











# Bhutan

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>52.5</b>	<b>15.0</b>	<b>85.0</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Bhutan, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Thimphu). The scores for Bhutan are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	50.0	75.0	50.0	100.0	75.0	50.0	0.0	25.0	75.0	25.0
Supportive frameworks score	0.0	66.7	0.0	50.0	33.3	0.0	0.0	0.0	0.0	0.0
Expert opinions score	62.5	75.0	87.5	93.8	100.0	87.5	50.0	93.8	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Bhutan (52.5 out of 100.0) is lower than the global average (64.2) and higher than the South Asia regional average (45.9). When it comes to laws affecting women’s pay, Bhutan obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Bhutan is on the indicator measuring laws affecting childcare. To improve on the Childcare indicator, Bhutan may wish to consider legally establishing provision of childcare services in center-based settings, introducing legislation on any form of support to families for childcare services, putting in place legislation on any form of support to non-state childcare providers and adopting legislation on quality standards for the provision of childcare services in center-based settings.

The **WBL 2.0 supportive frameworks score** for Bhutan (15.0 out of 100.0) is lower than the global average (39.5) and lower than the South Asia regional average (31.1). Bhutan does not attain a perfect score on any of the WBL 2.0 supportive frameworks indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Bhutan is on the indicator measuring supportive frameworks affecting women’s safety. To improve on the Safety

indicator, Bhutan may wish to consider developing comprehensive mechanisms to address violence against women, putting in place special procedures for cases of sexual harassment, designating a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women, providing an annual budgetary allocation towards violence against women risk mitigation and prevention and response programs.

The **WBL 2.0 expert opinions score** for Bhutan (85.0 out of 100.0) is higher than the global average (65.7) and higher than the South Asia regional average (43.5). When it comes to expert opinions on marriage, expert opinions on women's property and inheritance and expert opinions on women's pensions, Bhutan obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Bhutan is on the indicator measuring expert opinions on childcare.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Is there legislation on domestic violence?	Yes	Domestic Violence Prevention Act of Bhutan 2013, Secs. 4(1)-(4), 75, 76 and Ch. VII; Penal Code, Secs. 199 and 200
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	Yes	Labor and Employment Act of Bhutan 2007, Secs. 16-20; Information and Communication Act of Bhutan 2018, Secs. 426 and 427
Is there legislation on child marriage?	No	No applicable provisions could be located
<b>Mobility</b>		
Can a woman travel internationally in the same way as a man?	Yes	No restrictions could be located
Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do women and men have equal rights to confer citizenship to their spouses and their children?	No	Nationality Law of Bhutan 1958, Sec. 3(a); Immigration Act, Sec. 19(a-c)
<b>Workplace</b>		
Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Labor and Employment Act 2007, Secs. 11-13 and 237
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
<b>Pay</b>		
Does the law mandate equal remuneration for work of equal value?	Yes	Labor and Employment Act 2007, Sec. 13
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
<b>Marriage</b>		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No restrictions could be located
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	No applicable provisions could be located
Can a woman obtain a judgment of divorce in the same way as a man?	No	Marriage Act, Sec. 5(7)
Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	No	Regulation on Working Conditions 2022, Sec. 202
Are leave benefits for mothers paid solely by the government?	No	Regulation on Working Conditions 2022, Sec. 202

Is there paid leave available to fathers?	Yes	Regulation on Working Conditions 2022, Sec. 210
Is dismissal of pregnant workers prohibited?	Yes	Labor and Employment Act 2007, Sec. 85(c)
<b>Childcare</b>		
Does the law establish provision of childcare services in center-based settings?	No	No applicable provisions could be located
Does the law establish any form of support to families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support to non-state childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of childcare services in center-based settings?	No	No applicable provisions could be located
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	No restrictions could be located
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Constitution of the Kingdom of Bhutan, Art. 7(9); Inheritance Act, Arts. GA 6-3, 6-12 and GA 6-13; Land Act of Bhutan 2007, Arts. 21, 58 and 63
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Inheritance Act, Arts. GA 8-11, 8-13, 8-18 and 8-20
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Inheritance Act, Arts. GA 8-11, 8-13, 8-18 and 8-20
Does the law provide for the valuation of nonmonetary contributions?	No	Inheritance Act, Arts. GA 6-3, GA 6-13 and GA 6-15
<b>Pension</b>		
Are the ages at which men and women can retire with full pension benefits equal?	No	No applicable provisions could be located
Are the ages at which men and women can retire with partial pension benefits equal?	No	No applicable provisions could be located
Is the mandatory retirement age for men and women equal?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	No	Insufficient evidence located
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
<b>Mobility</b>		

Are passport application processes the same for women and men?	Yes	Passport application form; Passport application procedures
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Are the application processes for official identity documents the same for women and men?	Yes	ID application form
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Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
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#### Workplace

Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located
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Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
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Is there a specialized body that receives complaints about gender discrimination in employment?	No	Insufficient evidence located
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#### Pay

Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
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Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Labour Force Survey Report 2022
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#### Marriage

Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
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Are there specialized family courts?	Yes	Family and Child Bench
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Is legal aid available for family law disputes?	No	Insufficient evidence located
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#### Parenthood

Is it possible to apply for maternity benefits through a single government application process?	No	Insufficient evidence located
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Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
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Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
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#### Childcare

Is there a publicly available registry or database of childcare providers?	No	Insufficient evidence located
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Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
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Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	No	Insufficient evidence located
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Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
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#### Entrepreneurship

Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	No	Insufficient evidence located
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Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	No	Insufficient evidence located
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Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
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#### Assets

Are there mechanisms or incentives to encourage women to register immovable property?	No	Insufficient evidence located
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Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
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Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
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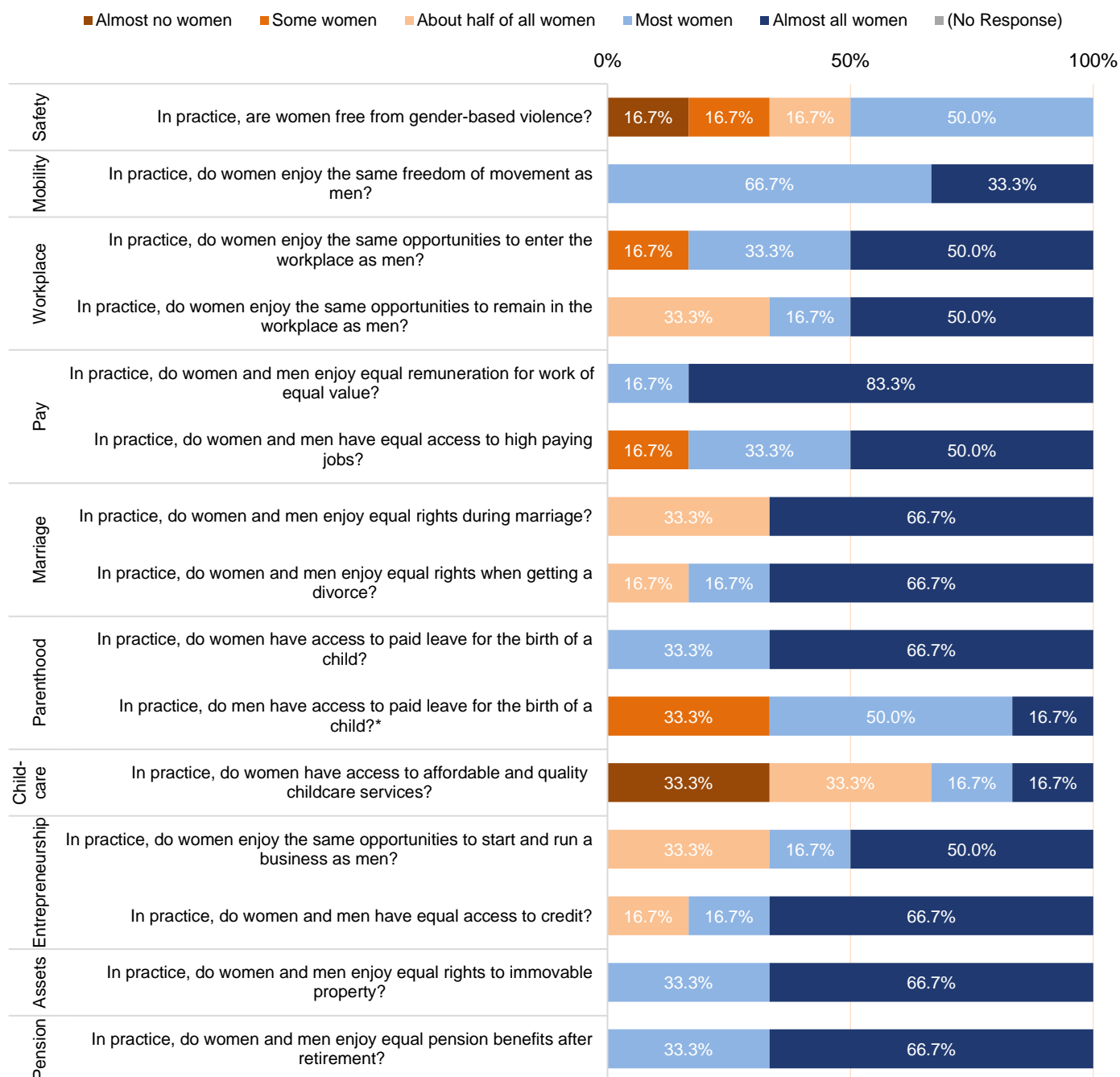
#### Pension



Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	No	Insufficient evidence located

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## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.