An integrated communication strategy has been drafted and will be implemented in 2013.

ECCD and availability of services: There continues to be low availability of services in the case of ECCD. There is a need to innovate through the C4D approach, and partnerships with the Civil Society Organization (CSO) and the community to ensure more children have access to early learning, leading to other significant learning outcomes.

Partnerships in the year 2012

Development of the “One Programme 2014–2018”: UNICEF, UNDP and UNFPA have committed to “One Programme” through a common Country Programme document. This process highlighted areas for complementing and convergence of potential joint programming. In all, 13 output-level indicators were identified for a specific joint programme, ensuring common design, planning, implementing and monitoring, as well as reporting.

CSO Alliance: UNICEF helped secure the agreement of Civil Society and Government partners to establish a National Civil Society Alliance to operate as the National Action and Coordination Group for work conducted through the South Asian Initiative on Ending Violence against Children. A first in the country, this will enable a more strategic, coordination partnership with civil society.

Country Situation as Affecting Children & Women

Children growing up in Bhutan today can expect to live longer, with a higher standard of living, than the generations of children that preceded them. They can expect to enjoy better health, and to be better educated. They will also be the first generation to grow up under the umbrella of a democratic constitutional monarchy, and the 2011 Child Care and Protection Act, benefiting from the accountability and protection that these frameworks provide. This Act gives them recourse against violence, abuse and exploitation. It also enshrines the best interests of the child in national legislation.

A child-centred era: With children and adolescents (new-born to 18 years inclusive) now accounting for 42 per cent of the Kingdom's population, Bhutan has entered a 'child-centred' phase in which the rights and welfare of children are paramount. The rights of children, youth and women are reflected in the 2008 Constitution of the Kingdom of Bhutan and in the Government's early ratification of the Convention on the Rights of the Child and its Optional Protocols, and ratification of the Convention on the Elimination of All Forms of Discrimination against Women. Within Bhutan's unique, overarching development philosophy of Gross National Happiness (GNH), the commitment of the Government to improving the lives of its young population takes tangible form in the allocation of just over a quarter of the national budget to the social sector, with spending on education and health amounting to just under 4 per cent and 8 per cent of Gross Domestic Product (GDP), respectively.

In a fast-changing political, social and economic environment, Bhutan is today confronted with the challenges of fulfilling its people's basic needs without losing its rich heritage and human values. This endeavour deserves support and serves as an example to industrialized and developing countries of what development on a sustainable, human scale – 'development with values', in the words of His Majesty, the Fifth King – should look like: *"Today GNH has come to mean so many things to so many people, but to me it signifies simply – development with values. Thus for my nation today GNH is the bridge between the fundamental values of kindness, equality and humanity and the necessary pursuit of economic growth. GNH acts as our National Conscience guiding us towards making wise decisions for a better future."*

Child survival: Bhutan has made remarkable progress in expanding antenatal care coverage, although the rate of Antenatal Care (ANC) visits drops from 97 per cent receiving one visit, to only 77 per cent receiving the full complement of eight check-ups. The rates of infant and under-five mortality are also reducing steadily: In 2010, the under-five mortality rate was 69 per 1,000 live births compared to 89 per 1,000 live births in 2000.

Nutrition and food insecurity: Malnutrition is responsible for nearly half of all under-five child deaths. One mother out of 10 gives birth to a low birth-weight baby. Early marriage – and subsequent early childbirth – is one reason for this, but the main cause is the vicious cycle of maternal malnutrition and poor infant feeding practices. A third of children under the age of five are stunted (33.5 per cent).

Mother and child health: Maternal deaths from pregnancy-related causes have continued to show progressive decline. Data from the BMIS 2010 on maternal mortality estimates, using the direct method to estimate maternal mortality ratio (MMR) for three five-year periods from 1996-2010, suggested that MMR has declined in Bhutan from 262 per 100,000 live births during the period 1996-2000 to 146 during the period 2006-2010.

Cycle of learning: Early childhood education has reached 5 per cent of pre-school children. The Early Childhood Care and Development (ECCD) standards have been agreed upon and the programme is growing, but it needs to be integrated into the overall education system. The net enrolment ratios at the primary and secondary school levels are 96 and 56 per cent, respectively. Bhutan has achieved the MDG target for gender equality in school, but inhibiting factors and disincentives still discourage girls from continuing beyond secondary level. The literacy rate is over 59.5 per cent for the population as a whole, and 29 per cent for rural women. Non-formal education and other innovations have boosted literacy, particularly among adult females, and reached under-served communities with classes for all abilities.

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Women's equality: While women in Bhutan generally enjoy equal rights, they have yet to achieve full parity. In 2010, the overall female labour force participation rate was 63.9 per cent, compared with 72.3 per cent for male. Nevertheless, nearly 70 per cent of the total unemployed are women, and a significant number of female students drop out of school at the higher secondary and tertiary levels. Violence against women, and their acceptance of it, is still an issue that needs to be recognized and addressed.

Child protection: The absence of data on violence against children and other important protection issues make interventions difficult to target. A disability survey among children aged two to nine years has provided a much clearer understanding of the number of children with special needs. The passage of the Child Care and Protection Act in 2011 was a historic landmark: Full operationalization of the Act, along with other priorities to strengthen the child protection system at all levels, will be guided by the new evidence-informed National Plan of Action for Child Protection.

Water, sanitation and hygiene: Access to safe drinking water is high, especially considering the topography of the land and the scattered habitation, but discrepancies in functionality for water is an issue. Disparities exist between rural and urban areas with regards to access to facilities and infrastructure. Sanitation in schools needs improvement, in particular to boost school enrolment among girls. Hygiene needs to be improved nationwide, and WASH in schools (including monastic schools), is an increasingly important intervention.

Climate change and natural disasters: Bhutan is prone to various types of natural disaster ranging from earthquakes (such as those of 2009 and 2011) to glacial lake outbursts and landslides. Disaster preparedness is being included in school agendas to prepare a new generation of children.

Country Programme Analytical Overview

Intensive engagement with partners to develop the new Country Programme Document (CPD 2014-2018) was a highlight of 2012. Based on robust analysis and evidence, the work followed a bottleneck analysis process, focusing on barriers across three dimensions: (i) Policy and enabling environment; (ii) Systems and services; and (iii) Demand promotion. The result is a more relevant and evidence-informed balance between upstream policy engagement, strengthening service delivery, and community level empowerment.

The CPD 2014-2018 will focus on three Programme Component Results – (1) Social Services, (2) Protection, and (3) Governance and Evidence Building – as opposed to the current Country Programme, with 14 Programme Component Results. In 2013, as a bridging year, the work plan will ensure: (i) sustaining and reinforcing gains achieved during previous years; (ii) addressing unfinished critical business; and (iii) preparing for new and emerging challenges and disparities.

The priority areas include the following:

Nutrition: A third of children under-five are stunted. Parents and caregivers have limited knowledge of child nutrition. Micronutrient deficiencies are prevalent among women and children alike, due to the low quality and weak nutritional value of food available in households and the low quality of foods given to infants after they are weaned.

Comprehensive and Quality Education cycle: Starting from Early Childhood Care and Development to ensure the best chance of success throughout the education cycle, the quality of Education remains an issue, mainly for hard-to-reach children. To address this, Educating for Gross National Happiness (GNH), a framework integrating components of child-friendly schools, is being rolled out. Non-formal Education will be further supported to increase literacy and to provide a medium for communicating with parents and community on a range of issues, such as ECCD, Nutrition, Health, etc.

Adolescents and youth at risk: The youth unemployment rate, currently at 7.3 per cent, is a challenge. In urban areas, where rates rise to 13.5 per cent, unemployed youth are particularly vulnerable to risky and

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destructive behaviour. Crime, violence and gang culture are seen as an increasing problem for the urban youth. Special attention is needed to expand adolescent reproductive health information and services. While child marriage continues to hold steady over time at around 30 per cent, early childbearing rates are increasing.

Child protection: Following the development of the National Plan of Action for Child Protection (policy level), significant work is needed to strengthen the child protection system, including operationalizing child protection services and mechanisms, such as alternative care, justice for children and birth registration (system and services level), and the adoption of protective practices among communities, families and children (demand promotion level). The MoRES and bottleneck analysis approach is particularly relevant in the context of implementing the new National Plan of Action for Child Protection.

Communication for Development (C4D): Based on the significant refocus to ensure participation and demand promotion, C4D will make a crucial contribution to programme results. C4D can also aid strategy development by identifying underlying bottlenecks, such as social and cultural norms and practices, and promote demand for services, while also encouraging innovation and generating enthusiasm among individuals and communities.

Humanitarian Assistance

Refer to PCR 8 and IR 8.1 analytical statements in RAM along with Environmental Sustainability section of the Country Office Annual Report.

Effective Advocacy

Fully met benchmarks

State of the World's Children (SOWC) Report 2012 launch in Bhutan:

At the launch of the SOWC Report 2012 – UNICEF's flagship publication – in Changjiji, Thimphu, young volunteers came into action to put forward recommendations to policy-and-decision makers. A major highlight was a youth street theatre presentation showcasing the myriad hardships faced by children and youth in the urban world, with a focus on child labour. The performance engaged Parliamentarians and other guests at the event to participate in the process of bringing about a positive change.

The event gave an important platform for the youth to advocate on issues concerning them and highlighted the importance of engaging youth as partners. Coinciding with the launch, a youth volunteer group was also started in the Changjiji neighbourhood. Based on their recommendations, UNICEF is now supporting the group in starting a cafeteria run by young people.

The youth also conducted a survey to find out about the life of children in the city. Real life stories collected through the survey were presented, as were pictures and photo essays focusing on key issues, such as rural-urban migration, health and nutrition, child rights, protection, employment and youth crime. While the event brought out the harsh reality of children and youth living in urban Bhutan, it also shed light on how, through proper guidance and support, the youth can bring positive changes in their lives. The event received extensive media coverage both in the print and broadcast media, including in a series of radio programmes, in four languages, on UNICEF Bhutan's work.

The Youth Development Fund (YDF) and UNICEF Bhutan collaborated for the event and the report was launched by Her Majesty, the Queen Mother, Ashi Tshering Pem Wangchuck, the president of YDF. The event was highlighted in "Not all is well with urban children" <http://bhutanobserver.bt/5630-bo-news-about-not-all-is-well-with-urban-children.aspx> while news of the launch of the SOWC 2012 Report can be found at <http://www.bbs.bt/news/?p=12227>.

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UNICEF prize for Bhutan TV children's documentary:

"Tashi and Sakten", a TV documentary produced by Sonam Phuntsho of the Bhutan Broadcasting Service, won this year's UNICEF Prize at the Prix Jeunesse International Festival in Germany. The documentary won the award for addressing "the complex issues that arise when traditional culture is faced with modern development and how that affects young people and their future."

Filmed in northern Bhutan, the documentary not only highlights the importance of children's right to education, but also presents young people themselves trying to affect a change for the youth around them. News of the Bhutanese children's TV programme winning the UNICEF Prize at the Prix Jeunesse International Festival in Germany can be found at <http://www.unicef.org/videoaudio/video_65172.html>.

Committing to Child Survival: A Promise Renewed

During the UNICEF ROSA Regional Director's visit to Bhutan in August 2012, UNICEF advocated at the highest level with the Ministry of Health, encouraging Bhutan to renew its commitment to child survival. Following this, Bhutan signed the "Promise Renewed" pledge to redouble its efforts to ensure that no child dies from preventable causes.

The country office ensures close collaboration with print/broadcast media organizations, both international and national, for enhanced advocacy and communication relevant to UNICEF. These include sending out timely press releases, international day messages, and information for media coverage.

Capacity Development

Mostly met benchmarks

Capacity development is a critical element of UNICEF's work in Bhutan at all levels, including policy, systems and services, and demand promotion.

At the policy level, work in 2012 focused on strengthening capacity to generate and utilize data on the situation of children and women. Through a 'Learning by Doing' approach, intensive technical guidance supported partners and UNICEF staff to mine the dataset of the Bhutan Multiple Indicator Survey 2010 (BMIS), including for data analysis, interpretation, and report writing. This support led to the development of four thematic analyses on Health, Education, Child Protection, and Youth.

Also building on the BMIS, the finalization of the Two-Stage Disability Survey report provided an opportunity to strengthen the capacity of UNICEF staff and the National Statistics Bureau in data analysis and report writing on disability through training by the Protibondhi Foundation in Bangladesh. Findings generated through this policy-level work informed the development of the Government's 11th Five-Year Plan, as well as the United Nations Development Assistance Framework (UNDAF) and Country Programme Document (2014-2018).

At the **services and systems level**, inroads were made into institutionalizing capacity among child protection service providers in a more systematic manner to address the chronic limited capacity for child rights and child protection and the concurrent demand for training in this sector.

With the support of an international training expert, a range of capacity development products was developed and delivered. A training curriculum on child rights was developed and a pool of 20 trainers was trained extensively in its use, including in training techniques. These trainers are now scheduled to deliver child rights training within their agencies in 2013. Training materials were developed and delivered to introduce service providers to child protection principles, including basic case management, while training for labour inspectors and other stakeholders on child labour management was also developed and delivered.

An introductory child protection training manual for volunteers was developed, with a core team of civil

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society trainers now capacitated to roll it out in 2013. In addition to this progress, a child protection capacity assessment was developed to identify capacity development priorities over the short-, medium- and long-term.

To strengthen the capacity of UNICEF and its partners to manage the increasing importance of participation and **demand promotion**, a week-long training on communication for development was held. The training highlighted the importance of incorporating communication for development approaches at all stages of programme development, implementation and monitoring and imparted the basic skills necessary to do this.

Communication for Development

Mostly met benchmarks

The development of the Situation Analysis of Children, Youth and Women, along with the planning process for the next UNDAF and Country Programme Document (CPD), provided an opportunity to analyze the role of social and cultural norms and demand promotion in achieving results for children. This reflection identified the need for an integrated communication for development approach to programme results, including monitoring mechanisms, database on innovations, and lessons learned ahead of the next Country Programme.

Building on work that commenced in 2011 through a public-private partnership, further gains were made in developing communication for development materials on early stimulation to mobilize parents and caregivers to adopt positive practices to support children's early development. Early stimulation materials, including booklets, posters, picture stories and radio and TV spots for children, caregivers, frontline workers and policy makers were pre-tested and validated. These materials are now being disseminated to support health workers, early childhood care and development centres, and non-formal education instructors to conduct early stimulation sessions for parents.

The early stimulation materials will also be disseminated directly to mothers and caregivers including pregnant women through health clinics to encourage responsive breastfeeding and feeding practices, and to enhance the knowledge and skills of parents and caregivers to best provide conditions that facilitate cognitive, social and emotional development of children under the age of 5.

Communication for development materials for hand-washing with soap were also tested with children, parents, and health workers to incorporate their views and suggestions and will be rolled out in 2013.

UNICEF's on-going partnership with the Bhutan Broadcasting Service Corporation (BBSC), the national broadcasting station, has helped enhance public access to quality media programmes with wider platforms for the participation of children, youth and women on issues and services affecting their lives. Following support to develop suitable content and advocacy to increase the coverage of children's and women's issues, over 20 per cent of weekly BBS radio and TV air-time feature regular children, women and youth programmes. This coverage enables the general public, particularly children, mothers, youth, community health workers, and teachers nationwide to enjoy better opportunities to share their views, engage in public discussion, and access useful information.

UNICEF support included capacity building of more than 30 per cent of BBS producers to deliver better quality and a variety of interactive radio and TV programmes that engage stakeholders, including policy makers, service providers and rights holders on issues concerning families and communities. UNICEF also continued to support strengthened collaboration between BBSC and the Public Broadcasting Service of Thailand in producing and airing culturally relevant family radio and TV programmes.

Service Delivery

Mostly met benchmarks

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UNICEF supports services and systems strengthening across all its programmes where it has been identified as a priority through the analysis of the three dimensions of: (i) Policy and enabling environment; (ii) Systems and services; and (iii) Demand promotion. Priority services currently supported include Early Childhood Care and Development centres, Non-formal Education centres, Police Women and Child Protection Units/Desks and youth centres. Service delivery support is largely focused on capacity development and infrastructural support rather than on direct service delivery at this time.

Strategic Partnerships

Mostly met benchmarks

The United Nations system in Bhutan became a Delivering as One (DaO) self-starter in 2008 to respond to the challenges of a changing world and to demonstrate how the UN family could provide development assistance in a more coherent way that responds more efficiently to national priorities. The DaO approach has brought together the Government and the UN with fresh energy, momentum and a greater sense of common purpose, continually looking to increase the coherence of programmes and lower transaction costs.

This commitment to increased coherence was demonstrated by the joint support of the United Nations to Bhutan's 10th Five-Year Plan through the UNDAF, and the common Country Programme Action Plan (2008-2013). The UNDAF was implemented and monitored under the overall supervision and guidance of a joint Government-United Nations Country Programme Board, co-chaired by the Secretary of the Gross National Happiness Commission and the United Nations Resident Coordinator.

In 2012, in addition to development of the "One UN" programme, UNICEF, UNDP and UNFPA committed to a common Country Programme Document (CPD) 2014-2018 for their respective Board approval. The three agencies decided to adopt a common approach to prioritize their respective contributions to the "One UN" programme. This approach has highlighted areas with high potential for synergy, complementing and convergence, and has been implemented in two stages: (1) Internally at the agency level to ensure the different sections and/or portfolios will identify areas for internal cross-sectoral convergence; and (2) At the inter-agency level to highlight areas for potential joint programming and common strategy. Following these two stages, 13 output-level indicators have been identified as most conducive for effective convergence, which require specific joint programme approach(es) ensuring common design, planning, implementing and monitoring, as well as reporting and following up on evaluation recommendations.

The three organizations reaffirm a common commitment to the DaO approach, and even beyond, by developing common strategies for resource mobilization; common field monitoring and a common repository of monitoring reports; and further systematic joint follow-up on the recommendations of evaluation reports. Relocation to a new "One UN House" where the three organizations (plus WFP and FAO) will have a common operation centre and open space for programme units, will further facilitate deepening of the DaO approach.

UNICEF advocacy and coordination has been instrumental in strengthening strategic partnerships with civil society. UNICEF co-convened a first-ever meeting of civil society partners to solicit their inputs for the mapping and assessment of the child protection system. This meeting also secured an agreement to establish a national civil society alliance to improve coordination with civil society and to operate as Bhutan's National Coordination and Action Group for the South Asian Initiative on Ending Violence against Children (SAIEVAC) work plan.

UNICEF facilitated consultations with the Government to secure agreement for the establishment of the civil society alliance. The group will be formally established in 2013, providing an important new mechanism through which civil society partnership can be advanced.

Knowledge Management

Mostly met benchmarks

To inform formulation of the new UN Bhutan One Programme (2014-18), UNICEF undertook a Situation

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Analysis of Children, Youth and Women in Bhutan (SitAn) in 2012. The findings from the draft report informed the Country Analysis of the new UN Bhutan One Programme.

A mapping and assessment of the child protection system synthesized and analyzed available knowledge on child protection, leading to the development of a National Plan of Action for Child Protection to guide the strengthening of the child protection system, including implementation of the Child Care and Protection Act. Thematic analyses on health, education, child protection and youth using the BMIS 2010 dataset were undertaken and provided in-depth situational analysis of the most disadvantaged children. The publication of the Two-Stage Disability Study provided reliable estimates of disability prevalence, types and severity. All these reports contributed substantially to the development of 11th Five Year Plan (FYP) formulation, along with development of the new UN Bhutan One Programme.

The Integrated Monitoring and Evaluation Plan (IMEP) is used in consolidating research and assessments carried out by programmes. The draft work process for the completion of studies, assessment and research is being used to strengthen quality assurance. The checklist based on UNICEF evaluation guidelines helps assess reports effectively.

United Nation's Solution Exchange Development Network continues to operate as a popular forum for knowledge exchange on development issues amongst Government, UN, civil society, academia, media, private sector practitioners and individuals. The United Nations newsletter also provides the forum to share news articles on programmes for staff and national partners.

As part of the UN Delivering as One, knowledge management is monitored and regulated jointly with the Government through UN theme group review meetings and the annual Country Programme Board meeting.

Human Rights Based Approach to Cooperation

Mostly met benchmarks

In developing the UN One Programme for 2014–2018, reference to the human rights based approach has been mainstreamed. Not only was an explicit analysis of duty bearers and rights holders undertaken, but the support of the UN system was also broken down into three main categories: policy development—including knowledge management and convening power—to create an enabling environment for the progressive fulfillment of human rights; strengthening systems and services to make them more responsive, particularly to the needs of the most vulnerable, with a focus on capacity development of duty bearers; and lastly, to promote behaviour change/demand for utilization of services and empowerment of rights holders at the individual/community level. This [analytical framework](#) is carried across all four outcome areas of the UNDAF and will help to provide a critical focus to the work of the UN across all outcomes. This approach has been advocated by UNICEF in line with MoRES and bottleneck analysis framework.

Bhutan is currently preparing its next CRC periodic report along with its first periodic report on the two Optional Protocols. The reports were due for submission in 2012. They were, however, delayed due to limited capacity within the National Commission for Women and Children, who are mandated to prepare the reports. They will instead be submitted in 2013. With UNICEF support, a participatory consultation process is planned for the reporting, including consultations with children and the youth to ensure their views are reflected in the submission.

Gender Equality

Mostly met benchmarks

Gender analysis was integrated into developing the next UNDAF and CPD (2014–2018) at all levels, with partners and UN staff trained on gender mainstreaming as part of the preparation process. The Situation Analysis of Children, Youth and Women consolidated up-to-date sex disaggregated data to inform development of the UNDAF and CPD. Through the mechanism of the Gender Strategic Priority Action Plan for

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UNICEF Bhutan (2010–2012), increased analysis and monitoring of the country office's efforts in addressing gender equality has been possible.

A bridging plan will be developed for 2013 to monitor work on gender equality prior to the commencement of the next Country Programme. The UNICEF Gender Task Team, comprising representatives from all sections, including both programmes and operations, have monitored the plan throughout 2012. Two gender task team members were trained in gender mainstreaming as part of capacity development of the UN Gender Task Force. They will train other staff on gender mainstreaming in 2013. While gender work remains challenging, the Task Team mechanism provides an important platform for reflection and improvements.

Environmental Sustainability

Mostly met benchmarks

In recent years, Bhutan has witnessed two major earthquakes, one on 21 September 2009 and another on 18 September 2011. Bhutan also suffers from less severe disasters such as floods, landslides, and house fires. The main disaster hazards in Bhutan are earthquakes and Glacial Lake Outburst Floods (GLOF). In any disaster, women and children are excessively affected, and Education, Protection, Health and WASH in emergencies are essential interventions to prevent the outbreak of diseases, reopen learning space and provide protection for the displaced population. Climate change and disaster risk reductions will be addressed more coherently in the next programme cycle.

UNICEF's response to the two earthquakes in 2009 and 2011 has adopted the principle of 'building back better'. Reconstruction of school classrooms have integrated disaster-resilient features, while an increased focus on integrating emergency preparedness into all programmes is strengthening the country's capacity to respond to future emergencies. Capacity development is a key feature of UNICEF's emergency preparedness work, particularly in the education and child protection sectors.

In 2012, 70 Principals and Disaster Focal Teachers in two districts were trained on Education in Emergencies and Safe Schools Initiative. Five trainers were capacitated to deliver child protection in emergencies training. Disaster focal points in all districts were trained on the use of the Bhutan Disaster Assessment tool to strengthen emergency coordination and rapid response.

A new manual to deliver psychosocial support to children affected by emergencies, adapted for Bhutan's context in 2012, will be rolled out through youth volunteers and school counsellors in 2013. Emergency family kits, school-in-a-box, school-in-a-tent, recreational kits, and Water, Sanitation and Hygiene (WASH) kits are all pre-positioned for efficient emergency response. Through schools, children are empowered to keep themselves and their friends and family safe through earthquake mock drills.

As water demands increase and localized vulnerabilities are reported from different parts of the country, adaptation measures are necessary to effectively deal with the impact of climate change. The WASH sector needs to put in place adaptation measures, such as improved water efficiency, expanded water harvesting, increased water storage capacity, and re-use and recycling of water. Rain water harvesting is being implemented in the schools.

Capacity development for disaster management is managed through the environment and disaster management theme group, with multiple Government and UN agencies participating and bringing their comparative expertise. The Bhutan Disaster Assessment tool was developed through intensive consultations of all relevant stakeholders, partners and district officials to draw on all existing expertise in the country. The tool, however, requires further refinement and simplification to improve its application.

As part of Educating for Gross National Happiness, all school principals in the country have pledged to nurture their schools into Green Schools for Green Bhutan. The initiative focuses on teaching children respect for environment, learning to live in harmony with nature, conserving scarce resources, keeping their school green and ultimately promoting environmental sustainability.

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Narrative Analysis by Programme Component Results and Intermediate Results

Bhutan - 0490

PC 1 - Health, nutrition and sanitation

 Met

PCR 0490/A0/04/416 PCR 1. Capacity of Royal Government of Bhutan (RGoB) to formulate and implement results-oriented policies and strategies that create an enabling environment for reproductive health, maternal and child health, Sexually Transmitted Infections (STIs), HIV/AIDS, TB and malaria programmes strengthened.

Progress:**Policy and enabling environment:**

Policies, Strategies and Action Plans for the Expanded Programme on Immunization, Reproductive Health, sexually transmitted infections, HIV and AIDS were developed, based on evidence generated through national surveys, analysis of routine administrative data, and programmatic reviews and assessments. Implementation of the policies and plans is ongoing. A national Multi-sectoral Nutrition Policy has been drafted and the Infant and Young Child Feeding Strategy is being implemented.

Services, system and supply:

Implementation of policies, strategies and action plans have contributed to improving the quality and increasing coverage and access to health services and reducing disparities among the socio-demographic groups, as also strengthening the health system to support service provision. For example: The Expanded Programme on Immunization policy has set the target for immunization coverage at above 90 per cent at all times and has set standards for the introduction of vaccines, management of vaccines, and cold chain. It also clearly states the provision of complete immunization for all of the target population according to an established schedule, regardless of nationality, residence and wealth, using safe injection principles and maintaining vigilance to detect any disease outbreak or adverse event following immunization. The policy statements have, in turn, guided strategies and action plans to accelerate immunization services to reach all of the target population in the country, maintain quality of immunization and achieve coverage of over 90 per cent.

Demand promotion:

Information and education on maternal and child health, as well as sexually transmitted infections, HIV and AIDS are ongoing, mostly by health workers and to some extent by village health workers. There is, however, now a recognized need for a more strategic approach to communication for development to change negative beliefs, misconceptions, practices, and to promote good health-seeking behaviour and practices. To this effect, an integrated communication for development strategy for maternal and child health is being developed for implementation in 2013.

 Met

IR 0490/A0/04/416/001 IR1.1: Maternal, Newborn and Child Health (MNCH) and Nutrition policies, strategies and guidelines developed and implemented following analysis of disaggregated data.

Progress:

UNICEF supported technical assistance for the generation, disaggregation and analysis of data, development of policies and strategic plans, provision of essential commodities and supplies, and capacity building of managers and service providers. This has contributed to improving the quality of services and accelerating the provision of services to reach most of the population, thereby contributing to the reduction of illnesses and death among women and children.

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Policy and enabling environment:

The national Multi-sectoral Nutrition Policy has been drafted to be finalized in 2013. Significant progress was made in enabling evidence-informed policy revision. Information from the review of the Expanded Programme on Immunization and Nutrition Programmes, and the in-depth analysis of the health and well-being of women and children using disaggregated data from the Bhutan Multiple Indicator Survey related to health, nutrition, HIV and AIDS, water, sanitation and hygiene, provided important information on key issues, such as: major health problems affecting women and children; food and nutrition insecurity; inequities in access, quality and utilization of health, water, sanitation and hygiene services and facilities; morbidity and mortality in children under five and pregnant women; and the need for increased vigilance and acceleration of interventions to reduce morbidity and mortality.

Services, system and supply:

Through continuous strengthening of the health system and capacity building of service providers to improve newborn and child health, the Integrated Management of Newborn and Childhood Illnesses (IMNCI) has been integrated into health services and is being implemented in all health facilities. To further strengthen capacity and to improve the quality of service provision, the IMNCI has been incorporated into the pre-service curriculum of the Royal Institute of Health Sciences to provide students with relevant knowledge and skills before they enter health service. Early childhood care and development has been introduced into the Integrated Management of Newborn and Childhood Illnesses and will be effectively integrated in 2013. Health workers in all 20 districts have been trained on the infant and young child feeding strategy and implementation is ongoing.

Demand promotion:

The need to increase the utilization of integrated primary health care services necessitated a more strategic communications approach to address negative beliefs and misconceptions and promote optimal health-seeking behaviour. Accordingly, an integrated communication strategy for maternal child health, reproductive health, nutrition and immunization was developed. Based on this, communication for development activities and materials are being developed. Nationwide implementation will commence in 2013.



Met

IR 0490/A0/04/416/003 IR 1.3 Capacity of national and local institutions of health to formulate, update and implement evidence-based policies, and guidelines strengthened.

Progress:

Technical assistance and funds were provided by UNICEF to conduct a study of under-five mortality causes and contributing factors in health facilities and to make recommendations to strengthen the capacity of the health system and health service providers to improve the quality of service provision.

Policy and enabling environment:

Information from the health facility-based under-five mortality study has contributed to the pool of evidence available for policy-level decision-making to improve the capacity of the health system and improve the services provided by health facilities to accelerate the reduction of mortality in children under-five.

Services, system and supply:

Bhutan has achieved 90 per cent coverage of basic health services. However, the need exists to monitor and improve the quality of services provided by health facilities for young children. A study of the causes of death in under-fives in health facilities, and contributing factors, identified the major causes of death among newborns as pre-term birth (37 per cent), sepsis (22 per cent) and other intrapartum related problems (22

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per cent). In the case of 70 per cent of newborns, death occurred in the first week of life. The major contributing social factor was the delay on the part of parents and caregivers in seeking health care.

In the age group of children 1 to 59 months, the major cause of death was pneumonia (59 per cent), followed by non-communicable diseases (21 per cent) and meningitis (12 per cent). The major contributing social factor in this age group was also a delay in seeking health care; 24 per cent of deaths occurred within 3 to 7 days of hospitalization and 25 per cent after 7 days. Recommendations were made for an improvement in the quality of services, thus providing the information necessary for strengthening the health system and capacity of service providers.

Demand promotion:

Information from the health facility-based under-five mortality study is useful in guiding strategic communication to dispel rumours and misconceptions, at times attributed to vaccines and medications, and promote the use of health services.



On-track

IR 0490/A0/04/416/004 1.4 Programme Monitoring and Management system strengthened

Progress:

Policy and enabling environment:

Information from the districts (Dzongkhags) on maternal and newborn deaths and Acute Flaccid Paralysis served as a basis for the revision of policies and plans as necessary to address the causes and reduce deaths in pregnant women and newborns, as also to prevent the resurgence of polio.

Services, system and supply:

To involve communities in the effort to prevent maternal and newborn deaths, committees have been established in all the 20 districts (Dzongkhags) to investigate and report all maternal and newborn deaths, so as to provide information necessary for deciding and delivering interventions to reduce deaths. In addition to providing information on the deaths of pregnant women and newborns, the activity sensitizes communities and stimulates their involvement in efforts to prevent such deaths.

The Committees need to be strengthened to increase their productivity. Health workers in hospitals and basic health units now have the capacity to identify and report Acute Flaccid Paralysis (AFP) in their catchment communities and most of the districts were able to identify and report AFP, based on established guidelines. Assistant District Health Officers were not trained on project management and Result-Based Management as planned; however, they continued to submit quarterly monitoring reports to the Ministry of Health.

Demand promotion:

Information on maternal and newborn deaths and AFP from the districts is useful in developing communication strategies to change negative beliefs and practices and promote optimal practices and health-seeking behaviour.



On-track

PCR 0490/A0/04/417 PCR 2: Capacity of RGoB strengthened to increase access to and delivery of quality health services for all, including in reproductive health, maternal and child health and nutrition, TB, malaria and other non-communicable diseases.

Progress:

Policy and enabling environment:

Refer to PCR 1 and related IRs 1.1 to 1.4 with a strong policy and enabling environment dimension (PCR 1:

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Capacity of RGoB to formulate and implement results-oriented policies and strategies that create an enabling environment for reproductive health, maternal and child health, sexually transmitted infections, HIV/AIDS, Tuberculosis and Malaria programmes strengthened.)

Services, system and supply:

While some targets were exceeded, some were not yet met, while yet for others data was not available:

- The proportion of pregnant women completing at least four antenatal visits increased to 77 per cent, which is 2 per cent above the target.
- Routine immunization coverage for infants is currently 1.6 per cent short of the target of 96 per cent.
- Coverage of TT2 vaccine for pregnant women increased to 81 per cent.
- Reduction of underweight in under-fives, at 13 per cent, is still short of the 9 per cent target.
- The prevalence of anaemia in pregnant women and children was not measured in 2012.

Increased vigilance and accelerated efforts are needed, particularly in improving the nutrition security of young children, so as to reduce malnutrition and anaemia, and also to sustain the gains made in immunization and achieve further increase in coverage.

Demand promotion:

Refer to PCR 4 and related IRs 4.1 to 4.2 with a strong demand promotion dimension (PCR 4: RGOB and community partnerships enhanced to promote utilization of health services.)

 On-track

IR 0490/A0/04/417/001 IR 2.1 Hospitals and Basic Health Units (BHUs) have qualified staff, equipment, modified infrastructure and sufficient supplies to deliver quality Maternal and Newborn Care services, and are upgraded as emergency obstetric and neonatal centres

Progress:

UNICEF provided funds for the capacity building of skilled birth attendants to improve maternal and newborn care and also provided essential equipment and supplies to support service delivery. Support was also provided for the development and implementation of an action plan for post-natal home visits by health workers.

Policy and enabling environment:

Refer to PCR 1 and related IRs 1.1 to 1.4 with a strong policy and enabling environment dimension (PCR 1: Capacity of RGoB to formulate and implement results-oriented policies and strategies that create an enabling environment for reproductive health, maternal and child health, sexually transmitted infections, HIV/AIDS, Tuberculosis and Malaria programmes strengthened.)

Services, system and supply:

Much progress continues to be made in the training and deployment of skilled birth attendants and in increasing deliveries in health facilities. However, about 31 per cent of births are still not attended to by skilled birth attendants and 37 per cent of deliveries still occur outside health facilities. Efforts are being accelerated to increase institutional deliveries and skilled attendant at birth to 100 per cent.

Demand promotion:

To improve the utilization of health services, and particularly maternal and newborn care, information dissemination and education to promote giving birth in health facilities was conducted by health workers and village health workers. To accelerate these efforts, a more strategic communication for development approach has been initiated to promote the use of health services by pregnant women. To this effect, an

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integrated communication strategy has been drafted and will be implemented in 2013.



Met

IR 0490/A0/04/417/002 IR 2.2 All Hospital and BHU health workers provide quality immunization services and nutrition packages (Vitamin A, Iron and folic supplements, de-worming, Growth monitoring, Infant and Young Child Feeding)

Progress:

UNICEF provided technical assistance and funds to support development of a strategy, materials, capacity building of health workers and communication for the integrated management of neonatal and childhood illnesses.

Policy and enabling environment:

Refer to PCR 1 and related IRs 1.1 to 1.4 analytical statements with a strong policy and enabling environment dimension.

Services, system and supply:

The Integrated Management of Neonatal and Childhood Illnesses is being provided by all health facilities in the 20 districts and all the 30 hospitals in the country are providing basic paediatric care. Nutrition rehabilitation centres have been established in three district hospitals, all of which have been supplied with kits. Continuous capacity building of service providers, regular supportive supervision and monitoring are, however, necessary to enable the centres to provide quality services.

Demand promotion:

Refer to PCR 4 and related IRs 4.1 to 4.2 analytical statements with a strong demand promotion dimension.



Met

IR 0490/A0/04/417/003 IR 2.3 Increased number of infants receive exclusive breastfeeding and proper feeding practices.

Progress:

UNICEF provided technical assistance and funding for the development and implementation of the Infant and Young Child Feeding Strategy and Plan and also for the development of materials and communication tools to improve infant and young child feeding practices. Support has also been given to capacity building of health workers in the implementation of the strategy and plan.

Policy and enabling environment:

Refer to PCR 1 and related IRs 1.1 to 1.4 analytical statements with a strong policy and enabling environment dimension.

Services, system and supply:

The achievement of 48.7 per cent exclusive breastfeeding in the first six months of life has exceeded the planned target of 35 per cent. Efforts will be accelerated in 2013 to improve infant feeding practices and further increase exclusive breastfeeding in the first six months to above 48 per cent.

Demand promotion:

Information and education on infant and young child feeding is integrated into routine health services and is provided by health workers daily in health facilities. Village health workers also provide information and

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education in their communities. An integrated communication strategy has been drafted and development of communication materials is ongoing. Finalization and implementation will be in 2013.

 Constrained

PCR 0490/A0/04/418 PCR 3 Capacity of government to respond to prevention, care and treatment of HIV/AIDS and STI through a multi-sectoral approach strengthened.

Progress:

Policy and enabling environment; Services, system and supply:

Proper policy and services were developed and implemented during the previous years. The focus in 2012 was on ensuring proper utilization of the available services, and thus on the demand promotion dimension.

Demand promotion:

The proportion of youth who have knowledge of HIV and AIDS and the percentage of pregnant women who have knowledge of prevention of mother-to-child transmission fell short of the planned targets. This indicates the urgent need to review the current communication strategy, communication delivery methods and channels for vulnerable groups to enable a strategic change in communication to reach and engage the majority of youth and women of childbearing age with information on HIV and AIDS.

 Met

IR 0490/A0/04/418/002 IR 3.2: Multi-year operation plan on HIV/AIDS developed and operationalized, with the focus on prevention among young people and Pregnant Mothers.

Progress:

UNICEF contributed funds for the development of the Multi-year Operational Plan for Sexually Transmitted Infections, HIV/AIDS and also to establish the Early Infant Diagnosis facility in Bhutan's National Referral Hospital.

Policy and enabling environment:

The Multi-year Operational Plan for Sexually Transmitted Infections, HIV/AIDS and guidelines for prevention of mother-to child transmission has been developed and implementation is ongoing.

Services, system and supply:

Out of the 31 hospitals in the country, 30 are implementing the guidelines for prevention of mother-to-child transmission, while 178 of the 184 basic health units are implementing the guidelines for prevention of mother-to-child transmission. An early infant HIV infection diagnosis facility has been established at the Jigme Dorji Wangchuck National Referral Hospital and supplied with reagents for the Polymerase Chain Reaction (PCR) test to facilitate early diagnosis in infants.

Demand promotion:

Awareness creation and communication on sexually transmitted Infections, including HIV and AIDS, is continuously ongoing by health workers, civil society groups and the media. The communication for development strategy is being employed to accelerate promotion services and their use, as also to promote behaviour and practices that reduce the risk and spread of infection.

 On-track

PCR 0490/A0/04/419 PCR4: RGOB and community partnerships enhanced to promote utilisation of health services

Progress:

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Policy and enabling environment:

Currently, there is no policy framework for the village health workers scheme and no guidelines defining and regulating their function in communities. The programme review conducted in 2012 has generated information useful for policy and guidelines that will clarify and lend relevance to the role of village health workers in health service delivery.

Services, system and supply:

A total of 1,200 trained village health workers are providing treatment for minor ailments and injuries, as well as screening young children for malnutrition. A programme review has provided information for revising capacity development approaches for village health workers, including to: adopt participatory adult learning principles and hands-on approaches; revise the content of training, training materials and guidebooks, based on the scope and types of tasks performed by village health workers; and develop tools for supervision and monitoring that will make their work in the communities more relevant.

Demand promotion:

The 1,200 trained village health workers are involved in community mobilization around health issues, such as immunization, hand-washing with soap and health promotion on maternal, newborn and child health, young child nutrition, sanitation and hygiene. These activities are carried out on a daily basis in communities, targeting community leaders, parents, caregivers, young people and children.



On-track

IR 0490/A0/04/419/001 IR4.1: Village health workers undertake health communication activities among selected communities.

Progress:

UNICEF provided technical assistance and funds for the programme review, development of training and communication for development materials and training of 1,200 village health workers.

Policy and enabling environment:

Though the Village Health Worker Scheme has existed since 1978, there has been no clear policy framework and operational guidelines defining their role and relevance in health care delivery. Information from the review will provide basis for the development of policy and guidelines in 2013.

Services, system and supply:

Currently, 1,200 village health workers have been trained and provided with kits and are providing treatment for minor ailments and injuries in the communities. They are also screening young children for malnutrition, using the mid-upper-arm circumference measurement. Information from the programme review will be used to revise current training methodology, training manual and guidebook and also develop additional tools for training, supervision and monitoring to lend more relevance to the role of village health workers in health service delivery.

Demand promotion:

The 1,200 trained village health workers are currently involved in health promotion on maternal and child health, infant nutrition, sanitation and hygiene in their communities. The programme review provided information for developing communication for development materials for village health workers and for

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training them to improve their capacity and increase their involvement in communication for development activities in the communities.

 On-track

IR 0490/A0/04/419/002 IR 4.2: District level managers and health workers apply effectively interpersonal communication skills to selected communities.

Progress:

UNICEF's support to the Ministry of Health in terms of technical assistance, capacity building and funds for implementing activities contributed to strengthening the capacity of service providers at the district level and for village health workers to communicate information on health, nutrition and hygiene towards improving practices and promoting the use of health services.

Policy and enabling environment, service, system and supply:

Coverage of village health workers in communities was not measured in 2012. However, 1,200 village health workers were given refresher training and provided with kits for the treatment of minor ailments; these health workers are functioning in their respective communities.

Demand promotion:

District health managers and health workers routinely conduct communication on health, nutrition and hygiene integrated with the health services and in communities. To strengthen their communication capacity, communication for development materials on maternal, newborn and child health, nutrition, water, hygiene and sanitation were developed for use by district health officers and health workers to enhance communication to promote the use of health services and optimum health, nutrition and hygiene practices.

 Met

PCR 0490/A0/04/420 PCR 5 School enrolment, particularly for girls, increased through improved facilities, school feeding and targeted advocacy.

Progress:

Policy and enabling environment

Impressive gains have been made in terms of Net Enrolment Rate (96 per cent), with more girls than boys enrolled for the first time. The gender parity index for primary school is now 1.02. Gender parity index for secondary school is 1.18. Gender parity achievements have met the Education for All targets and exceeded the Government's 10th Five-Year Plan targets. However, as children complete secondary education and transit to tertiary, there is a sharp fall in the number of girls. UNICEF's contribution to the gender parity index has been through improvement of school facilities, such as WASH in schools and monasteries, school furniture, roofing sheets to take community primary schools nearer to children and electrification of remote schools through solar lighting.

There is a greater need for data on WASH in schools. To monitor the situation of WASH in schools, inclusion of WASH in the national Education Information Management System (EMIS) has started. EMIS will facilitate strategic and targeted intervention on WASH in schools.

Services, system and supply:

UNICEF supported a 7 per cent increase in the number of schools in the country with improved sanitation facilities (44 of 650 schools, including extended classrooms). About 5 per cent more schools now have access to an improved drinking water source (31 of 650 schools, including extended classrooms). A guide book, standards and guidelines on WASH in schools is being developed and will greatly enable WASH in schools practitioners, especially school health coordinators to effectively implement and promote key hygiene behaviour among school children.

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Demand promotion:

UNICEF supported the celebration of Teachers' Day in three districts with low enrolment. In 2012, the Ministry of Education observed 100 Years of the advent of modern education in Bhutan.

Demand for utilization of quality water and sanitation facilities is promoted through convergence with the communication for development programme by strategically training school health coordinators on social and behaviour change and key hygiene practices for changing the behaviour of school children, as well as through observation of various international days related to WASH.

 On-track

IR 0490/A0/04/420/001 IR5.1: Children in primary, community primary, lower secondary and monastic schools enjoy safe water and sanitation facilities.

Progress:

Policy and enabling environment:

Refer to analytical statement of PCR 5.

Services, system and supply:

About 280 child monks from seven monastic schools have access to aqua-privy toilets and bath houses and about 100 child monks from two monastic schools are enjoying access to improved water supply.

In all, 31 schools were supported with water supply and 44 schools were supported with improved sanitation facilities that will benefit at least 8,000 school children. Water and sanitation facilities are provided mainly to primary schools in remote areas where the facilities are poor. To improve the quality of construction about 40 district engineers were trained on the survey and design of water supply schemes. At least 100 masons and caretakers are trained on construction methodology, operation and maintenance, and they will be engaged in improving the quality of construction and increasing the life span of the supported facilities.

Demand promotion:

Refer to analytical statement of IR 5.2.

 On-track

IR 0490/A0/04/420/002 IR5.2: Students in selected community pre-primary, primary, lower secondary and monastic schools have improved knowledge and practices of nutrition and hygiene.

Progress:

Policy and enabling environment:

Refer to analytical statement of PCR 5.

Services, system and supply:

Refer to analytical statement of IR 5.1.

Demand promotion:

To promote key hygiene practices of school children, about 140 school health coordinators are being trained on WASH in schools. In all, 21 per cent more schools in the country now have a trained school health coordinator.

Health coordinators in 45 monastic schools and nunneries were also trained on key hygiene behaviour. These health coordinators will promote key hygiene behaviour on the safe use of toilets, safe drinking water, hand-

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washing with soap, personal hygiene, menstruation hygiene management, food hygiene and waste management in their respective schools. Through their training, at least 10,000 school children, child monks and nuns will be provided with knowledge on correct key hygiene practices.

Important WASH-related global days, such as World Water Day, World Toilet Day and Global Handwashing Day were observed. They helped raise awareness level of general population and school children in particular, reaching at least 30,000 individuals with correct messages on hand-washing with soap, safe use of toilets and safe drinking water.

 On-track

IR 0490/A0/04/420/004 IR5.4: Education system applies key innovative strategies for timely and increased enrolment in hard-to-reach areas.

Progress:

Policy and enabling environment:

The Ministry of Education has drafted the National Education Policy, encompassing ECCD and Special Education Needs (SEN) Policies. UNICEF contributed directly to the drafting of ECCD and Special Education Needs Policy. Basic education is a constitutional right, although education is not yet compulsory. Around 2 per cent of school-going-aged children are not yet in school. UNICEF continues to advocate for identifying who these children are, where they are and how they can be brought to school.

Services, system and supply:

In 2011–12, in support of reaching the unreached through quality education, UNICEF supplied the Ministry of Education with Corrugated Galvanized Iron sheets for roofing of five old- and newly-established schools. To enable children of remote areas to access quality education, UNICEF supplied furniture to 20 schools in remote districts and solar-lighting facilities to 20 schools. With access reaching almost 100 per cent, there will be a shift from supply-driven support to more capacity building in the next plan.

Demand promotion:

While the value of education is largely understood in Bhutan, there are still pockets where children are kept out-of-school either due to long walking distances or opportunity costs. In particular, children of remote nomadic communities are kept back to look after cattle or collect Cordyceps. Many children with disabilities are not accessing education due to the lack of specialized services and trained teachers. Promoting demand for ECCD in remote areas through the dissemination of communication material, providing data on the prevalence of children with disabilities and targeting quality of education through the Educating for Gross National Happiness (GNH) programme, UNICEF contributed to demand promotion for education for all children. UNICEF's contribution in areas of ECCD, Educating for GNH and Special Education Needs are reported in greater detail in IR 6.1, 6.2 and 6.3 analytical statements, respectively.

PC 2 - Quality education

 On-track

PCR 0490/A0/04/421 PCR6: Improved quality of education delivered by relevant stakeholders.

Progress:

Policy and enabling environment:

Age-appropriate attendance in primary school is 40 per cent and 23 per cent for 6 year-olds and 12 year-olds, respectively. In all, 52 per cent of children in pre-primary are of the right age, 41 per cent are overage and 8 per cent are underage. In all, 33 per cent of primary enrolments are of the right age.

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In all, 98.5 per cent (99.8 per cent females) of children transit from primary to lower secondary school; 94.7 per cent (94.4 per cent females) transit from lower to middle secondary; 70.6 per cent (68.6 per cent females) transit from middle to higher secondary. The 100 per cent transition to secondary education target is not yet achieved. In 2012, 35 teachers (50 per cent females) were trained in gender sensitivity in education, including school management, pedagogy, curriculum and student leadership.

The primary completion rate is 100 per cent. Three out of four children complete basic education, with no gender disparity. The survival rates to Grades V and X are 100 per cent and 95 per cent, respectively. The ratio of females to males in tertiary institutes is 71 per cent. While fewer girls transit to secondary and tertiary education, the probability of girls completing Grade V is higher than boys.

The repetition rate for basic education is currently 5 per cent and the dropout rate is 2 per cent, with the highest dropout in Classes IV and IX. Three per cent of girls repeat compared to 4 per cent of boys at primary level. Female dropout rate in primary is 1 per cent compared to boys at 2 per cent.

Services, system and supply:

Schools use a decentralized School Self Assessment Tool to monitor education quality. The capacity of the Special Education Needs division and teachers for children with disabilities was strengthened.

Over 80 per cent of NFE instructors have the skills to deliver the new Non-formal Education (NFE) curriculum, which was revised in 2009-2010. A total of 5,448 females and 2,471 males completed the Basic Literacy Course in 2012. To empower Non-formal Education (NFE) graduates, Functional English Literacy Curriculum, equivalent to the Class VI English Curriculum in the formal system, is being piloted in six districts. It will be implemented nationwide in 2013 in the Post Literacy Course.

Demand promotion:

Bhutan's NFE adult literacy programme received the UNESCO 2012 Confucius Award for Literacy. Observation of International Literacy Day sensitized the general public, particularly in two districts, on the benefit of NFE.



On-track

IR 0490/A0/04/421/001 IR6.1: NFE learners, including parents, provide young children with early learning opportunities.

Progress:

Policy and enabling environment:

The draft ECCD policy is part of the National Education Policy and will be endorsed soon. The Early Learning and Development Standards for ages 3–5 years have been validated. These standards will ensure high quality ECCD programmes and services in Bhutan.

Services, system and supply:

The establishment of an additional 30 community-based ECCD centres in remote areas have benefitted more than 600 additional children in 2012. With UNICEF support since 2008, today there are 84 community-based ECCD centres reaching at least 4 per cent (2,000-plus) of children from disadvantaged families.

The ECCD centre-based learning programme has increased the chances of rural children being "ready to learn". These children are performing much better in schools than those directly coming from home in the areas of communication, language, literacy, social interaction, and self-esteem.

A Comprehensive Parenting Education programme introduced in 589 NFE centres in the eight districts has benefitted 8,368 NFE learners (50 per cent women) to enhance their knowledge and skills in providing

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developmentally appropriate stimulation and care to their children, thereby reaching 50 per cent of NFE learners as of 2012.

Demand promotion:

Building on work that commenced in 2011, over 30 additional communication for development materials on early stimulation were finalized through a multi-sector partnership. These materials include children's books, posters and audio-visual materials for children and caregivers have been pre-tested, validated and found appropriate for conducting parenting sessions with ECCD frontline workers.

Through the convergent approach, 35 health workers and education officials of the seven priority districts have been trained as master trainers to roll out the communication for development materials in ECCD and NFE centres by health workers during the routine maternal and child health care visits. This is expected to improve the efficacy of both health and education services and interventions for greater outcomes for children under-five.



On-track

IR 0490/A0/04/421/002 IR6.2: Capacity of MoE and other partners at all levels, including the community in Community/Primary schools strengthened to make child friendly schools and promote school feeding

Progress:

Policy and enabling environment:

The Child Friendly Schools concept has been integrated into Bhutan's Educating for Gross National Happiness (GNH) initiative since 2009, amongst others, as a quality education strategy.

Services, system and supply:

In 2012, UNICEF contributed to quality education through in-service teacher training on gender sensitivity, positive discipline, and effective teaching of sciences, along with the supply of basic science equipment. Teachers trained on gender are empowered to challenge various stereotypes and social norms hindering gender equality in schools, thereby contributing to equity in education.

Training of 113 principals and teachers on Parent Teacher Associations boosted the quality of education, as schools became more accountable and transparent to parents and education authorities.

UNICEF supported the training of teachers on Educating for GNH in 2012. More than 1,804 teachers, 70 per cent of them females, were trained in seven of the 20 districts on infusing, integrating and imparting the principles and values of GNH into school education. About 20 per cent of schools in the country are now infusing environmental and human values into school curriculum, integrating games, sports, art and literary activities to broaden the learning environment, adopting child rights and positive discipline approaches, and teaching media literacy and critical thinking, as well as practicing holistic assessments to assess children's full learning. Schools are working closely with parents and communities to improve the quality of children's learning collectively. Meditation and mind training is a standard practice now in all schools of Bhutan.

Demand promotion:

Teachers are trained on the Convention on the Rights of the Child, especially those related to right to education. Positive discipline as against corporal punishment is advocated amongst teachers through Educating for GNH training.



On-track

IR 0490/A0/04/421/003 IR6.3: Capacity of teachers and relevant education partners to address the education of children with special learning needs enhanced.

Progress:

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Policy and enabling environment:

A draft Special Education Needs Policy is in place as part of the National Education Policy, with UNICEF support. Once endorsed, the policy is expected to better address the basic educational needs of children affected by various forms of disabilities.

Services, system and supply:

UNICEF's contribution has been mostly in the areas of teacher training, supply of teaching learning materials and technical support to mainstream effective classroom strategies to cater to the needs of children with disabilities. In 2012, two additional special education needs schools were established in Drugyel and Khaling lower secondary schools, increasing the total number to eight in the country. This has enabled special education needs schools to expand special education service to 203 male and 140 female students so far.

In 2012, eight teachers were trained on inclusive education in Thailand. Another 30 teachers were sensitized on Special Educational Needs, achieving the target of training 147 teachers. The Rapid Neuro Developmental Assessment (RNDA) tool was introduced to 81 participants (45 females, 36 males), 32 physiotherapy technicians, 25 ECCD facilitators and 16 school teachers to enable them to deliver early detection, diagnosis and referral services for children aged 2–9 years. Around 60 hearing impaired children learned vocational skills, like bakery, wood carving, and tailoring, to enable them to be employed once they leave the formal education system.

Demand promotion:

The Two-Stage Disability Report was formally launched for public consumption. The International Day for Persons with Disabilities was observed with various stakeholders. A network group consisting of focal points from different sectors was created and the roles of different sectors mapped to address the needs of children with disabilities. Partnerships in terms of coordination with NGOs was strengthened to supplement government efforts in future.

 On-track

IR 0490/A0/04/421/004 IR6.4: Capacity of stakeholders strengthened to deliver Non-formal Education (NFE) services for adults and young people.

Progress:

Policy and enabling environment:

The NFE policy guidelines were revised and the NFE Board will endorse them in 2013. The guidelines will support NFE programmes to expand and diversify beyond the scope of simply literacy programmes in Dzongkha, Bhutan's national language.

Services, system and supply:

In 2012, 140 new NFE centers catered to 13,360 learners (3,882 males and 9,478 females) in the country. In all, 5,448 female and 2,471 males completed the Basic Literacy Course in 2012, thereby acquiring functional literacy skills in Dzongkha.

At least 80 per cent of NFE Instructors have the skills to deliver the revised NFE curriculum. Based on the recommendations of the NFE Impact assessment (2008), the curriculum was revised in 2009–2010.

Functional English Literacy Curriculum was developed in 2011 within four modules (basic level–level 3), which is parallel to the standards of English Curriculum of Class VI in the formal system. The Basic Level and Level 1 curriculum were pretested and revised in 2012. The Functional English Literacy Curriculum, as a whole package, will be implemented nationwide in 2013 for Post Literacy Course (PLC) learners. The English

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programme is expected to open up more opportunities for NFE graduates and also encourage more enrolment of illiterate population in the NFE.

The NFE-Monitoring Information System of the UNESCO model was piloted in three districts (Samtse, Mongar and Wangdue Phodrang) through partial funding of UNICEF in 2010–2011.

Demand promotion:

Bhutan's NFE adult literacy programme, as a successful programme in reaching out to the most remote communities, especially women, and positively impacting their lives, has received global recognition through UNESCO's 2012 Confucius Award for Literacy.

The International Literacy Day, observed in two of the largest and deprived districts (Monggar and Samtse), has helped sensitize the general public on the impact and benefit of NFE through a series of literary activities at the community levels and also through coverage in both the print and broadcast media.

 On-track

PCR 0490/A0/04/422 PCR7: National capacity to revise and implement the educational curricula enhanced

Progress:

Policy and enabling environment:

In order to make education more relevant, the Ministry of Education revised the curriculum from Pre-primary to Class XII for English, Mathematics and Dzongkha. The revised English curriculum now has minimum standards with regard to reading, writing, speaking, listening and language at all the levels. From an earlier teacher-centric curriculum, the new curriculum now focuses on learners.

The revised Mathematics curriculum is more user-friendly in that children are made to guess the solutions of problems before they actually start solving them. Dzongkha is also made more user-friendly.

UNICEF's role in the curriculum revision focused on supporting the realignment of primary Mathematics, English, Dzongkha and Environmental Sciences to multi-grade teaching situations. UNICEF contributed towards making the primary curriculum user-friendly and relevant, especially in multi-grade classrooms in the remote areas.

Services, system and supply:

To enhance quality education, UNICEF supported the Ministry of Education in its drive to transform Bhutan's educational landscape in synchronization with the national philosophy of Gross National Happiness through the Educating for GNH initiative. For more details refer to IR 6.2.

Demand promotion:

The Colleges of Education and other colleges are also aligning their modules to synchronize with human values and principles. Their idea is to use GNH modules to produce faculty that will be mindful to address the needs of the schools systems. UNICEF provided support to build a common framework for module development in 2012.

 On-track

IR 0490/A0/04/422/001 IR7.1: Capacity of MoE strengthened to revise educational curricula in line with emerging needs including life skills, adolescent reproductive sexual health, multi-grade teaching, and child-friendly schools.

Progress:

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Policy and enabling environment:

Multi-grade teaching is a practical necessity in Bhutan, particularly in the remote areas; this is mainly due to the constant teacher shortage in these areas and due to the low number of children in a single grade, especially in extended classrooms. There is, therefore, the need to place children of different age groups in the same classroom following multi-grade teaching.

Services, system and supply:

UNICEF support contributed to training around 500 teachers in multi-grade teaching during the last four years, with around 100 trained in 2012. The teachers trained were mostly from the extended classrooms.

Simultaneously, curriculum for the four lower primary subjects – English, Mathematics, Social Studies and Environmental Sciences – was realigned to make it suitable for a multi-grade situation. Teaching learning materials were supplied to more than 290 schools to aid teachers in using ready-made materials to deliver lessons.

In sync with the Bhutan's development philosophy of Gross National Happiness, Educating for GNH was started towards the close of 2009. Through this approach, school principals, teachers and other educational leaders are being trained to infuse and integrate the principles of GNH into the education system. More than 1,804 teachers, mostly women, were trained in nine of the 20 districts to implement the Ministry of Education's pledge of 'Green Schools for Green Bhutan'. The pledge itself is a strategy to overhaul the quality of education in its most wholesome manner.

Demand promotion:

Schools are working closely with communities to address the need for quality of education. School management is being expanded and decentralized by involving more children and parents. Teaching is enriched by making it more learner-centric. Critical thinking and creative thinking is being promoted across all schools by introducing media literacy and critical thinking skills. Through these qualitative interventions, the Ministry of Education aims to make education more relevant and thus attract more children.

 On-track

IR 0490/A0/04/422/002 IR7.2: Capacity of Colleges of Education and other relevant institutions strengthened to provide pre and in-service teaching, based on modified curriculum to deliver quality education and monitor learning achievements.

Progress:

Policy and enabling environment:

The first-ever national seminar on ECCD saw over 200 participants from various organizations, including local leaders, ECCD experts and frontline workers, health workers, private sector, media personnel, academicians, policy makers and international experts coming together in 2012. The seminar enhanced the knowledge and awareness of the importance of a child's early years, and has boosted the interest of relevant stakeholders, particularly in the health sector, for the holistic development of children under five years of age.

Through infusion and integration of GNH principles and values in their pedagogy, the colleges of education in particular are preparing their teachers to meet the demand of the Ministry of Education in delivering GNH-infused education. At least five practicing colleges under the Royal University of Bhutan are developing modules based on humanistic education, through UNICEF support.

Services, system and supply:

In 2011, 10 (6 male and 4 female) lecturers from Samtse and Paro Colleges of Education had successfully

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completed two courses on Child Development, earning six credit points from the BRAC University in Bangladesh. As a result, the integration of the ECCD module in the pre-service training programme was made possible.

In 2012, 105 (60 male and 45 female) Primary B.Ed trainee teachers graduated successfully with an ECCD background from the Samtse and Paro Colleges of Education.

As teachers get transferred from very remote areas to less remote areas, the attrition rate of multi-grade-trained teachers is high. To ensure sustainability, a multi-grade teaching module has now been added into the modules of the Colleges of Education. More than 495 (male 286, female 209) pre-service teachers received multi-grade teaching so far and another 144 (68 male; 76 female) primary B.Ed trainee teachers studied this module in 2012. These teachers are equipped to handle multi-grade classes and once they pass out from the colleges of education they are posted to the remotest parts of the country where multi-grade teaching needs exist.

Demand promotion:

Refer to analytical statement of IR 5.4.



On-track

IR 0490/A0/04/422/003 IR7.3: School support system and monitoring mechanism strengthened at the national and local levels.

Progress:

Policy and enabling environment:

Except for indicator number six – the number of schools in high poverty districts celebrating Teachers' Day. – As a result of the training on the new monitoring tools, the decentralized education monitoring system has been strengthened. District Officials and Education Monitoring Officers now bank on the schools and focal principals to report on quality assurances that schools are supposed to report.

Services, system and supply:

Through School Improvement Plans, schools can now receive financial and technical support from the Ministry of Education. Performance management is linked to the new tool that demands that schools raise their quality bars. Schools are also ranked using standard criteria that are incorporated into the tool.

English education was introduced in 24 monastic institutions in 2010. After two years of piloting, the project came to an end. There is a high demand from child monks to learn English. UNICEF will address this demand in the next country programme cycle.

Demand promotion:

If quality education is to be achieved, teachers need to be motivated well. To support teachers' motivation and reinforce their good jobs, UNICEF supported the Ministry of Education in celebrating Teachers' Day in three districts marked by low performances – namely Dagana, Zhemgang and Lhuentse. Teachers with a long service record were also awarded. Children and parents came together to recognize the role of teachers in imparting quality education.

The Ministry of Education also celebrated its 100th year of education journey under the auspices of *Sherig Century*, largely recognizing the role that teachers play in producing educated and productive human resources in the country.

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PC 3 - Enabling environment for child protection

 On-track

PCR 0490/A0/04/423 PCR9: National capacity strengthened to address the emerging challenges faced by young people.

Progress:

Policy and enabling environment:

Following the endorsement of the National Youth Policy in 2011 as an overarching policy for youth development and participation, substantive progress was made in 2012 towards the preparation of the National Youth Action Plan under the oversight of a high-level National Steering Committee. The Action Plan is expected to improve coordination among youth agencies and enhance the effectiveness of youth programmes, thereby guiding efforts to enhance national capacity to address the emerging issues faced by the youth.

Services, system and supply:

From zero schools in 2008, there are now 12 schools with full-time counsellors. In 2013, another 21 full-time counsellors will be recruited. Unlike the teacher counsellors who also have teaching responsibilities, these full-time counsellors will focus solely on counselling, guidance and support to students. In 2012, over 170 principals from secondary schools across the country were oriented in counselling and child protection issues to increase their support for school counsellors and strengthening of the protective environment in schools.

Demand promotion:

From one group with 30 members in 2003, there are now six youth groups with over 1,400 members. The Young Volunteers in Action (Y-VIA) youth network alone has over 700 volunteers in seven districts, having expanded to Gelephu district in 2012. An increased equity focus saw the establishment of a new Y-VIA group for at-risk youth in Thimphu in 2012.

UNICEF continued its advocacy to recognize youth as partners and agents of change, supporting events such as the International Youth Day to showcase the work of youth volunteers and highlight their valuable contributions. Feedback from various forums and consultations indicate that the youth feel empowered through their participation in voluntary activities, inculcating in them a sense of giving, building leadership skills, promoting active citizenship, and creating opportunities for their voices to be heard in community and decision-making processes.

 On-track

IR 0490/A0/04/423/001 IR9.1: Capacity of key partners to promote healthy and positive behaviour among young people through life-skills education strengthened.

Progress:

Policy and enabling environment:

Refer to PCR 6 and IR 6.4 analytical statements.

Services, system and supply:

In all, 80 per cent of Non-formal Education (NFE) Instructors, including 250 instructors trained in 2012, now have the required skills to teach life skills-based education curriculum to Post Literacy Course learners.

Demand promotion:

With more than 30 per cent of NFE learners (around 4,000 learners) enrolled in the Post Literacy Course

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each year since 2008, it is expected that at least 30 per cent of Post Literacy Course learners between the ages of 15–24 have acquired the required life skills, such as communication, negotiation, creativity, and problem-solving skills to face the challenges of their day-to-day life more comfortably. The incorporation of life skills into the NFE curriculum is intended to attract learners, particularly young people, to NFE learning.

 On-track

IR 0490/A0/04/423/002 IR9.2: Capacity of relevant partners enhanced to further provide a supportive, preventive and participative environment for people in and out of school.

Progress:

Policy and enabling environment:

Substantial progress was made towards the preparation of the National Youth Action Plan – *refer to PCR 9*. UNICEF co-convened a workshop to build the capacity of youth partners to strengthen youth participation in the development, implementation and monitoring of the National Youth Action Plan.

Services, system and supply:

Operational support to youth centres, including the training of six youth centre managers and financial support to conduct regular and participatory youth-friendly activities, contributed to the registration of 54,589 visits (35,254 male and 19,335 female) in youth centres in 2012, a substantive increase from the 15,420 visits (10,525 male and 4,895 female) reported in 2011. UNICEF secured the agreement of key stakeholders to collaborate in piloting an integrated youth service model in one district in 2013.

Peer-based alcohol and drug services reached over 600 male and 120 female youth, while 42 males and 16 females utilized residential rehabilitation services. The quality of these services was improved through the training of 25 peer counsellors on treatment and outreach approaches in 2012.

Dissemination of resource materials further enhanced the capacity of school counsellors to deliver counselling and support in schools. A training manual for psycho-social support in emergencies was adapted for Bhutan and will be rolled out to youth volunteers and school counsellors in 2013. Focal points from five key agencies were trained as trainers in child protection in emergencies.

Demand promotion:

Forums and consultations such as International Youth Day, Children and Youth Festival, Youth Leadership and Mind Training Camp, and Golden Youth Awards saw the active participation of about 600 youth, providing them with a platform to share information, discuss important issues, and share their views with decision-makers, helping promote the youth as leaders and partners. Her Majesty Ashi Tshering Pem Wangchuck, President of the Bhutan Youth Development Fund, visited Bumthang and Tsirang districts to sensitise over 1,000 people, including key decision-makers, on the important role of youth in the community, resulting in better support for youth initiatives in these regions.

UNICEF funded the production by youth of a film on child marriage with mentoring and capacity-building from professional filmmakers. The film not only promotes open discussion on issues affecting children and youth, but also highlights the talents and creativity of young people in making the film.

Awareness on the negative impact of drug use was generated through events such as the International Day against Drug Abuse and Illicit Trafficking.

 On-track

IR 0490/A0/04/423/003 IR9.3: Mechanisms, structures and human resource development strengthened for mainstreaming children and youth participation issues affecting their lives.

Progress:

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Refer to IR 9.2

 On-track

PCR 0490/A0/04/424 PCR8: National capacity for disaster risk management strengthened.

Progress:

Policy and enabling environment:

Bhutan lies in one of the most seismically active zones of the world and is vulnerable to earthquakes and Glacial Lake Outburst Floods. Glaciers are melting faster than before. It is estimated that of the 2,674 glacial lakes in Bhutan, 25 glacial lakes pose potentially high risk of flooding in the near future and could devastate settlements downstream. Schools, being places of heavy settlement, are more at risk during disasters.

Since 2006, UNICEF has worked closely with the Ministry of Education and the Department of Disaster Management to create safe school environments.

Services, system and supply:

The resilience of children, parents and teachers to combat disasters is being built by training children in earthquake preparedness mock drills through the Safe School Initiative. Education in emergencies was introduced in 2008 in the Education Sector. One teacher each from 19 of 20 districts has been trained on the Safe Schools Initiative. Through this, schools now have School Disaster Management Committees to deal with disasters and emergencies. More than 300 schools have their School Disaster Management Plans in place.

Demand promotion:

Following these School Disaster Management Plans, teachers and children learn to prepare and respond during emergencies. Through earthquake mock drills, children have learnt to save themselves, their friends and their families in earthquake situations.

 On-track

IR 0490/A0/04/424/001 IR8.1: Capacity of national focal agency and other stakeholders to implement disaster management framework strengthened.

Progress:

Policy and enabling environment:

Disaster themes, such as Glacial Lake Outburst Floods, avian human influenza, earthquake, and forest and structural fires, have been integrated into the Post Literacy Curriculum for Non-formal Education learners since 2010. At least 30 per cent of NFE learners are enrolled in the Post Literacy Curriculum each year, thereby orienting them on disaster risk management and meeting the target of 25 per cent for each year.

Services, system and supply:

In 2012, 70 Principals and Disaster Focal Teachers of Trongsa and Dagana districts were trained on Education in Emergencies and Safe Schools Initiative. With the completion of these trainings, all the districts except Samtse have now been covered. UNICEF partnered with the Ministry of Education, the Department of Disaster Management, Save the Children, and Asian Development Bank in this initiative.

In all, 55 schools learned to conduct earthquake mock drills in 2012, bringing the number to more than 500 schools. The Safe Schools Initiative helped strengthen the capacity of schools and districts for greater preparedness and response in times of emergencies.

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UNICEF also continued to support the reconstruction of 12 earthquake-affected schools in Mongar, Trashigang, Pemagatshal and Trashiyangtse following the 2009 earthquake. In all, 200 Schools-in-a-Box have been prepositioned in strategic locations to be used in the aftermath of an emergency.

Demand promotion:

There is also great demand for training on emergencies by Non-formal Education Instructors and Early Childhood Care and Development facilitators. Tailor-made training modules will be developed in 2013 to cater to the needs of these groups.

 On-track

PCR 0490/A0/04/425 PCR10: Strengthened national capacity and systems to formulate, review and implement national legislation in line with international conventions.

Progress:

Policy and enabling environment:

With the passing of the Child Adoption Act in 2012, Bhutan further strengthened its legislative framework for children's protection. The Child Care and Protection Act (2011) and the Child Adoption Act (2012) together provide the foundations for a stronger national child protection system. Rules and regulations for the Child Care and Protection Act (2011) have been drafted and are under review. Rules and regulations for Child Adoption Act (2012) are currently being drafted. The rules and regulations for both acts will be finalized in 2013 and are critical to ensure full alignment with the Convention on the Rights of the Child and Convention on Elimination of all forms of Discrimination against Women.

Services, system and supply:

Bhutan continued to transition towards a systems-building approach to child protection, moving away from issue-based project approaches. A mapping and assessment of the child protection system in Bhutan and a National Plan of Action for Child Protection based on the findings were finalised in 2012 and endorsed by the Committee of Secretaries, comprising the secretaries of all line ministries. The National Plan of Action includes provisions for the implementation of the Child Care and Protection Act and the Child Adoption Act. For the first time, the Government's 11th Five-Year Plan (July 2013–June 2018) explicitly addresses child protection with a systems building focus, and key agencies have incorporated the National Plan of Action for Child Protection into their submissions for the 11th Five-Year Plan. It is expected that these measures will translate into increased budgetary allocations for child protection from 2013 onwards to support the strengthening of the national child protection system.

Demand promotion:

Refer to IR10.1 analytical statement.

 On-track

IR 0490/A0/04/425/001 IR10.1: Enhanced national capacity in awareness raising, implementation and reporting of ratified international conventions and treaties.

Progress:

Policy and enabling environment:

The Periodic Reports for the CRC and its Optional Protocols are now being prepared, with several consultations planned, including with children and youth, to ensure their perspectives are incorporated into the reports – which will be finalized in 2013.

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Services, system and supply:

Close to 7,000 people accessed the complaints and response mechanism of the Royal Bhutan Police, a telephone emergency helpline, in the past 12 months. Similarly, the child protection unit in the central monastic body, although relatively new, has started receiving and responding to complaints of abuse against children.

Training on alternative dispute resolution and sensitization on child rights for local leaders (Mangmis) from all 205 sub-districts (Gewogs) of the country, is expected to contribute towards the strengthening of children's rights at the local level.

Demand promotion:

A film on child marriage produced by youth volunteers to stimulate open discussion on child marriage premiered on national television to coincide with the International Day of the Girl Child and compliment other media coverage of the day.

Over 600 community members and decision makers, including children, youth, policy makers and Parliamentarians, were sensitized on child rights and protection issues during the launch of the State of the World's Children report, which was also covered extensively by the media, including through nation-wide television, radio and print.

Over 3,000 undergraduate university students and their lecturers were sensitized on various national laws, including on child protection by Her Royal Highness Ashi Sonam Dechan Wangchuck and the Chief Justice of Bhutan. Through the establishment of Law Clubs in 24 pilot schools covering all 20 districts of the country, over 400 children are developing their knowledge on laws, such as the Child Care and Protection Act, and are learning about their rights.

About 70 heads of monastic institutions, along with 11 child protection expert committee members of the central monastic body, were sensitized on child rights and protection – their increased awareness is expected to result in more support for child protection within monastic institutions.

 On-track

IR 0490/A0/04/425/002 IR10.2: Capacity of the judiciary, law enforcement and relevant agencies strengthened in developing and implementing the juvenile justice system and women and child friendly procedures.

Progress:

Policy and enabling environment:

During its Annual Labour Workshop, the Ministry of Labour and Human Resources amended child labour regulations to stipulate where and when employers should report to inform the Ministry on any cases of working children and making it mandatory for all labour inspectors to report child labour wherever they are found. They also produced a list of acceptable forms of child labour in an effort to provide more practical guidance in identifying harmful child labour.

Services, system and supply:

Significant progress was made in strengthening the capacity of relevant stakeholders on child protection interventions. In all, 16 officials from relevant agencies were trained on Child Protection, including basic case management approaches, and an additional 28 police officers from 20 districts, along with six attorneys and three private law practitioners, were sensitized on the Child Care and Protection Act, child rights and child-friendly justice procedures to better apply child-friendly procedures.

UNICEF provided technical support to sensitize 41 police personnel from 20 districts on child-friendly

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procedures for children in contact with the law. A study visit by two monks, including one of the Child Protection Officers, to monasteries and nunneries in Thailand enabled them to learn good practices for child care and protection within monastic settings. Progress was made in building the capacity of immigration officials in child protection through an initial training of three immigration officials on trafficking, smuggling, detention, and interviewing techniques. These officers will use their enhanced capacity to support a child protection capacity gap assessment of immigration in 2013.

About 22 labour inspectors from all the regions of the country were trained on child rights and child labour management, including on how to identify child labour issues and provide proactive interventions, protecting children and contributing towards the effort of minimizing child labour in the country.

Demand promotion:

An assessment of child-friendly justice procedures carried out in consultation with children in conflict and in contact with the law created a platform for children's views and needs to be taken into consideration in strengthening the child justice system.



On-track

IR 0490/A0/04/425/003 IR10.3: Strengthened capacity of relevant institutions to enhance knowledge and information on ratified conventions among policy-makers and the public.

Progress:

Policy and enabling environment:

The Child Adoption Act was passed in 2012, and the National Plan of Action for Child Protection was developed to guide implementation of the Child Adoption Act and the Child Care and Protection Act (see PCR 10 analytical statement for details). *Lhaksam*, an NGO for people affected by HIV and AIDS, were trained in conducting research for an assessment of children affected by HIV and AIDS. It is expected that the findings, upon completion in 2013, will provide the necessary data to strengthen the protection of children affected by HIV and AIDS through the child protection system.

Services, system and supply:

UNICEF support to RENEW, a civil society partner, continued to build the latter's in-house capacity to deliver counselling, care and case management services and training in child rights and child protection. The capacity of their Community Based Support Service (CBSS) volunteer network was enhanced through the development of a tailored training curriculum on child rights and child protection. In 2012, a training of trainers was conducted for key RENEW staff, and will be rolled out to CBSS volunteers in 2013. To strengthen RENEW's capacity to provide counselling and support for women and children and to receive referrals from the CBSS, three counsellors were trained for two months in India on counselling, case management and psycho-social care.

UNICEF supported the police to establish Women and Child Protection Desks in two more districts in 2012, bringing the total number of police stations with functioning women and child protection units or desks providing specialist support to women and children up to five. The Police-Youth Partnership Programme empowered 735 youth across 20 districts and 48 vulnerable out-of-school youth in three urban centres through Police-Out-of-School-Youth Partnership Programme as active citizens in crime prevention. To date, over 2,800 youth have been sensitized on youth safety and crime prevention through these programmes. An assessment of the program in 2013 will provide direction for strengthening and sustaining the program.

Demand promotion:

Substantive progress was made in 2012 in institutionalizing child rights training capacity. A training curriculum was developed on child rights and the CRC, and a pool of 20 trainers was trained extensively in its use, including training techniques. Trainers have begun to respond to requests for child rights awareness and

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training sessions, and will further roll out the training in 2013.

PC 4 - Planning, monitoring and communication

 On-track

PCR 0490/A0/04/427 PCR12: Transparency, efficiency, effectiveness, participation and accountability strengthened at all levels.

Progress:

Policy and enabling environment:

Bhutan Broadcasting Service Corporation (BBSC), the national broadcasting station, has enhanced public access to quality media programmes, with a wider platform for the participation of children, youth and women on issues and services affecting their lives. This was made possible through the regularization of 20 per cent of its weekly radio and TV programs to focus on children, women and youth programs.

Services, system and supply:

Refer to IR 12.1 analytical statement.

Demand promotion:

Refer to IR 12.1 analytical statement.

 On-track

IR 0490/A0/04/427/001 IR12.1: Transparency, accountability and participation enhanced through strengthened role and capacity of the media.

Progress:

Policy and enabling environment:

Bhutan Broadcasting Service Corporation (BBSC), the national broadcasting station regularized 20 per cent of its weekly radio and TV programs on children, women and youth. Children, mothers, youth, community health workers, teachers from all the districts can now share their views, engage in public discussion and access useful information on essential family practices. The consultation of stakeholders during the causality analysis and country analysis for the new UN Development Assistance Framework and common country programme document (2014–2018) used systematic collection and analysis of information in identifying underlying and root causes of issues related to social and cultural norms and practices. Communication for development training for UNICEF programme staff and key implementing partners, including civil society and the media, helped raised awareness of the need for integrated strategic C4D interventions for sustainable programme results.

Services, system and supply:

The quality and diversity of children and women's programmes on BBSC improved with support in the training of producers. BBSC programmes now engage more families, youth, children and government officials in discussing issues concerning families and communities. More than 32 per cent of BBSC producers are now capable of producing better quality and a variety of interactive radio and TV programs that engages stakeholders, including policy makers, service providers and rights holders in discussions on issues concerning families and communities. The collaboration between BBSC and the Public Broadcasting Service of Thailand also strengthened further in 2012 through the production and airing of culturally-relevant family radio and TV programs with family-oriented development themes and content.

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Demand promotion:

Support to BBSC has also enhanced public access to quality broadcast media programs. Communication for development materials for ECCD and hand-washing with soap, including interactive posters, photo books, picture stories, TV spots and radio jingles, were tested with children, parents, health workers to incorporate their views and suggestions.

 On-track

PCR 0490/A0/04/428 PCR13: Enhanced capacity of the public sector to implement results-based policy, plan and programme development for MDGs, GNH and national priorities.

Progress:

Policy and enabling environment:

Through the mechanism of the UN system in Bhutan Delivering as One, UNICEF supported Bhutan's national planning agency, the Gross National Happiness Commission, to finalize PLaMS (Planning and Monitoring System) and establish the national monitoring and evaluation system. The fully integrated PLaMS system, with the financial reports, will be implemented following the start of the national 11th Five-Year Plan in July 2013.

Services, system and supply:

The Standard Progress Reports generated from PLaMS fulfills the reporting requirements of the UN system and is adopted as the standard report from the implementing partners. *BhutanInfo* as a data dissemination tool is being institutionalized in collaboration with the Gross National Happiness Commission and the National Statistics Bureau – see IR 13.1 for details.

 On-track

IR 0490/A0/04/428/001 IR13.1: Data systems support enhanced utilization of disaggregated data for MDGs and national priorities-based development.

Progress:

Policy and enabling environment:

Data management and the culture of data usage has been enhanced through the standardization of the *BhutanInfo* national database by the National Statistics Bureau in collaboration with the Gross National Happiness Commission. Key officials from the 20 districts, key central ministries and the United Nations now have the capacity to use and manage their individual *BhutanInfo* databases.

Services, system and supply:

In a bid to strengthen information management of disaster, the Department of Disaster Management was supported to use *EmergencyInfo*, which was customized as *BDAInfo*. Since the target groups of *BhutanInfo* and *BDAInfo* (Disaster focal persons) at the district level are largely the same, the two trainings were combined to achieve efficiency in terms of cost and time. The Department of Disaster Management is now ready to roll out *BDAInfo* at the sub-district levels (Gewog and Chiwog).

The UN Data sub-group supported the National Statistics Bureau and the Gross National Happiness Commission on the sub-national MDG status, including in strengthening data management at the local level. A standard framework for data management at the Gewog level, with cross linkages at the districts and the sectors, was developed.

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Demand promotion:

The first ever Two-Stage Disability Study among children 2–9 years of age in Bhutan was launched in October 2012 amongst planners and policy makers. The study provided information on different dimensions of childhood disabilities. This helped to build the capacity of the National Statistics Bureau and other programme officials in the dissemination of survey findings towards increasing general data literacy.

 On-track

IR 0490/A0/04/428/002 IR13.2: Key agencies and departments (NSB, PC, PPDs) at the central and local levels systematically collect and analyze relevant disaggregated data.

Progress:

Policy and enabling environment:

Towards harmonization and streamlining the quality of data and flow of information in the country, UNICEF supported the National Statistics Bureau in drafting the National Statistics Bill. The National Statistics Bureau will be organizing a stakeholder consultation to review and address any issues and concerns in early 2013.

Services, system and supply:

The capacity for writing analytical reports amongst the implementing partners and the UNICEF programme staff was enhanced through intensive sessions to produce four thematic analyses on Health, Education, Child Protection, and Youth using the Bhutan Multiple Indicator Survey 2010 dataset, which is based on UNICEF's Multiple Indicator Cluster Survey (MICS). These reports will be published in early 2013.

The National Statistics Bureau (NSB) is also now capable of analyzing disability-related data through the analysis, report writing, publication and launch of the Two-Stage Disability Study, the first of its kind, globally building on the optional disability module of the MICS survey. The study provides new information on the situation of disability amongst children aged 2–9 years to facilitate policy-level discussions within the government and other organizations. Notably, the findings were extensively used in the first-ever national seminar on Early Childhood Care and Development organized in November 2012.

Demand promotion:

In collaboration with the relevant partners, the latest updates on the situation of children, youth and women (SitAn 2012) has been drafted and will be printed early in 2013. The findings and analyses fed into the Country Analysis of the new UN Bhutan One Programme (2014–18) and the Royal Government's 11th Five-Year Plan discussions. The findings of the latest surveys, studies and other analyses were also used in the sub-national Millennium Development Goal(s) (MDG) report. Linked with the MDG reporting, a data management framework at the sub-national level was initiated in collaboration with UNDP, UNFPA, the National Statistics Bureau and the Gross National Happiness Commission during the training for *BDAInfo*. This sub-district data management framework will be piloted in Bumthang district in 2013.

PC 5 - Cross-sectoral costs

 On-track

PCR 0490/A0/04/429 PCR 14: Ensure adequate resources, oversight and effectiveness for the achievement of results for children in Bhutan.

Progress:

The Country Fund Raising Strategy has been drafted. As the current country programme cycle has been extended till the end of 2013, fund raising and advocacy strategies are being revised to reflect the changing focus and challenges of the Bhutan country office, moving into the next country programme.

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As fund raising is programme-specific, most of the funds raised has been through the submission of regular donor proposals. The country office maintains a good track record of submitting timely donor reports and hosting regular donor visits.

 On-track

IR 0490/A0/04/429/001 IR14.1: Sustained support on leadership, partnerships, advocacy and resources enhanced for the implementation of UNICEF mandate priorities.

Progress:

In 2012, UNICEF Bhutan successfully coordinated 12 Donor/NatCom and other visits, including visits by UNICEF Japan Goodwill Ambassador Agnes Chan, by the ROSA Regional Director, and by student groups from Singapore and Japan.

The UNICEF Representative's Unit undertook at least four field visits to different districts in 2012. This enabled timely monitoring of progress and implementation of UNICEF-funded projects. One such major visit was in October, when the UNICEF Representative led a monitoring team visit to reach some of the most far-flung schools in the country. The visit to eastern Bhutan included one week of rigorous walking along rarely travelled forest routes. In total, over 25 schools in five districts were visited during the monitoring visit.

In terms of advocacy work, UNICEF Bhutan has maintained visibility through regular press releases and dissemination of information to ensure extensive coverage of UNICEF activities in the media. A good partnership with relevant ministries and media houses resulted in creating timely awareness on the key messages of UNICEF.

 On-track

IR 0490/A0/04/429/002 IR14.2: Quality harmonized, results- and evidence-based programme oversight and policy direction ensured for effective programme delivery.

Progress:

Refer to IR Governance and Financial Resources of Programme Support PCR.

 On-track

IR 0490/A0/04/429/003 IR 14.3: Effective operations services support timely and efficient implementation of programmes and optimal use of resources.

Progress:

Refer to IR Human Capacity of Programme Support PCR.

 On-track

PCR 0490/A0/04/800 Programme Support

Progress:

UNICEF continues to be perceived as a relevant partner, not only by the Government of Bhutan, but also by other development partners, in meeting the development challenges concerning children, youth and women with an equity approach. The prudent management of UNICEF Operations is ensured through monitoring and effective implementation of both programme and operations functions in the country. *See PCR 14 for more details on the country fund raising strategy.*

 On-track

IR 0490/A0/04/800/001 Governance and Systems

Progress:

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The Office continues to maintain a good track record of having no outstanding Direct Cash Transfer (DCT) beyond nine months. The established mechanism of the monthly Country Management Team (CMT) and Programme Implementation Meetings effectively monitors the programme budget utilization and the donor report schedules, as well as expiring grants to ensure adherence to management indicators.

Adherence to the donor reporting schedule was satisfactory and in 2012 about 17 timely submissions of donor reports were made by the country office. *See IR 14.1 for more details on donor and monitoring visits.*

 On-track

IR 0490/A0/04/800/002 Financial Resources and Stewardship.

Progress:

There has been negligible deviation from monthly travel plans. Exceptional travel requests outside the travel plan are approved, based on the merit of the travel purpose.

The monthly, interim and year-end closure of accounts ensures that the month-end bank balance and bank reconciliation are updated in VISION/SAP, as well as reported to DFAM accurately and in a timely manner.

With the connection of dual leased lines, there have been uninterrupted Internet and network services within the office.

 On-track

IR 0490/A0/04/800/003 Human Capacity.

Progress:

All the staff members are familiar with handling most of the functions of the VISION/IPSAS system through the provision of office-wide training conducted in the last quarter of 2011. Furthermore, throughout 2012, familiarity with the system was enhanced through a series of Webex sessions to update the staff on new developments relating to VISION.

IR 0490/A0/04/800/888 HR

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Effective Governance Structure

Country Management Team, Head of Section and Programme Implementation meetings continued to be held as part of the formal functional structure, wherein operations and programme issues, including emergency risk management, were reviewed and mitigation plans put in place.

Apart from the regular monitoring of monthly performance indicators, the 2012 Country Management Team meetings focused on monitoring programme and operational priorities, such as programme budget utilization, and ensuring that VISION/IPSAS implementation was on track and in line with the Division of Financial and Administrative Management (DFAM) guidelines and Regional Office directives.

There were only four CMTs organized in 2012, primarily due to the heavy focus on VISION, preparation of the new UN Bhutan One Programme and also due to significant changes in the management structure as a result of a high staff turnover.

Strategic Risk Management

Although an Enterprise Risk Management (ERM) team led by the Deputy Representative exists, monitoring and implementation of the ERM action plan could not be sustained. Nevertheless, risk management, which includes scanning of risk environment, oversight of risk management, and implementation of risk management, were ensured through a Harmonized Approach to Cash Transfers (HACT) in the UN 'Delivering as One' context.

High-level risk management identified in the Risk Control and Self-Assessment included actions for addressing issues on aid environment, UN reform and supplies and logistics management. Review of the risk profile and monitoring of the progress of the Enterprise Risk Management Action Plan was not conducted in any of the 2012 CMTs, since the office was in a transition phase of implementing VISION, with heavy engagement in preparation of the new UN Bhutan One Programme (2014–2018) and management changes.

As in the past, programme and operation sections identified and reflected emergency preparedness priority activities in the Annual Work Plan and Annual Management Plan to ensure the country office's readiness for emergency. Programmatic risk management continued to be implemented through HACT by strictly carrying out the following assurance activities based on the Micro Assessment risk ratings: (1) on-site review for 14 implementing partners: once for low risk, twice for medium risk, and thrice for high risk implementing partners, (2) scheduled audit for one implementing partner, and (3) special audit for one implementing partner.

While the overall internal control was good for most implementing partners, a special audit was conducted for one implementing partner based on concerns raised in the Government's regular audit and on-site reviews. Necessary follow-ups are scheduled for 2013.

The revised Joint UN Business Continuity Plan and the Inter-Agency Contingency Plan to support national relief and recovery efforts was approved.

The office continued to use the established mechanisms for timely responses to internal and external changes of the operating environment. These included: (i) annual review of the Royal Audit Authority and Anti-Corruption Commission reports by the Operations Manager to scan whether UNICEF-assisted programmes/projects were involved and to report back to the Senior Management and the Head of Section, as relevant; (ii) update weekly media reports on any negative publicity concerning UNICEF and weak financial management of implementing partners and share the findings with Senior Management and Heads of Section periodically.

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Evaluation

The Integrated Monitoring and Evaluation Plan (IMEP) listed all surveys, studies and evaluations in key programme areas for 2012 from the 18-month rolling work plans and this was used to monitor implementation. Of the 15 surveys and studies listed, seven were completed, two are on-going, four were deferred till 2013, and two were dropped. This also included other external related activities like the Bhutan Living Standard Survey (BLSS) 2012.

No evaluations were planned and executed in 2012. The office, however, emphasizes quality assurance in UNICEF-supported studies, survey and assessments by monitoring and guiding the review of these reports through the established accountability framework.

The capacity for evaluation is still at an infancy stage, both within UNICEF and in the country at large. UNICEF is a major player in the UN Monitoring and Evaluation group and has contributed technically in the joint UNDAF Mid-Term Review (MTR) and thematic evaluations in the past years. Through the global and regional evaluation network, Bhutan is able to benefit from quality technical support on evaluation.

Within UNICEF, a series of thematic analysis reports based on the BMIS 2010 data, namely on Health, Education, Child Protection and Youth, were finalized in close collaboration with the Government and other partners. The draft findings were already used in the formulation of the Government's 11th Five-Year Plan and the UN Bhutan One Programme (2014–2018). UNICEF, the National Commission for Women and Children and the Gross National Happiness Commission jointly conducted the Situation Analysis on Children, Youth and Women (SitAn 2012), which consolidated information and provided evidence to help the formulation of the Bhutan One Programme (2014–2018). The SitAn will also inform preparation of Bhutan's next periodic report to the UN Committees on CRC and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which will be coordinated by the National Commission for Women and Children (NCWC).

The Bhutan One Programme (UNDAF 2014–2018) has been formulated with a greater emphasis on strengthening results-based management. Monitoring and evaluation was taken on board right from the initial stage. The One Programme Monitoring and Evaluation Plan drafted by the Monitoring and Evaluation Group is expected to help track progress against planned development results by the Government and UN partners.

Training on mainstreaming results-based management in the Bhutan One Programme (2014–2018) was organized at the onset of the process led by the Gross National Happiness Commission, targeting all the implementing partners, including civil society and the United Nations. The Planning, Monitoring and Evaluation section's participation in the Regional Course on 'Evaluation in the UN context' enhanced the capacity of the office on evaluation functions. With the focus on improving the quality of evaluation, the Planning, Monitoring and Evaluation section will also join the discussion on evaluation in the region during the upcoming Kathmandu Evaluation Conclave in February 2013. With support from Headquarters and the Regional Office, training on evaluation will be conducted for the relevant officials from Government and United Nations agencies in early 2013.

Effective Use of Information and Communication Technology

A highlight of 2012 was the migration to the System Application Product (SAP) and going live with VISION. With the migration from ProMS to SAP, both the headquarters and field offices are on the same platform and are International Public Sector Accounting Standards (IPSAS) compliant. The ICT unit was focused on providing support to end-users and assisting with the new interfaces and Transaction codes (T-codes) in SAP.

The office has also recognized the need for reviewing the official website and social media page to make them more interesting, informative, interactive, and engaging, as they are the public gateway to understanding UNICEF's programmes in Bhutan. This also enables UNICEF to use social networking platforms and the website to educate and promote critical issues concerning children and women in Bhutan. This will be a collective effort of communication, IT and C4D, along with other departments concerned.

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The Business Continuity Plan (BCP) document, which is common for all United Nations agencies in Bhutan, was further revised and strengthened with the lessons learnt from the September 2011 earthquake in the country. As the acting chair of the Critical Response Team (CRT), the ICT officer was also engaged in conducting the awareness sessions and briefing the UN Staff on the BCP. The revised BCP was updated and endorsed in November 2012 by the UN Country Team. In all, 20 new laptops were procured and replaced obsolete desktops, enabling staff to work from home and on-duty travel. Lotus notes and SAP are now easily and securely accessible over the Internet, allowing the staff to work in a flexible manner. This also strengthens the BCP plan, as it provides the portability for quick relocation during emergencies.

Towards ensuring high resilience, the office was connected with two separate internet lines, ensuring reduced Internet disruption for accessing SAP and other ICT services. Given that SAP accessibility is critical for the day-to-day operations of the office and that most of the ICT services rely heavily on the Internet, this was a critical requirement of the office. The number of talk channels for VHF Radio was increased to three, with two channels having coverage across Thimphu valley. This was one of the lessons learnt during the September 2011 earthquake, where the radio was clogged with about five UN agencies using one frequency for communication. Weekly radio checks continue to be carried out as preparedness for emergencies. The VHF system is used by all the UN agencies in Bhutan on a cost-sharing agreement.

Due to the absence of international ICT vendors and the limited capacity of the local vendors in Bhutan, long-term agreements have not been entered into, except for the provision of the Internet with a local Internet service provider under a Special Service Agreement for one year.

With regards to IT, equipment is disposed through scrap dealers, as there are no agencies offering recycling facilities.

Fund-raising and Donor Relations

The country office has an effective donor relationship management system in place. For 2012, UNICEF Bhutan achieved 100 per cent timely submission of all donor reports in accordance with the periodic tracking system on donor report submission. Quality assurance of donor reports is assured through a systematic process of review involving Heads of Section, the Communications Officer and the Deputy Representative prior to final submission. Complimentary material, such as photo essays and human interest stories, are regularly included in donor reports.

In 2012, UNICEF Bhutan mobilized 93 per cent (US\$5,129,282) of its Other Resources (OR) ceiling of US\$5,500,000 as per the Country Programme Document. The OR ceiling in 2012 was increased by 83 per cent to US\$5,500,000 from the 2010 ceiling of US\$3,000,000.

For 2012, the country office relied heavily on contributions from global thematic funds. This thematic approach, including the country-specific contribution of US\$ 1 million per year from UNICEF Netherlands, has been crucial. It provided a flexible annual allocation for all four programmes. This is the last year of such support from UNICEF Netherlands. As planned, the communications officer from UNICEF Netherlands visited the country office in mid-2012 and shared best practices on developing donor communication materials to support fundraising for Bhutan. Apart from global thematic funds, the Bhutan Country Office continues to depend heavily on UNICEF National Committees, including the Netherlands, Japan, Czech Republic, Germany and Switzerland, along with government donors such as Australia and Norway.

The funds available for the Bhutan Country Office in 2012 were used optimally for the intended activities agreed upon with the donors. The country office successfully utilized 99 per cent of all expiring Programme Budget Allocations during the year.

The country office undertakes regular monitoring visits to ensure that funds are used effectively and on time. Additionally, the Country Management Team and Programme Implementation Meetings provide effective check-and-balance mechanisms to monitor project implementation status.

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Although a small country office, UNICEF Bhutan successfully hosted as many as 10 donors/national committee visits in 2012. A major visit was by UNICEF Japan's Goodwill Ambassador, Agnes Chan, who visited the remote Dagana district to see first-hand UNICEF's partnership with the Government to improve the lives of children and women in Bhutan. Stories from the visit featured in major newspapers and magazines in Japan, including in a TV documentary aired on NHK. The country office also received student groups from Japan and Singapore interested to learn about UNICEF's work in Bhutan.

Bhutan, as one of the selected countries for the Schools for Asia initiative, has its Education Toolkit in the Funding Marketplace <<http://intranet.unicef.org/Geneva/DonorToolkits>>. Sharing the toolkit through this digital platform enabled donors/national committees to find programmes to support and help in wider fundraising efforts.

The office has also identified the need for a resource mobilisation strategy for the new country programme cycle, along with media engagement and donor communication, in the light of Bhutan's emerging middle income status.

Management of Financial and Other Assets

The planned results outlined in the UNDAF and Country Programme Action Plan (CPAP) determine the overall resource framework and guides fund mobilization. The relevance of the results and resources available was validated in the 2010 mid-term review and on an on-going basis through the mid-year and annual review and planning meetings of the UN Theme Groups. To align with the Government's 10th Five-Year Plan, which ends in mid-2013, the UNCT extended the current UNDAF by another year, maintaining the same priorities. Funded activities within the agreed UNDAF results are finalized in the 18-month rolling work plans. The funding gaps of planned and available resources are analyzed to identify the priority areas for resource mobilization to ensure that the planned results will be achieved.

The CMT and Programme Implementation Meetings continue to monitor and improve the management of donor contributions. The donor report schedules, expiring PBAs and the DCTs over six months are part of the standing agenda of the monthly CMT and Programme Implementation Meetings. The timely monthly and year-end closures of accounts were implemented, including bank reconciliation statements. The SAP/VISION ensures security of financial documents, vouchers and unused cheques.

In 2012, UNICEF Bhutan spent 99 per cent (US\$1,406,755) of its RR allocation out of the total allocation of US\$1,427,042. All Programme Budget Allotments (PBAs) were used before expiry and at least 81 per cent of OR-E was used on time. The outstanding DCTs over nine months are only about 1 per cent.

The 2012 local Support Budget expenditure of US\$315,938 was 6.7 per cent of the total programme expenditure of US\$4,696,855. Efficiency and cost-saving in operation were achieved through the continued sharing of security and other services with other UN agencies (UNDP, UNFPA, WFP and FAO) and the common long-term agreements (LTAs) for services like conference facilities, vehicle maintenance, travel, stationeries and toner cartridges. With the completion of the new UN House in 2013, UNICEF will be able to save additional operating costs and staff time – which it currently expends in present separate locations.

Supply Management

The VISION/IPSAS system has streamlined the management of procurement services for both supplies and services. The system integrates most of the procurement processes and allows proper documentation and reporting. This will enhance accountability and transparency of the process. As per the requirement of the VISION system, institutional contracts and administration supplies are managed by the supply unit. The office through Copenhagen (DANA) supported the Government in the procurement of vaccines and cold chain equipment using UNICEF's global procurement system.

The Supply work plan was formulated based on the programme 18-month rolling work plans, which are

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reviewed on a quarterly basis to ensure timely implementation of programme and other supplies. Quality for both local and offshore procurements is maintained through close collaboration with the programmes, followed by monitoring of the status in the monthly programme implementation meetings and weekly operations meetings.

The office continues to procure goods and services that are readily available locally, while supplies involving large quantities and/or not available locally, including vaccines, were sourced externally (Nepal, Bangladesh, India, APSSC, and Copenhagen). Based on the local market survey, some new suppliers were added in the vendor master-data.

Towards harmonization with other United Nations agencies, the Annual Fixed Assets (Non-expendable property report) form continues to be used for all procurements – whether purchased directly by UN agencies or by the Government using UN funds. This helps effective monitoring of local procurements by the Government with UN funds.

For procurement done by UNICEF, the office ensures that it is delivered to end-users by closely following up on the status with the individual vendors and relevant agencies. The final payment is made only upon satisfactory receipt of the goods and services by the implementing partners.

Monitoring of supplies is done on a real-time basis, which was made possible with VISION/IPSAS. The office accords importance to enhancing the professionalism of procurement and supply management. The supply unit benefited in capacity development through trainings in the Certified in Procurement Services (CIPS) Programme and Logistics course.

UNICEF continues to provide capacity development to the Procurement Units of the Government sectors, specifically with the Ministry of Education, to promote local procurement using their procurement system. UNICEF supply staff is involved in the Government's bidding process, evaluations and awarding of contracts. UNICEF shares examples of good practices like identifying local potential suppliers, maintaining suppliers profile and a proper filing system.

Human Resources

Capacity building needs among staff were identified during the PAS/ePAS review and planning, and were addressed through on-the-job training, participatory learning hours, UNICEF workshops and specialized external training. Individual and office-wide trainings were prioritized, based on the needs.

The following were the 2012 group trainings :

VISION training/learning: Several Webex sessions took place in 2012 with regard to VISION, as there were lots of new developments. In-house orientations through regular VISION Clinic sessions were conducted by super users as and when required. Good practices amongst the staff members were also shared during these sessions.

Security training was conducted for all staff as a part of UN safety and security support. Staff was also trained on radio use and undertook a mock drill to ensure preparedness for earthquake evacuation. The drill helped reveal the strengths and weaknesses of the current evacuation plan. In addition, security training for all guards and awareness of the road safety policy for all UN drivers was conducted.

Gender training: Orientation on gender was given to all staff members for better understanding, while the gender task team continued to operate to address gender issues in the office.

Convention on the Rights of the Child: Two-day training was conducted for all staff on Child Rights-based Programming by an international consultant through the Global Training Fund.

Orientation on the Code of Conduct: In view of the joining of many new staff members, the office, led by

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senior management, conducted a basic orientation on the code of conduct as International Civil Servants and ethics in the office.

As in the previous year, the Performance Evaluation and Review (PER) and Performance Appraisal process was accorded considerable attention throughout the year. The 2011 PER/PAS completion was achieved only in the third quarter, within the extended period. The objectives for 2012 were set by the end of first quarter. PASs were monitored through formal periodic performance discussions between supervisors and supervisees.

Based on the 2011 Global Staff Survey, the UNICEF Bhutan Country Office, in consultation with the Staff Association, identified three main priority areas concerning staff welfare: (i) Career and Professional Development, (ii) Personal Empowerment, and (iii) Work Life Balance and Office Efficiency. The staff retreat in March 2012 was focused on strategies and activities required to address these priority issues under the coordination of the Staff Association and management. For personal empowerment and work-life balance, a learning session on the UNICEF Staff Code of Conduct was conducted. Several recreational activities such as happy hours, a family picnic and games were also organized.

Efficiency Gains and Cost Savings

DaO and UN Building:

Within the 'Delivering as One (DaO)' approach, the UN Theme Groups continued to be an effective forum for enhancing synergies, resolving common issues and avoiding duplications amongst implementing partners and UN agencies. The UN HACT and Monitoring & Evaluation Group provided guidance and facilitated joint review and planning sessions ensuring consistencies and coherence amongst the theme groups, thereby promoting efficiency. The Operations staff actively participated in the Operations Management Team (OMT) as task leaders to ensure smooth functioning of the on-going efforts to streamline business practices such as common procurement, DSA surveys and travel. The actual cost-benefit analysis or value for money will be assessed once the common service sharing is in place with the move into One UN building premises towards the fourth quarter of 2013.

IT integration for the UN Building:

The ICT Unit also actively engaged in planning the ICT infrastructure in the new UN House, scheduled to be completed towards the third quarter of 2013. The local ICT team from the resident UN agencies, and with guidance and support from the ICT team from Regional Offices and HQs, are working in close collaboration to set up a common ICT infrastructure in line with the DaO guideline. This would be the primary area of engagement for the ICT staff during 2013.

Changes in AMP & CPMP

One of the key tasks will be to update the AMP 2013, which will reflect the levels of accountability in lieu of VISION, management priorities and indicators to address capacity gaps and the strengthening of governance structures. It will also emphasize clear work processes for programme administration and operations tasks to ensure effective and efficient business transactions.

The office will be focusing on detailing and finalizing the CPMP in line with the new Bhutan One Programme (2014–2018). Further, in light of the global business rationalization model aimed at organizational effectiveness and efficiency, the office will access common support service unit functioning from Kathmandu. This will entail reorganization of the administrative and operational functions and structure of the office.

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Acronyms

AES	Annual Education Statistics
AIDS	Acquired Immunodeficiency Syndrome
ANC	Antenatal Care
ARI	Acute Respiratory Infection
ASRH	Adolescent Sexual and Reproductive Health
BHU	Basic Health Unit
BMIS	Bhutan Multiple Indicator Survey
BNCA	Bhutan Narcotics Control Agency
C4D	Communication for Development
CCA	Common Country Assessment
CCPA	Child Care and Protection Act (2011)
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CFS(s)	Child-Friendly School(s)
CPS	Community Primary School
CRC	Convention on the Rights of the Child
CSO	Civil Society Organization
DCT	Direct Cash Transfer
DPT	Diphtheria, Pertussis, Tetanus
DYS	Department of Youth and Sports
ECCD	Early Childhood Care and Development
EFA	Education for All
EMIS	Education Management Information System
EmONC	Emergency Obstetric and Neonatal Care
EPI	Expanded Programme on Immunization
FAO	Food and Agriculture Organization
FYP	Five Year Plan
GAVI	Global Alliance for Vaccine and Immunization
GDP	Gross Domestic Product
GER	Gross Enrolment Ratio
GLOF	Glacial Lake Outburst Flood(s)
GNH	Gross National Happiness
GNI	Gross National Income
GPI	Gender Parity Index
HDI	Human Development Index
HIV	Human Immunodeficiency Virus
HMIS	Health Management Information System
IDU(s)	Injecting Drug User(s)
IEC	Information, Education and Communication
ILO	International Labour Organization
IPSAS	International Public Sector Accounting Standards
IMNCI	Integrated Management of Neonatal and Childhood Illnesses
IMR	Infant Mortality Rate
JCV	Japan Committee, Vaccines for the World's Children
JDWNRH	Jigme Dorji Wangchuck National Referral Hospital
JMP	Joint Monitoring Programme
KAP	Knowledge, Attitudes and Practices
MCH	Maternal and Child Health
MDG(s)	Millennium Development Goal(s)
MMR	Maternal Mortality Ratio
MNCH	Maternal Neonatal and Child Health
MOE	Ministry of Education
MOH	Ministry of Health
MoLHR	Ministry of Labour and Human Resources
MoRES	Monitoring Results for Equity System
MPI	Multi-dimensional Poverty Index
MTR	Mid-Term Review

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NCD(s)	Non-Communicable Disease(s)
NCWC	National Commission for Women and Children
NFE	Non-Formal Education
NGO(s)	Non-Governmental Organization(s)
NSB	National Statistics Bureau
Nu.	Ngultrum (national currency of Bhutan)
ORC	Outreach Clinic
ORS	Oral Rehydration Salts
ORT	Oral Rehydration Therapy
PAR	Poverty Analysis Report
PBA	Programme Budget Allotments
PHCB	Population and Housing Census of Bhutan (2005)
PLHIV	People Living with HIV
PMTCT	Prevention of Mother-To-Child Transmission (of HIV)
PNC	Postnatal Care
PP	Pre-Primary
RBP	Royal Bhutan Police
RENEW	Respect, Educate, Nurture and Empower Women (national NGO)
RGoB	Royal Government of Bhutan
RUB	Royal University of Bhutan
SAARC	South Asian Association for Regional Cooperation
SitAn	Situation Analysis
SNV	Netherlands Development Organization
STI(s)	Sexually Transmitted Infection(s)
TVET	Technical and Vocational Education and Training
U5MR	Under-Five Mortality Rate
UN	United Nations
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
VHW(s)	Village Health Worker(s)
WASH	Water, Sanitation and Hygiene
WCPU	Woman and Child Protection Unit
WFP	World Food Programme
WHO	World Health Organization
YDF	Youth Development Fund
YDRC	Youth Development and Rehabilitation Centre

GLOSSARY OF TERMINOLOGY

Zhung Dratshang	Central Monastic Body
Dzongkhag	District
Gewog	Block (administrative unit made up of several villages)
Gup	Elected leader of a Gewog
Mangmi	An elected representative of the Gewog, who is also a deputy Gup

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Document Centre

Other Publications

	Title
1	Two-Stage Disability Study among children 2-9 years, Bhutan
2	An assessment of vulnerable and at-risk adolescents (13-18 years) in Bhutan: Exploring social & health risk behaviours, 2009

Lessons Learned

	Title	Document Type/Category
1	Capacity building on Data mining	Innovation

Programme Documents

	Title	Document Type
1	Progress towards achievement of the MDGs	Ppt. slide made during MICS launch

Lessons Learned / Innovation

Capacity building on Data mining

Document Type/Category	MTSP Focus Area or Cross-Cutting Strategy	Related Links
Innovation	FA05 and Cross-Cutting on Knowledge Management	
Contact Person	Language	Emergency Related
Kinlay Penjor	English	

Abstract

The Bhutan Multiple Indicator Survey (BMIS) 2010 report was based on the standard global MICS template and thus limited its analyses to the core standard modules. Four thematic analyses in the area of Health, Education, Child Protection and Youth were undertaken with dual objectives of data mining and capacity development. As well as providing new information, it provided a stronger equity analysis by correlating findings with other social and economic determinants. The findings fed into the Government's 11th Five Year Plan, SitAn 2012 and the Country Analysis for development of the UN One Programme (2014-2018). The participatory process of data analysis and report writing enhanced the capacity of government and the UN on data analysis and use. The consultative and hands-on process was lengthy and maintaining the focus and commitment of participants was challenging. Bhutan's experience will hopefully benefit others on the process and optimal usage of MICS data.

Innovation or Lesson Learned

The buy-in by all partners was the overriding reason for the utilisation of the thematic analyses in the 11th

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Five Year Plan formulation and the new UN One programme. This was made possible by capitalising on the consultation and the requirements of the sector that went in during the planning of the original BMIS 2010. Ensuring that it is reflected in the work plans assured funding and technical support from the individual UNICEF programmes and commitment on implementation by the implementing partners.

What perhaps worked best through the process was the capacity building of the partners and the programme staff. This was brought about through the close guidance of the consultant and full engagement of the working groups themselves in identifying analytical areas, data interpretation and finally report writing. Undertaking four thematic analyses at the same time with different programmes and implementing partners proved to be a big challenge and retrospectively was over-ambitious. All the thematic analyses were reflected in the work plans of the concerned programmes and later Planning, Monitoring and Evaluation (PME) section was stretched to coordinate and facilitate the process as it fell outside the PME work plan. Since it involved the engagement of multiple partners and numerous consultations and focused attention, the exercise was time-intensive. The process continued well over a year given other pressing commitments of the working group members. It resulted in several amendments to the consultant's contract to accommodate the demands of these changes. In future it would be best that such thematic analyses be undertaken fully by the individual programmes without relying on a single or common consultant. The other option is to merge and undertake a single thematic analysis to be led by a dedicated section like PME.

Among the four thematic analyses – health, education, protection, and youth – certain analyses proved more interesting and useful in the Bhutan context than others. For sectors such as health, with extensive administrative and survey data available from a number of sources, little additional information was generated through the analysis. However for child protection, a sector with a dearth of existing data, it generated a significant amount of important information. For example, through the thematic analysis it was possible to identify a cohort of children living in the wealthiest urban households, away from their biological family, who were engaged in child labour at rates comparable to the poorest rural children in the country. This indicates the possibility that the analysis generated information on child domestic workers, a phenomenon well known anecdotally but lacking in systematic data.

Potential Application

The thematic analysis process, along with the reporting templates developed for Bhutan, have potential application for other Country Offices interested in mining their MICS dataset for additional information, including applying an equity lens to secondary analysis.

However, many issues need to be considered in doing so. Proper planning and coordination needs to be taken into consideration to ensure consistency and participation of the relevant stakeholders. Discussion and agreement needs to be reached right from the beginning and sufficient time and technical support made available. While it is time consuming, incorporating a capacity development component to the exercise is valuable in strengthening the utilisation and ownership of the analysis among partners.

To ensure an optimal outcome, it is important to carefully prioritise data requirements, not only within thematic areas, but even across possible thematic topics. Accordingly, consultations with partners early on to agree on the scope of the analysis are critical.

The finalised thematic reports have potential use for targeted advocacy with key stakeholders and donors and can complement monitoring of the situation of children and women including MDG progress.

Issue

The BMIS 2010 final analysis was based on the standard global MICS template and thus did not analyse additional Demographic and Health Survey modules and other relevant local components. To optimally utilise the information and to take advantage of the opportunity to correlate the findings with other social and economic determinants, four thematic analyses were undertaken. Furthermore, the capacity for data analysis and usage amongst the users across the board was weak in the country. The thematic analyses provided an opportunity to build the capacity of the Government and UN officials on analysing and using data effectively.

Strategy and Implementation

Prioritisation: The theme based analyses on Health, Education, Child Protection and Youth were included within the 18-months rolling work plans in consultation with relevant implementing partners.

Technical Support: Support from UNICEF regional office was sought to recruitment a relevant international consultant. The National Statistics Bureau provided technical support to generate the identified tabulations

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from the datasets, however in view of their workload an external expert was later engaged to complete the tabulations.

Working groups and consultations: Four thematic working groups were established to handle data interpretation and report writing with the consultant's guidance. Consultative and hands-on sessions and retreats were organised to identify priority data tabulations, conduct data analysis and finally report writing. Analysis was confined to additional analysis not already undertaken in the original BMIS report along with information from complimentary sources for trend analysis.

Feedback and consultations: Draft reports were circulated to relevant stakeholders and regional advisers to benefit from comments and feedback.

Improved user-friendliness: Towards finalisation, an external copy-editor was engaged to ensure consistency and reader friendliness of the reports.

Usage/dissemination: The four reports will be published early 2013. An expert designer is currently enhancing the layout for user friendliness and the reports will be shared widely in print and electronic version.

Progress and Results

The following are the progress and outputs:

The four thematic analysis reports were completed and will be published soon. The recruitment and final copy-editing work were centrally handled by the UNICEF Planning, Monitoring and Evaluation Section.

The capacity of implementing partners and programme staff in UNICEF on data interpretation, analysis and report writing was enhanced. This was mainly enabled through a participatory hands-on process conducted under the guidance of the consultant during and beyond retreats held to advance the process.

All the major findings from the thematic analyses were used in the formulation of the 11th Five Year Plan. This was possible as the Government partners were on-board right from the beginning of the analysis and took ownership of the findings. As such, their utilisation in the SitAn 2012 and the Country Analysis of the new UN Bhutan One Programme (2014-18) was also possible.

Based on the experience of the thematic analyses, the National Statistics Bureau is committed to utilise future survey data by undertaking similar thematic analyses. They are already planning poverty and other thematic analysis for the recently completed Bhutan Living Standard Survey (BLSS) 2012.

Next Steps

The reports once published will be distributed both in print and electronic versions. Future thematic analysis exercise could be coordinated centrally with a team composed of relevant sectors and agencies.