



65 GOOD PRACTICES

of Local Governments



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Ministry of Home & Cultural Affairs

FOREWORD

The Department of Local Governance, Ministry of Home and Cultural Affairs is pleased to bring out the first ever publication on documentation of good practices on local governance and other relevant areas. We are entitling this publication as “65 Good Practices of Local Governments”. This number comes in as an auspicious one as we commemorate the 65th Birth Anniversary of our beloved Fourth Druk Gyalpo this year. Therefore, we take this opportunity to dedicate this publication to the 65th Birth Anniversary of the Fourth Druk Gyalpo, who has made immeasurable contributions in the field of decentralization, democracy and local governance.

The main objective of the publication is to document good practices on local governance and other relevant areas that exist across Local Governments. Once documented, it can be shared amongst all the Local Governments and other stakeholders. If a Gewog or a Dzongkhag has a good practice, it can be used as an inspiration or example for others to replicate or follow. This way, the Department intends to spread the good practices and raise the standard of local governance to a new level.

We have been able to document only 65 good practices. This, however, does not mean that there are only 65 good practices. It is purely because we had limited time and opportunity to collect only so many because of the new challenges posed by Covid-19 pandemic. In the process, we could not even consult many of the Local Governments who would have otherwise also shared a number of good practices. In this regard, we would like to apologize for our inability to reach out to all the Local Governments. Such programmes shall be continued and facilitated to bring out numerous good practices.

The Department would welcome feedback on this document. You can send in your feedback to dlg@mohca.gov.bt or you can reach us through a phone call at 338981 during office hours.

Wishing everyone a very happy reading/viewing and a successful replication of the practices.

Tashi Delek!



Kado Zangpo
(DIRECTOR)

ACKNOWLEDGEMENT

This publication is commissioned by the Department of Local Governance, Ministry of Home and Cultural Affairs with financial support from HELVETAS Bhutan. We extend our appreciation and gratitude to the HELVETAS Bhutan for its continued support.

Our appreciation and gratitude also go out to the Dzongkhags, Gewogs, and Thromdes for providing the stories for this publication.

Finally, this documentation could not have been published without the generous cooperation from all of our interviewees. We are extremely grateful for their personal insight and sincerity.

LIST OF INTERVIEWEES (virtually and in-person)

A. Gups, Mangmis, Tshogpas, GAOS and DT Secretaries of -

1. Bumthang Dzongkhag
2. Darla Gewog, Chhukha
3. Metakha Gewog, Chhukha
4. Gozhi Gewog, Dagana
5. Gasa Dzongkhag
6. Kanglung Gewog, Trashigang
7. Chaskhar Gewog, Mongar,
8. Drepong Gewog, Mongar
9. Limbukha Gewog, Punakha
10. Deothang Gewog, Samdrup Jongkhar
11. Martshala Gewog, Samdrup Jongkhar
12. Ugyentse Gewog, Samtse
13. Sarpang Dzongkhag
14. Drakteng Gewog, Trongsa
15. Nubi Gewog, Trongsa
16. Tsirang Dzongkhag
17. Patshaling Gewog, Tsirang
18. Puenten chu Gewog, Tsirang
19. Semjong Gewog, Tsirang
20. Tsirang Toe Gewog, Tsirang
21. Athang Gewog, Wangdue Phodrang
22. Phobjikha, Wangdue Phodrang
23. Trong Gewog, Zhemgang

B. Thimphu Thromde

C. Public

COLLECTION OF 65 GOOD PRACTICES FROM –

SL.No.	Gewog/Dzongkhag	Articles
1	Theme : Service Delivery	
	Sarpang	Handing-Taking
	Tsirang	Help Desk, Customer Service so all queries are answered
	Drakteng Gewog, Trongsa	Monitoring and Evaluation
	Gasa	Staff Welfare System
		Why Gasa is Always Clean?
		Gasa Soechu - A community business
		Gasa Staff Get-together
		Team Help
		Well-Updated Gasa News
		Good To Great Gasa
	Kanglung Gewog, Trashigang	Encourages Good Saving Habits
	Patshaling Gewog, Tsirang	Efficient Road User Group
		Strong Community Relations
	Athang Gewog, Wangdue Phodrang	Tshogpas Playing the Key role
	Patshaling Gewog, Tsirang	Chiwog Meetings
	Thimphu Thromde	Thimphu Thromde's Annual Picnic
	Metakha Gewog, Chhukha	Home Stay at Metakha
2	Theme : Documents	
	8 pilot Gewogs	LG Calendar
	Chaskhar Gewog, Mongar	Attendance Record
		Structured Leave System in the Gewog
	Metakha Gewog, Chhukha	Gewog Annual Work Plan 2019
	Limbukha Gewog, Punakha	Community Money Saving Schemes Enhances Community Vitality
	Puentenchu Gewog, Tsirang	CMAC for every Chiwog
	Semjong Gewog, Tsirang	Adequate Planning and Prioritization
	Tsirang Toe Gewog, Tsirang	Proper Records Help in Timely Action
	Darla Gewog, Chhukha	Zomdu Rules

SL.No.	Gewog/Dzongkhag	Articles
3	Theme : Physical	
	Darla Gewog, Chhukha	Utility Vehicle
	Tsirang	Dzongkhag Tshogdu Secretariat
	Gozhi Gewog, Dagana	Signboard
	Kanglung Gewog, Trashigang	Primary Schools Gets Facelift
		Organized Filing System
		Kanglung's Co-operation and Hospitality
	Martshala Gewog, Samdrup Jongkhar	You are Never Lost at Martshala
	Puentenchu Gewog, Tsirang	GT and DT Members are active community scouts
	Limbukha Gewog, Punakha	Defining the Name Multipurpose Hall
	Gasa	Royal Highland Festival
	Deothang, Samdrup Jongkhar	Signboard at Deothang
	Nubi Gewog, Trongsa	Establishment of Chiwog Centre
	Drakteng Gewog, Trongsa	One Stop Service Centre
	Puentenchu Gewog, Tsirang	Fund Raised from the Community for the Community
	Semjong Gewog, Tsirang	Money used to buy filters
	Phobjikha Gewog, Wangdue Phodrang	Phobjikha zomdu meetings
	Trong Gewog, Zhemgang	White Bellied Heron Camp
	Ugyentse Gewog, Samtse	Winter Activities
4	Theme : Agriculture	
	Athang Gewog, Wangdue Phodrang	Athang Aims for Sustainability
	Ugyentse Gewog, Samtse	Goal to Become an Organic Village
	Darla Gewog, Chhukha	Darla Gewog Exports Vegetables
	Ugyentse Gewog, Samtse	Fallow Land Bought Under Cultivation
	Ugyentse Gewog, Samtse	Self Sufficient With 100% Household Kitchen
	Metakha Gewog, Chhukha	Metakha aims as hotspot for Tourism

SL.No.	Gewog/Dzongkhag	Articles
5	Theme : Cooperatives	
	Bumthang	Milk Processing Unit
		Honey Processing Unit
		Potato Chips Production Unit
6	Theme : Community Contract	
	Darla Gewog, Chhukha	Pre-agreement before any contract
	Drakteng Gewog, Trongsa	Community Contract
	Tsirang	Community Contract Protocol
	Phobjikha Gewog, Wangdue Phodrang	Community Contract Work
	Phobjikha Gewog, Wangdue Phodrang	Notice Board
7	Theme : Gewog Community Centre	
	Nubi Gewog, Trongsa	Visit to Community Centre
	Semjong Gewog, Tsirang	Community Centre
8	Theme : Cleanliness / Beautification	
	Semjong Gewog, Tsirang	Gewog Office Staff Conducts Campus Beautification
	Samtse	Cleanliness
	Metakha Gewog, Chhukha	100% Pour Flush Toilet
9	Theme : Community Engagement Platform	
	Gozhi Gewog, Dagana	Community Engagement Program{CEP}
	Drepong Gewog, Mongar	We Care, We Share!

LIST OF ABBREVIATIONS AND ACRONYMS

BHU	: Basic Health Unit
BDBL	: Bhutan Development Bank Limited
CCs	: Community Centers
CEP	: Community Engagement Platform
CMAC	: Community Monitoring Assessment Committee
DT	: Dzongkhag Tshogdu
DLG	: Department of Local Governance
ECCD	: Early Child Care and Development
GAO	: Gewog Administrative Officer
GT	: Gewog Tshogde
JICA	: Japan International Cooperation Agency
LG	: Local Government
MPU	: Milk Processing Unit
NFE	: Non-Formal Education
RAMCO	: Regional Agriculture Marketing and Cooperation Office

DOCUMENTATION OF GOOD PRACTICES :

SERVICE DELIVERY



.....
Sarpang Dzongkhag
welcomed incoming
Dasho Dzongdag,
the former
Dasho Dzongdag of
Zhemgang Dzongkhag
with the handing-taking
of documents and
Tashi khadar.
.....



Help Desk at
TSIRANG
Dzongkhag



Customer service-
So all queries are answered



Monitored Construction of Retaining Wall at
Dramethang Lhakhang



Monitored Construction of Tenges Farm Road



Monitored Construction of Kitchen at Samcholing



Monitored Farm Road



Monitored Land Development Activities



Monitored Construction of Gewog Office

GOOD PRACTICE DRAKTENG GEWOG, TRONGSA

Monitoring and Evaluation

The Monitoring and Evaluation committee consist of Gup, Mangmi, Tshogpa, and the GAO. The team monitors and evaluates the planned activities which are undertaken by the Community Contractors. As of March 2020, a total of Nu. 9.6 million worth activities from the Gewog budget was registered, followed by Nu. 2 million from the Dzongkhag budget and Nu. 3.96 million from the Common Minimum Infrastructure.

STAFF WELFARE SYSTEM

A welfare system is maintained for Dzongkhag staffs, and a certain percentage from every staff is deducted every month and that saving is used when a staff member is leaving, and the same pool is used when a new staff is recruited.

GASA SOECHU:

A community Business Venture

Gasa Soechu Limited is a community owned water packaging and bottling company that started commercial operation in 2017. The project was initiated as part of the Driving Dzongkhag Development project. The shareholders include over 597 households of Gasa Dzongkhag. As a community owned company, it prioritizes employment for local youths.



WHY GASA IS ALWAYS CLEAN?

Community members of Gasa carry their own reusable shopping bags to markets and avoid using single-use plastic bags. The 3 Rs - Reduce, Reuse and Recycle is practiced at individual level.



GOOD TO GREAT GASA

WELL-UPDATED GASA NEWS

All events of different descriptions are recorded and uploaded on Gasa Dzongkhag's Facebook page and website. News such as the reopening of tshachu is also shared to notify the public who await it's reopening. Due to the pandemic, a card system is established to keep track of people visiting.

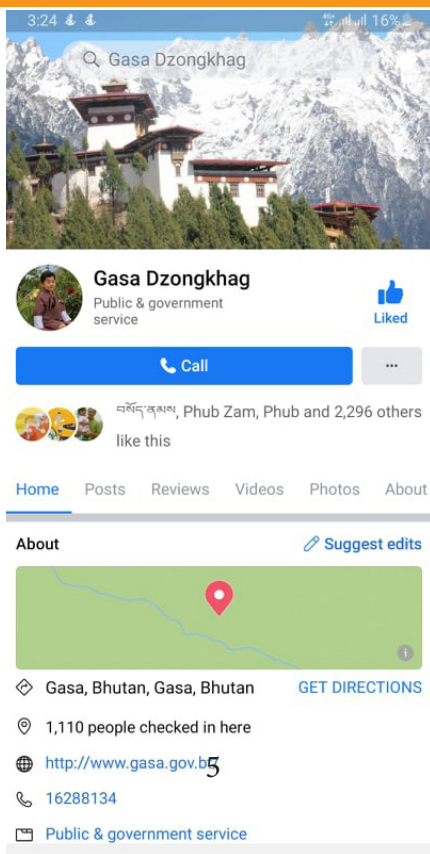
GASA STAFFS GET TOGETHER

Being a far flung Dzongkhag, get-togethers for the staffs during weekends for recreational activities are organized as much as possible. A mentor-mentee relation is also established during such occasions, this is particularly helpful for new recruits.

TEAM HELP

'Team Help' is a volunteer group of regional and Dzongkhag staff. Till date, they have been successful in:

- White-washing the chortens at the Tshachu
- Cleaning and maintaining the Road to National Housing Development Corporation





Gasa Dzongkhag -

GOOD TO GREAT GASA

“Good to Great Gasa” was initiated in 2017 by Dasho Dorji Dhradhul former Dzongdag. Gasa gives awards to anyone in the Dzongkhag contributing beyond their designated Terms of Reference (ToR), and this award is given to the recipients as a token of recognition during the national day. The award is a cash prize of Nu.15,000/-, and the certificate of appreciation from “Good to Great Gasa”. This strategy helps to keep people stay motivated.

3 awards were given on National Day, 2019. The recipients were –

- A bank guard who was engaged in waste management
- Support staff who looked after the Tsachu management. This also helped in his promotion from “O” to “S” level in his career. He is now the tsachu manager
- A health assistant in Lunana who provided house to house services

An initiative on good savings was started 4 years ago with the aim to inculcate good savings habit and to create awareness among the households. As of today, Kanglung households have 1061 accounts at BDBL and total amount of Nu. 76 million and increasing.

**KANGLUNG
GEWOG
ENCOURAGES
GOOD
SAVING
HABITS**





PATSHALING GEWOG, TSIRANG -

EFFICIENT ROAD USER GROUP

Each household is allocated an appropriate section of farm road (generally 110m per household) for cleaning and maintenance. The beneficiaries are responsible for regular maintenance such as the cleaning of drains, debris, boulders, minor landslides, and repairs. This ensures economy, sustainability and sense of ownership amongst the beneficiaries. The beneficiaries learn to do their own and depend less on Gewog/Dzongkhag Budget.



GOOD PRACTICES ...

STRONG COMMUNITY RELATIONS

PATSHALING GEWOG, TSIRANG

GAO, Yeshey Rinzin explained that the members of the community have formed a chat group including the GAOs and Planning Officer using Wechat where they can share views, monitor progress, resolve issues in the most efficient and amicable manner. This has become very effective tool especially if there are new members in the group. "Our group is particularly doing well because of cooperation and respect among all the members. Sometimes we can get a lot of work done with the information from the group, without having to travel".

YESHEY RINZIN
GAO
PATSHALING GEWOG

9/18/20 11:23 AM



Pema Dargay

Let's fixed date and time la

9/18/20 11:28 AM



Ugyen Tshomo

Lets do on monday mayna la



sticker king

Lets talk with HRO guys in the group chat

Hy seniors,
How is gewog ICS functioning at your places....m totally knockdown and confused now



phuntsho gyeltshen

» 10"

8/13/20 4:38 PM



sticker king

» 15"

8/13/20 4:44 PM



T jigme

Dear all...
Dasho Dzongrab wrote sth like Google hangout for IWP... What is suppose to do la.

TSHOGPAS

playing the key role

ATHANG GEWOG, WANGDUE PHODRANG



CHIWOOG MEETINGS

Athang Gewog is one of the most remote and least accessible Gewogs in Wangdue Phodrang with weak communication network, making it difficult to keep in touch with the Gewog Center. 5 chiwogs being far away from the Gewog center makes it difficult to attend

the zomdus. Due to the long distance, the turn out for zomdus were generally low because the people are bound to spend at least one night at the Gewog center just to attend zomdu. This discouraged people from attending the zomdu and the Tshogpas could

not perform their duties well due to insufficient attendance.

Therefore, the Tshogpas took the initiative to conduct chiwog zomdus rather than asking people to attend the Gewog zomdu. Tshogpas were able to update the Gewog regularly every Monday.

The Tshogpas also provide information directly to Gewog Tshogde representing the people and also report back with the decisions of the Tshogde and Tshogdu.



MINUTES OF THE CHIWOOG MEETINGS

Tshogpa Pema Gyeltshen said, “When there is a big gathering people cannot voice out, whereas, at Chiwog, they feel at ease since they know everyone there”. Chiwog meetings have been allocated Nu. 50,000 from the Gewog budget for refreshments and encourage people’s participation during the Chiwog meetings. Chiwog meetings have proven effective as an alternative to holding meetings at Gewog center.



Patshaling Gewog Tshogde are conducted in traditional culture with formal reception of Gup/Thrizin by Gewog Tshogde Secretary/GAO and members, followed by the traditional marchang ceremony before beginning of the session. The seating arrangements for Thrizins, members, secretary, media are all pre-assigned to avoid confusion and disorderliness.



CHIWOGS MEETINGS
BEING HELD AT
RESPECTIVE CHIWOGS

Considering the importance of the Gewog meeting, observers from Gewog sectors, including a few local leaders are also invited for their views. The meeting’s minutes are updated on public forum like LG portal and other social media.



“Women have a difficult time to participate in gewog zomdus, while they find it easier during chiwog zomdus”

Pema Wangmo, Tshogpa



THIMPHU THROMDE'S ANNUAL PICNIC

Thromde Picnic is enjoyed by all thromde staffs and Tshogpas. Besides the time for fun and food, such gatherings help nurture goodwill, sense of belonging, knowing each other, networking and respect various people's

responsibilities and roles within the community. The better staffs know each other, the easier it is for them to ask each other the right questions, give understandable feedback and ultimately streamline certain processes. The more

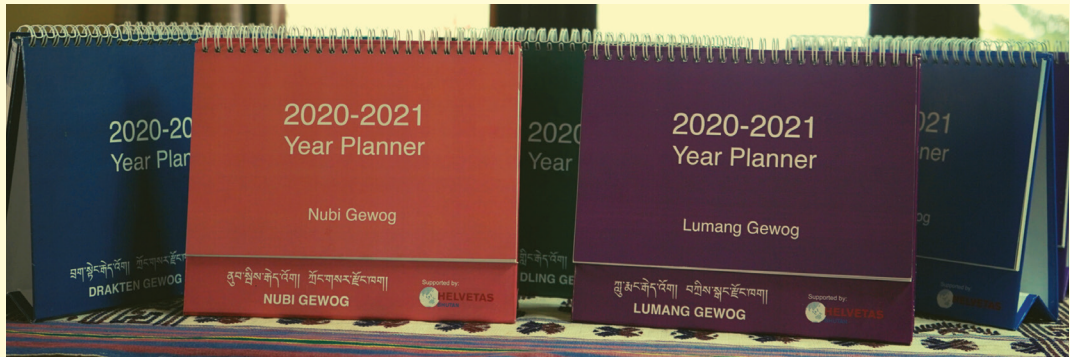
teamwork thromde can display, the more efficient thromde can function.

Most importantly, such gatherings are organized to rejuvenate and motivate staff with a much-needed break.

DOCUMENTATION OF GOOD PRACTICES :

DOCUMENTS





LG Calendar in 8 pilot Gewogs - Sangbay, Semjong, Merak, Lumang, Gakidling, Nubi, Patshaling, Drakten

LG CALENDAR

8 pilot Gewogs under Decentralization and Local Governance project sites initiated LG calendar at the Gewog level which provides information on Gewog activities.

This project is spear headed by DLG, with the idea to implement the same to all 205 Gewogs.

GOOD PRACTICES

Metakha Gewog, Chhukha



GEWOG ANNUAL WORK PLAN 2019

The Gewog adopted a successful annual work plan which includes:

- Conduct regular monthly management meetings on the 25th day of every month
- Develop an annual Gewog plan of operation
- Conduct Chiwog meetings (twice a year) to enhance community participation in planning processes and decision making
- Implement a suggestion box for grievance redressal
- Carry awareness meetings on governmental plans, policies, rules and regulations
- Start visitor books in Gewog and Chiwogs for positive networking

GOOD PRACTICES

Community's Money-Saving Schemes Enhances Community Vitality

LIMBUKHA GEWOG, PUNAKHA

The people of Limbukha Gewog formed a group called the Nyamley Tshogdey. The tshogdey was mainly formed to promote saving habits cultivating habits for the benefit of the community. The tshogdey was found in 2002 with 21 members to start, each contributing Nu. 100/- per month. The fund was used to support the members at times of need in the form of low interest on a sustainable manner.

Today, the tshogdey has a total of 60 members with a total collection of Nu. 7,00,000/-. Consequently, more people are getting interested and registered themselves having seen the benefit of the land.



Sangay Dorji



"As a member, I was given Nu.25,000 as a form of contribution which allowed me to conduct the rituals without financial strain."

*Sangay Dorji,
Member of Nyamley Tshogdey*

Mr. Sangay Dorji, aged 63, was greatly helped by the tshogdey back in 2013 when his father-in-law passed away. As a member, he was given Nu. 25,000/- as grant which enabled him to conduct the rituals without financial strain. With the assistance from the tshogdey, he could avoid applying loan from banks which would take a minimum of 20 days for lengthy administrative procedures.

Like Sangay Dorji, other villagers had availed the loan for children's education, rituals, and health emergencies.

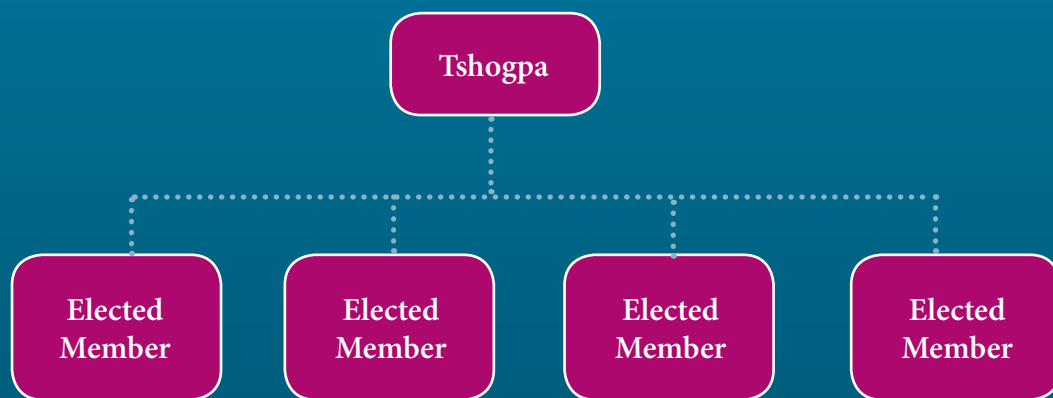


GOOD PRACTICES

CMAC for every Chiwog

PUDENTCHU GEWOG, TSIRANG

The Community Monitoring Assessment Committee (CMAC) was established three years ago. It consists of 5 members – a Tshogpa as the chairman and four elected members from the chiwog.



The committee monitors all development activities in the chiwog such as construction of roads, maintenance of irrigation channels. From the warding of the project to the handing and taking of the project, it is vital to give verification by the CMAC to ensure transparency and quality.



GOOD PRACTICES ADEQUATE PLANNING & PRIVATIZATION SEMJONG GEWOG, TSIRANG



Zomdus are held at the chiwog level to make it easier for people to voice out their opinions and to make them feel comfortable in their own community. Earlier, when people were called to the Gewog, only certain people would dominate the meeting and it was difficult to pay attention to other chiwogs and their difficulties.

Along with decentralization, there is an equal number of women participating in the zomdus. For every chiwog meeting, a representative from the Gewog attends to maintain the minutes for submission to GT. GT in turn will prioritize the issues and inform back to the chiwog. If there are cases that need the attention of the Dzongkhag, the Gewog office forwards it and conducts the necessary follow-ups.

GOOD PRACTICES

Proper Records Help in Timely Action

Tsirangtoe Gewog, Tsirang

Tshogpas of Tsirangtoe Gewog maintains a proper demographic record of their chiwog including:

✓	Number of Children
✓	Number of Old people
✓	Number of disabled people
✓	Number of literate and illiterate people
✓	Number of pregnant women



The Tshogpas update the above information every year. This record helps the chiwogs report accurate information to the Gewog center especially during the COVID-19 pandemic.

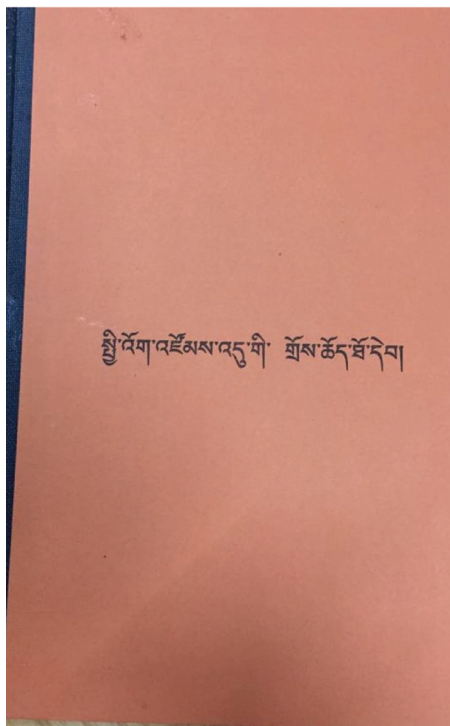
The records are very resourceful when the Dzongkhag contacts the Gewog for training and employment opportunities. According to the requirements and the set criteria, it is easy for the Tshogpas to quickly identify and pass on messages to the proper audiences.

Zomdu Rules

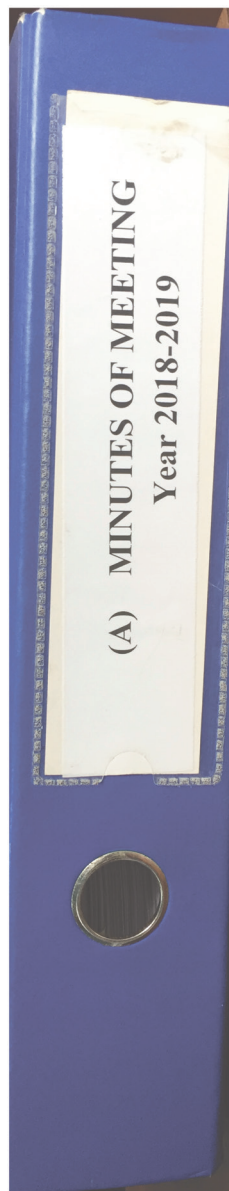
GOOD PRACTICES DARLA GEWOG, CHHUKHA

The attendance to zomdus are strictly recorded in the registration book, and when a household misses the gathering for the 3rd consecutive time, the household loses its access to seedlings and corrugated galvanized iron (CGI) sheets provided by the government. To avoid the loss of such important opportunities like seedlings and CGI sheets, the zomdus have very good attendance.

The agenda of the zomdu is informed by the GAO to the Tshogpa at least 3 days in advance, and the same notification is uploaded on the LG portal. Minutes of the meeting are maintained both by GAO and Tshogpa.



All zomdu activities are maintained and recorded in the Zomdu Registration book by the respective Tshogpas.



DOCUMENTATION OF GOOD PRACTICES :

PHYSICAL





GOOD PRACTICES

Darla Gewog, Chhukha

Utility Vehicle

The movement of the dedicated utility vehicle, (Bolero truck) requires an official movement orders. The driver maintains proper log book to keep track of their movements and timely maintenance. He collects the key of the vehicle only during the working days at 9 am and make sure to hand-in before 5pm.

However, people can request for usage of the Gewog utility truck for urgent needs on pro-rata basis.

(Name of Office)
VEHICLE LOG BOOK
Vehicle No.

Date	From			To			POL Issued
	Time	Place	KM Reading	Time	Place	KM Reading	
14/04/2020	7:00 AM	Darla	51609	5:00 PM	Darla	51636	
	Rest		Rest				
	7:00 AM	Darla	51696	9:00 AM	Guduv	51726	
	8:00 AM	Darla	51726	8:30 PM	Guduv	51882	
	7:00 AM	Darla	51482	9:00 AM	Guduv	51836	
	8:00 AM	Darla	51836	5:00 PM	Guduv	51862	
	Rest		Rest				
	Rest		Rest				
	7:00 AM	Darla	51862	9:00 AM	Guduv	51982	
	7:00 AM	Darla	51862	5:00 PM	Guduv	51905	



DZONGKHAG TSHOGDU SECRETARY, TSIRANG

An initiative of the Dzongkhag Tshogdu Secretariat in setting-up a well equipped DT hall.

GOZHI GEWOG - GEWOG SIGNBOARD

The Gewog office has spared no efforts to beautify their office signboard, flagpost stand and surroundings as a unique way to bring out their Gewog identity. All these activities were carried out by Gewog staffs on a voluntary basis.



GOOD PRACTICES FROM KANGLUNG

PRIMARY SCHOOLS GETS FACELIFT

Kanglung Gewog encourages education at the grassroots level by providing conducive environment in all the 3 primary schools. As expressed by Gup, “how can we expect the students to be better learners and teachers to be motivated educators without a proper learning environment”. Rongthong Primary School was given a facelift by the Gewog office and provided with teaching aids and favorable learning environment. This will be followed by 2 other primary schools in the following years.



Organized Filing System - The Gewog administration has developed a proper record keeping system. Record keeping and re-modeling has been carried out for better accessibility, safekeeping and security of records and information.



KANGLUNG'S CO-OPERATION AND HOSPITALITY

Kanglung takes pride as always hosting the biggest crowds for gatherings. Their meeting hall has a 400 person capacity, and it is always occupied to the optimum. The hall has a very clean meeting

space, wooden floors, good light and public announcement system. The Gewog also makes sure that the meeting doesn't go on for more than half a day.



Martshalla

YOU ARE NEVER LOST AT MARTSHALLA

SAMDRUP JONGKHAR





GOOD PRACTICES

GT AND DT MEMBERS ARE ACTIVE COMMUNITY SCOUTS

PUENTENCHU GEWOG, TSIRANG



All Dzongkhag and Gewog Tshogde members are Community Based Scouts. The members convey strong message to the community to encourage volunteerism especially at the times of natural disasters, other communal work in the Gewog demanding labour.

They also help the community members at the time of sickness and death by contributing labour and cash.



BEAUTIFICATION OF GEWOG CENTER
BY THE COMMUNITY BASED SCOUTS

GOOD PRACTICES

DEFINING THE NAME – *MULTIPURPOSE HALL*

LIMBUKHA GEWOG, PUNAKHA

Starting from 2018, all 5 chiwogs under Limbukha Gewog have had their own community halls. The halls accommodate Early Child Care and Development (ECCD) programs (from 9am till 2pm), non-formal education (NFE), acts as an interim guest house, Tshogpa office, an area for people to rest after a game of archery, and as a space to conduct national elections.



Initially, people had gathered at the Tshogpa's home to dispute issues and for resolutions, or for meetings which caused inconveniences to the family, especially proving detrimental to the young children present.

Since elections were held under varying climatic circumstances, a large amount of the Tshogde fund was used to build tents for the voters, that were demolished after the election period. This was a financial waste.

ROYAL HIGHLAND FESTIVAL

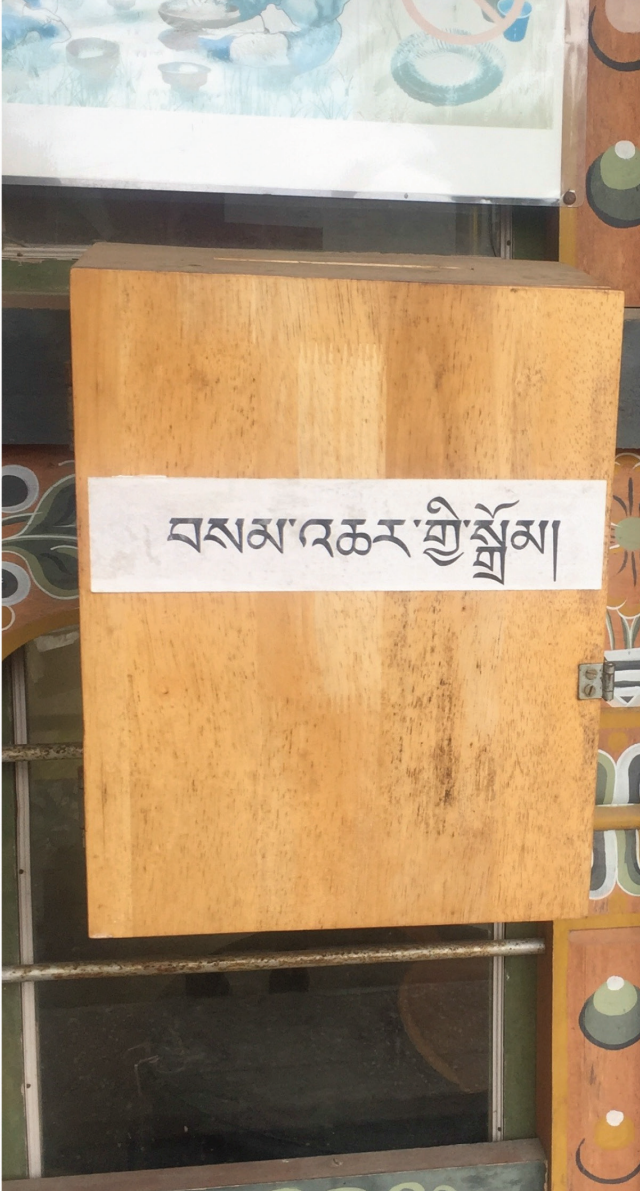
The Royal Highlander festival was first introduced on 16th Of October, 2016 to mark the celebration of the birth of HRH the Gyalsey; 400 years of Zhabdrung Rinpoche and the Rabjung (60 years cycle) birth year of Guru Rinpoche. The Royal Highlander festival shares the beauty and the wonders of Gasa Dzongkhag through its nature, history and its age old tradition and culture, to share Gasa's vision of 'Good to Great Gasa' and to finally share all the authenticity and the simplicity of the life of the Highlanders with our guests.

During the festival, visitors can witness the traditional offering of Buelwa (Gift offering) with Auley (traditional epic poem/song recitation tradition originated from Zhabdrung Rinpoche days) that begun during Zhabdrung Rinpoche's reign in showing loyalty and respect by the community of Laya offered for dynamic and visionary leadership of our successive monarchs.

Variety of cultural programs will be performed by Layaps. The various competitions on highland animals including the Yaks, Horses and Mastiffs, and competition such as traditional songs and dances will be held.

The festival consists of series of stalls ranging from local based yak produce, to highland technology, highland agriculture technology, medicinal herbs & plants and others.





SIGNBOARDS AT

DEOTHANG GEWOG

SAMDRUP
JONGKHAR



GOOD PRACTICES

ESTABLISHMENT OF CHIWOG CENTRE

Nubi Gewog, Trongsa



The Chiwog centre is a one stop centre that serves the purpose of meeting hall for both the government and the public, as the Tshogpa's office, and polling booth during national and local government elections. According to the Gup, "there might be a time when Tshogpas might have to have their own office. So, keeping that in mind we are initiating the Chiwog centre"

Good Practices I Drakteng Gewog, Trongsa

One Stop Service Centre

Drakteng Gewog is coming up with a One Stop Service Centre, and the following services will be available:



Gewog office



Land surveyor



Renewable Natural Resources



Community Centre



Bank/ATM Facilities



Gewog Tshogde Hall



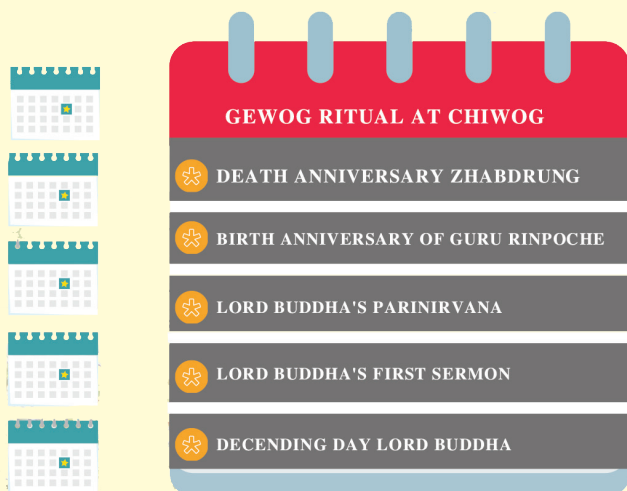
Tshogpa's office



The centre is expected to be completed in the next 2 years

FROM THE Good Practices - Puentenchu Gewog, Tsirang FOR THE COMMUNITY

The GT members, as a part of the community, come together at community festivals not only to rejoice the social celebrations and preserve old traditions, but also to use the occasion for fund raising avenue for the community.



WATER FILTER BOUGHT
FROM
COLLECTED FUNDS

Similarly, the Tsogpas take initiatives to conduct the Gewog ritual at their respective Chiwogs. Marking five of the significant events of the year such as - Drub-tsay Zhhi, Lhabab-Dhuechen, Losar, Saga Dawa and Zhabdrung Khuchhay, the Tshogpa and the members from their community take turns to initiate gewog ritual at their respective Chiwog.



FUND RAISED SEMJONG GEWOG, TSIRANG

The money collected by the community at a local festival was used to purchase 3 water filters worth nu. 9,000/- and they were placed where more people were expected to visit such as the Gewog office, Semjong Central School and the basic health unit.

PHOBIKHA ZOMDUMEETINGS

Full attendance at zomdus with
70% women and 30% men.

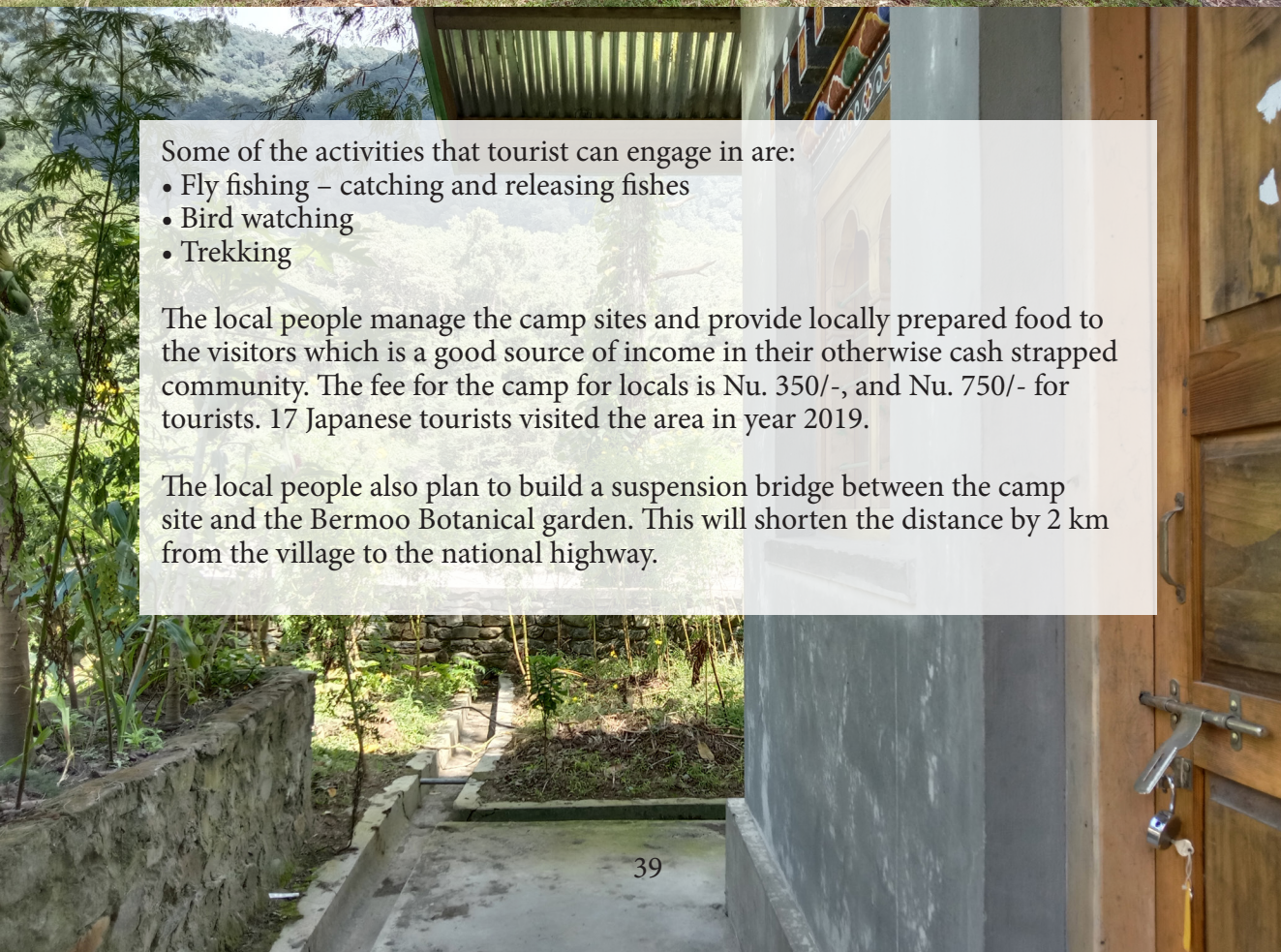




White - Bellied Heron Camp

TRONG GEWOG, ZHEMGANG

In 2018, Trong Gewog established the White-bellied Heron Camp under Berti Chiwog on an 0.85 acres state land. Berti in Zhemgang is home to the White-bellied Heron, one of world's critically endangered bird. For the Berti community, the endangered bird is a boon for the promotion of tourism. Presently, there are 4 permanent tents on the camp site and more are pitched upon request of visitors.



Some of the activities that tourist can engage in are:

- Fly fishing – catching and releasing fishes
- Bird watching
- Trekking

The local people manage the camp sites and provide locally prepared food to the visitors which is a good source of income in their otherwise cash strapped community. The fee for the camp for locals is Nu. 350/-, and Nu. 750/- for tourists. 17 Japanese tourists visited the area in year 2019.

The local people also plan to build a suspension bridge between the camp site and the Bermoo Botanical garden. This will shorten the distance by 2 km from the village to the national highway.

GOOD PRACTICES UGYENTSE GEWOG

WINTER ACTIVITIES

Winter is normally the time for recreation and social events, the youth groups engage themselves to organize such events like inter- chiwog football, volleyball, khuru tournaments. The group also mobilizes resources for marriage and ceremonies which is an ideal way to stay engaged.



DOCUMENTATION OF GOOD PRACTICES :

AGRICULTURE





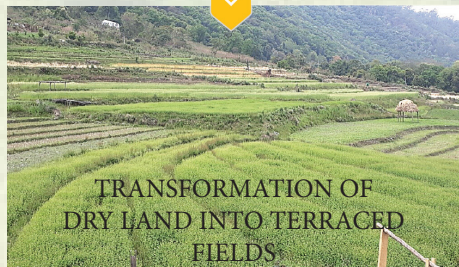
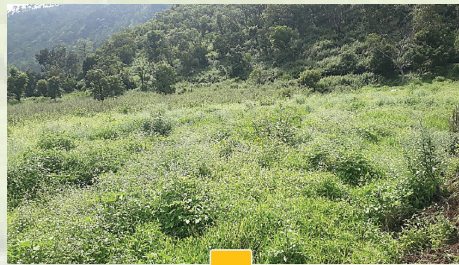
GOOD PRACTICES ATHANG

aims for Sustainability
Athang Gewog, Wangdue Phodrang

The Production group has contributed Nu. 70,000/- for the construction of public toilets and an additional Nu. 30,000/- towards the construction of farm roads as a gesture of gratitude and co-operation towards the Gewog office

Gup, Athang Gewog

Owing to the favorable climate in Athang that permits the growth of all 9 essential grains, the Gewog Centre has been encouraging self-sustainability and a united entrepreneurial spirit to the whole community. Previously, the people of Athang had been trading maize, barley, and buckwheat with the neighboring gewogs in exchange for rice. Today, they have successfully converted over 20 acres into wet land to cultivate rice for domestic and commercial use.



TRANSFORMATION OF DRY LAND INTO TERRACED FIELDS

HARVESTING THE FIRST PADDY YIELDS



Additionally, the people of Athang have identified over 20 acres of dry land for rice cultivation. These lands have been resurfaced into terraced fields with proper irrigation channels constructed for them by the gewog administration. To further commercialize the area, villagers are encouraged to utilize these converted lands to grow vegetables during the off seasons. They are also actively engaging

retired army personnel into cultivating buckwheat.

The people of Athang have undertaken various activities to further use their resources, and have been fully supported by the Gewog. One of these activities is to start fishery ponds that have been earning Nu. 1,00,000/- a year, with free fingerlings from the Gewog.

Another successful activity was the production of bamboo products such as baskets and sieves, that are particularly in high

demands from the tour operators. This production group has contributed Nu. 70,000/- for the construction of public toilets and an additional Nu. 30,000/- towards the construction of farm roads - as a gesture of gratitude and co-operation towards the Gewog office.

Besides cultivating and producing

rice and field crops, people are venturing into growing turmeric, ginger, avocado, kiwi, grapes and potatoes. The community also focuses on poultry farming, and have distributed 500-600 of the domesticated birds to a group in Lhuntse. The ultimate goal is to produce enough for self-sustainability and for commercial purposes.



CONSTRUCTION OF FISHERY PONDS

GOOD PRACTICES

UGYENTSE GEWOG

GOAL

TO BECOME AN ORGANIC VILLAGE

Nyimalung Tharpaling chiwog is striving to be a role model organic village. Since ginger is the most popular commercial crop grown efforts are underway to produce certified organic crops. Last year, with support from Department of Agriculture, they planted ginger in 5 acres, with hopes to further plant in 10 acres. Before selective houses use to plant ginger, today, the entire village is involved. If successful, this will be followed by all other agriculture and farming activities to become a organic village.



A photograph of a large field of cabbages growing in rows. The cabbages are a vibrant green color and appear to be in the middle of their growth cycle. The soil between the rows is a reddish-brown color. The text is overlaid on the top half of the image.

Ugyentse Gewog,
Samtse Dzongkhag

SELF SUFFICIENCY WITH 100% HOUSEHOLD KITCHEN GARDEN

Households are encouraged to grow vegetables in their own backyard. By 2021 all households will have their own kitchen gardens growing a variety of vegetables. The Gewog office has provided seeds for different vegetable crops suitable to the Gewog. In the current year about 350 households have shown interest in production of vegetables in the winter season such as beans, cabbage, raddish, lady finger, chillies, onions and peas.

DARLA GEWOG EXPORTS VEGETABLES

Dairy, poultry, honey and fishes are some products from Drala Gewog. they deliver to Thimphu, Gedu, Druk Green Power Corporation, Pakshikha school and Senchula school.

Members pay Nu. 300/- to register into the group.

Members sell their products to the Group which has better market access and linkages. Any profit made by the Group goes to the linkages. Any profit made by the Group goes into Group's saving account.

They deliver their vegetable produce to Kamji, Sinchaula, Karling, Tashilaka, Dala and Arika primary school which are happy to receive fresh produce and also reduce imports.





GOOD PRACTICES

Ugyentse Gewog, Samtse

FALLOW LAND BOUGHT UNDER CULTIVATION

For the first time about 70% of fallow land were brought under rice cultivation with newly developed irrigation facilities. Youth are encouraged to participate in agricultural activities.

A photograph of a bedroom interior. In the foreground, a bed with a white sheet and a colorful patterned blanket is visible. To the left, a wooden nightstand holds a lamp with a yellow shade. In the background, a window is covered with red and white striped curtains. The text 'GOOD PRACTICES' is in blue, and 'Metakha Gewog, Chhukha' is in a darker blue. The title 'HOMESTAY AT METAKHA' is in large, white, hand-drawn style letters.

GOOD PRACTICES

Metakha Gewog, Chhukha

HOMESTAY AT METAKHA

Home stays in Metakha offers a unique experience for all visitors more so because of lack of proper business hotels. It is best way to explore the local culture and discover their daily life style, social norms, food habits etc. The guests can enjoy delicious meals prepared from organic vegetables and natural produce. The Gewog administration in consultation with the public, have identified six households as home stay providers. In addition to the prospect for income generation, home stays are excellent avenues to promote community vitality, more interactions with the visiting officials to understand the community issues and constraints and promoting health and sanitation.

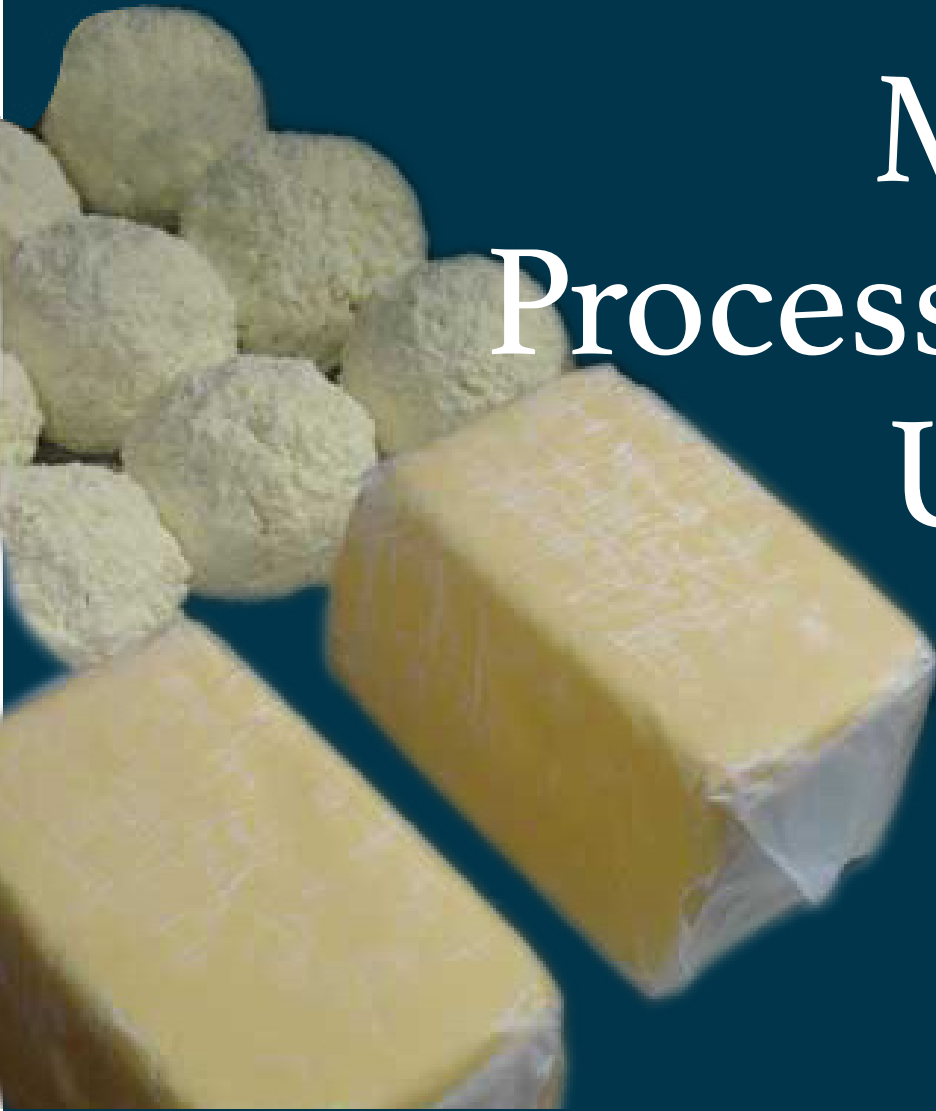
DOCUMENTATION OF GOOD PRACTICES :

COOPERATIVES



GOOD PRACTICES,
BUMTHANG DZONGKHAG

Milk Processing Unit



Every Gewog has 1 to 3 milk processing units (MPUs). The establishment first started at Tamshing which inspired the other Gewogs to open similar MPUs. In the year 2019, about Nu. 12-13 million was earned by the Tamshing MPU. Tasmshing MPU produces mainly butter and Gouda cheese which is very much favoured by the expatriate community living in Bhutan. The Regional Agriculture Cooperative & Marketing Office (RAMCO) donated a vacuum packing machine for packing the gouda cheese.



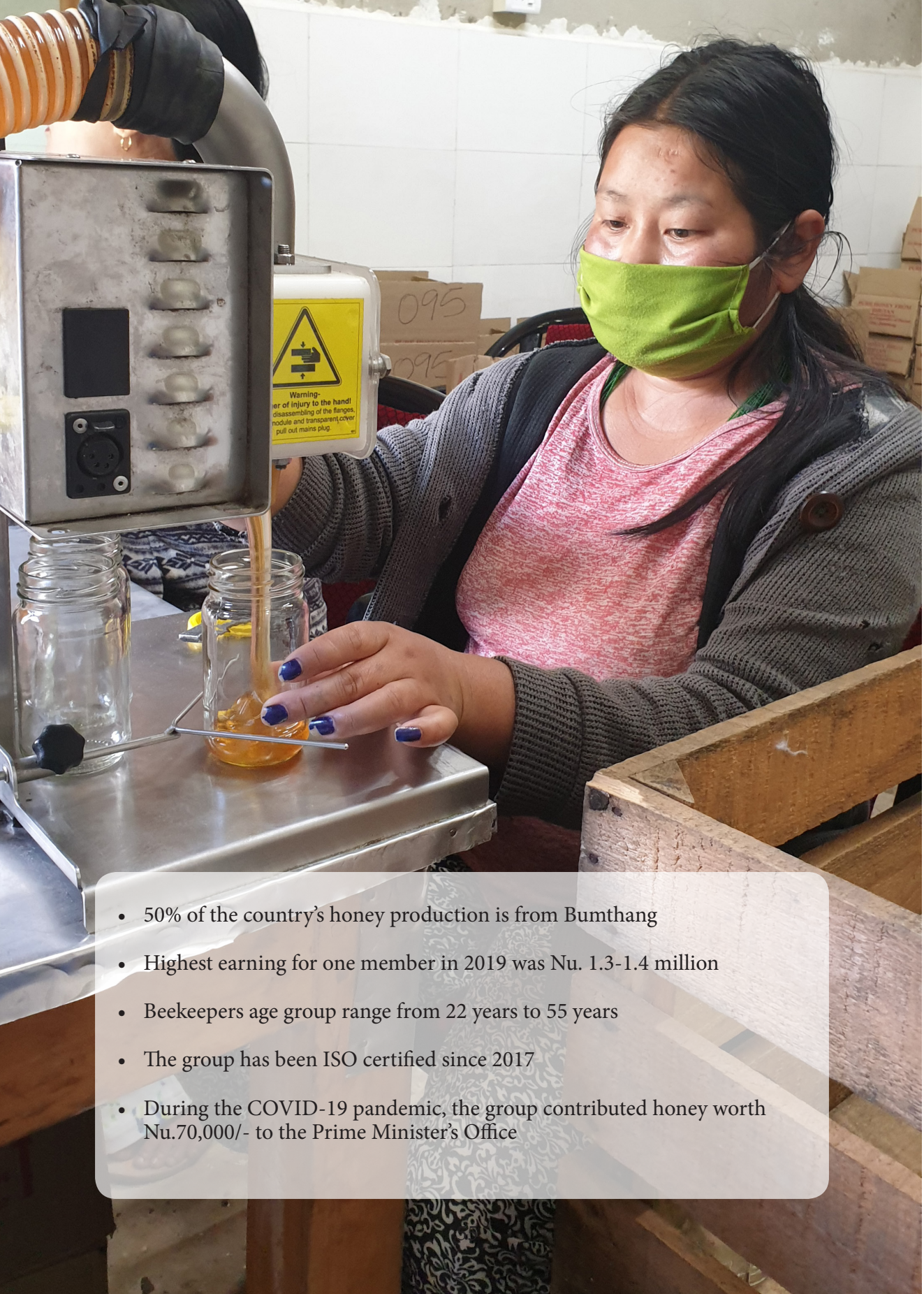
GOOD PRACTICES, BUMTHANG

HONEY PROCESSING UNIT

Beekeepers' cooperative in Bumthang with 83 beekeepers, is the only cooperative in Bhutan.

Mr. Chhetri, who runs a successful business, was one of the members trained in 2012 by Helvetas, "I harvest twice in a year, and last year I harvested 15,000 kg of honey. This doesnot include the honey I collect from the Gewog cooperative out of which 275gms of honey is sold for Nu.195/-, and 500gms of honey is sold for Nu.350/-".





- 50% of the country's honey production is from Bumthang
- Highest earning for one member in 2019 was Nu. 1.3-1.4 million
- Beekeepers age group range from 22 years to 55 years
- The group has been ISO certified since 2017
- During the COVID-19 pandemic, the group contributed honey worth Nu.70,000/- to the Prime Minister's Office

GOOD PRACTICES, BUMTHANG

POTATO CHIPS PRODUCTION UNIT - (RA PHUNTSHI RABTEN KEWA DETSHEN)

- Started in 2012.
- There are 6 members in the group.
- They grow their potatoes on a leased land. The bigger sized potatoes are used to make chips while the smaller ones are sold as seed potato. The price of potato chips is Nu. 20/- for a 20 gram bag and Nu. 40/- for a 100 gram bag. All 6 members work at an equal daily wage of Nu. 300/-
- The annual profit is divided amongst the 6 members, with a certain percentage deposited in the group's savings account. The Dzongkhag has supported them by supplying them with machines, trays, and computers.

DOCUMENTATION OF GOOD PRACTICES :

COMMUNITY CONTRACT

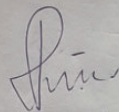


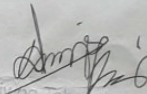


**PRE-AGREEMENT BEFORE ANY CONTRACT SECRET
FOR CONFLICT-FREE ARRANGEMENTS**

Good Practices, Darla Gewog, Chhukha


The people of Taksilinggang village along with Chiwoog Tshogpa and village chipon came up with a consensus that the following committee members and chairman ^{will} ~~would~~ monitor the farm road construction on daily basis. This agreement will apply from the start of the construction of farm road till the completion of the road.


Chairman : Tuckha man Limbu



Chiwoog Tshogpa
Samarchen Simchula
Darla Gewog

Committees for monitoring farm road construction :


Group A

1. Ran Bdr Limbu
2. Kharka Bdr Monga
3. Ash man Limbu
4. Jit Bdr Limbu 


Group B

1. Bik Ram Limbu
2. Bhagi man Limbu
3. Ash Bdr Limbu
4. Harka Bdr Limbu 

Group C

1. Thib Raj Limbu
2. Aita Bir Monga
3. Tham Raj Limbu
4. Racha Raj Limbu 

Group D

1. Bhakta Bdr Chettri
2. Dhan Raj Limbu
3. Indra man Limbu
4. Aita Shing Rai (A) 

Since May 2018, Darla Gewog has been following a pre- agreement protocol before starting any community/ contract work. In the pre- agreement meeting, a committee consisting of the Gup, GAO, and the Tshogpa are formed. The pre- agreement paces the way for smooth implementation of the works and authorizes the committee to monitor the works till its completion and hand over.

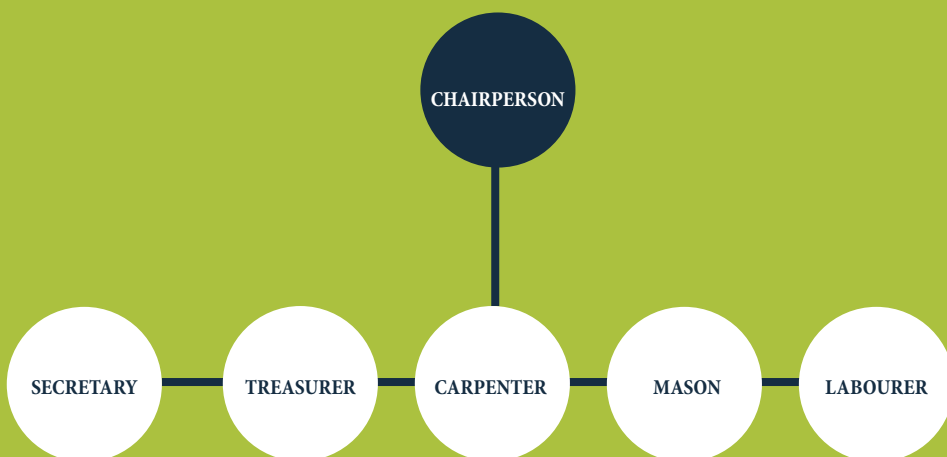
This sort of arrangement is encouraged for transparent and hassle free monitoring and evaluation.

The committee has currently completed 6 farm roads.

COMMUNITY CONTRACT

Drakteng Gewog signs their community contract with at least 7 to 10 members comprising of a chairperson, a secretary, a treasurer, a carpenter, a mason and labourers. They have established Terms of References for all community contracts and a few of the points are:

- A community contractor should be endorsed by the Gewog Tshogde and the association must have a chairperson, a secretary and a treasurer.
 - The community contractors who had worked in the previous year for a project will be evaluated according to their performance
 - A- Excellent
 - B – Good
 - C- Cannot participate
- ***flowchart





GOOD PRACTICES, TSIRANG

COMMUNITY CONTRACTING PROTOCOL

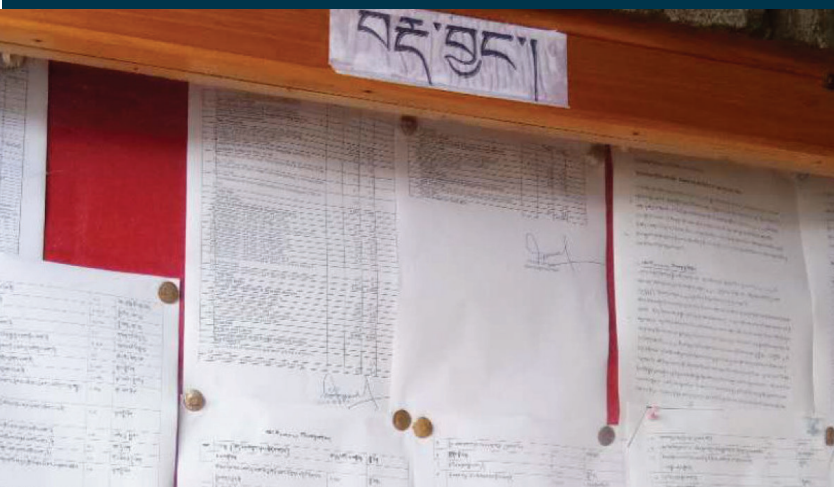
Following the Government directives on Community Contracting Protocol, all infrastructure works upto Nu. 1.5 Million are directly offered to Community Contractors in their respective Chiwogs. Community contracting carried out by the members of the same community has to a great extent changed the people's mind set in terms of ownership, quality of the work, timely completion and volunteerisms. Any additional materials or labour required are voluntarily provided by the community itself without seeking support from the government which requires very lengthy administrative procedures.

Inauguration of such works is generally attended by the Gup and Gewog staffs giving due respect to national tradition and culture. Through out the construction phase, the people are informed of the progress and their views sought where necessary.

COMMUNITY CONTRACT

The budget for construction of 1 km farm road by external contractor can be used to construct 3 km of farm road by using community contracting protocol.

Minor maintenance of the road is maintained by the community, and the Gewog takes care of major repairs.



NOTICE BOARD

All English written government notices, minutes of the meetings are translated to Dzongkha, and shared with the Tshogpas.

GOOD PRACTICES, PHOBJIKHA

DOCUMENTATION OF GOOD PRACTICES :

GEWOG COMMUNITY CENTRE



Visit to Community Centre

Tshering Pelden, 32, has traveled from Thimphu to get a birth certificate for her new born baby girl. The process requisitioned;



Health card with the baby's correct name



Marriage certificate –if not, a statement from the Tshogpa measuring the same



A seal and sign from the head of the house, Gup, Tshogpa and the parent's signature

“I am happy with the services from the Community Centre, if there are any document missing, I can go and meet the Tshogpa or gup since we all know each other.”

**Nubi Gewog
Trongsa**

མི་སྒྲུབ་པ།

FUNDED BY: GOVT. OF INDIA
YEAR OF ESTAB: 2013
WWW.SEMJONGCC.BT

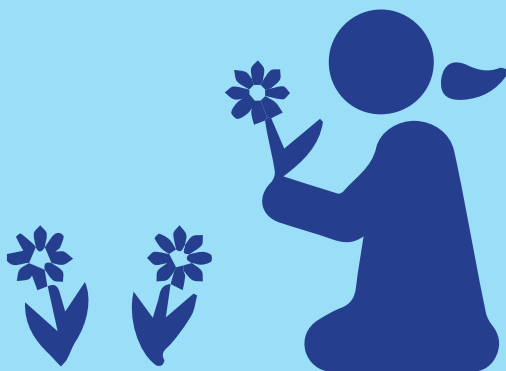


COMMUNITY CENTER
VISITORS= 20-25 PEOPLE WEEKLY



DOCUMENTATION OF GOOD PRACTICES :

CLEANLINESS\ BEAUTIFICATION



GOOD PRACTICES

SEMJONG GEWOG, TSIRANG

Thysanolaena maxima
Broori grass



GEWOG OFFICE STAFF CONDUCTS CAMPUS BEAUTIFICATION EVERY FRIDAY



Samtse Dzongkhag

CLEANLINESS

In the past, with the lack of proper understanding on health and hygiene, people would succumb to diseases and illnesses from defecating in foreign places. Now, over a period of 3 years, 90% of households have constructed their own toilets in their houses, which means 600 households have spent Nu. 12,000/- from their own means. The Basic Health Unit (BHU) and Gewog administration have been advising people on importance of proper hygiene.





100% POUR FLUSH TOILET

CHHUKHA DZONGKHAG



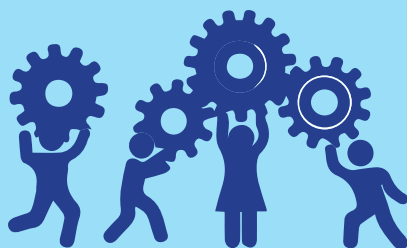
GOOD PRACTICES

To end open defecation and bringing 100% pour flush toilet in every household is one of the focus of the Metakha Gewog Administration. The administration conducted several rounds of public consultation and awareness campaigns in all chiwogs about the importance of health and sanitation, the lack of proper drainage, waste disposal pits, sewage systems.

The administration also identified those households who were not able to construct toilets due to old age or disability, shortage of labor contribution and lack of funds. Such households were supported by the community with a 'self help system' . In four months from the date of start, every household had a 100% pour flush toilet. The cost of the materials and labor were borne by the beneficiaries for their own homes, while the transportation of the materials were supported by the Chhukha Dzongkhag.

DOCUMENTATION OF GOOD PRACTICES :

COMMUNITY ENGAGEMENT PLATFORM



Gozhi Gewog, Dagana

COMMUNITY ENGAGEMENT PROGRAM (CEP)

With support from JICA's technical project "Support to Community Engagement in Local Governance", CEP was created to encourage the people to raise their views and concerns at the community level which can be carried forward by the community coordinator at bigger forums. This has encouraged many people who are traditionally crowd shy to raise their concerns in all aspects of development in their community.

We Care, We Share!

SELF - INITIATED DRIVE FOR COMMUNITY RESILIENCE IN DREPONG GEWOG

Drepong, an isolated Gewog Administration under Mongar Dzongkhag has geared towards developing community resilience. The Community Engagement Platforms (CEPs) established under the Support to Community Engagement in Local Governance Project implemented by the Department of Local Governance, the Ministry of Home and Cultural Affairs with technical support from the JICA exudes hope for community resilience.

CEP is a small mini-neighborhood group formed amongst the community on the principle of volunteerism. Drepong Gewog has formed three

CEPs under Laptsa Chiwog with 13 household members in each group. It has enhanced the level of participation for community people in combating the pandemic in two ways; active role of improving community livelihood and passive role of information dissemination. For the active role of improving community livelihood, the CEPs have embarked on using 'Dongsep Yadrak' tools introduced by the JICA and the Department of Local Governance for carrying out community scanning/ surveillance, mapping and development of action plans. This technique has created opportunities for the community people in engaging themselves in



self-help and mutual-help activities in a way reducing pressure on limited government resources. Some of the activities the CEPs have significantly engaged were maintaining public infrastructures like farm road, drinking water, irrigation canals and waste management. Community people have also engaged themselves into self-reliant activities like poultry, vegetable and dairy farming.



For instance, during the national lockdown, the CEPs have constructed temporary gates using locally available resources at the entrances to check on visitors, kept agriculture running with intensified community farming and provided essential agriculture products and items to cities. The group also had their own developed procedures in conducting activities i.e. strict adherence to physical distancing during latshab, a practice of labor exchange among households and avoided mass gathering by adopting minimum numbers of labors at a time. The encouraging mindset development is, community people delve on issues independently on areas wherever they can. Dependency on the government support is limited only to public-help support activities requiring indispensable support like for major renovations and constructions.

The CEPs have actively engaged in their passive role of information dissemination. During the pandemic, the spread of false information and fake news became a major concern, causing confusions and panics. So, the need of communicating right information at right time was felt critical. In this regard, the CEPs played vital role in providing right information using their information sharing modality through close consultation with the Gewog Centre.

Department of Local Governance
Ministry of Home & Cultural Affairs, Thimphu
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