

Capacity Building Program for Female LG Functionaries



Purpose: Overall governance, leadership training and sensitization on relevant laws to enhance the comprehension capacity and ensure a better understanding of overall governance and relevant laws.

Period: 2023-2024

Participants: 190 Female Gups, Mangmis and Tshogpas

Venue: Bumthang and Phuentsholing

Summary of the activities

The workshop was conducted into four batches Eastern, Western, Southern and Central parts of the country. The activities revolved around presentation, consultation, group work, discussions, on acts and rules and regulations, protocols, GECDP mainstreaming (Gender, Environment, Climate Change, Disaster and Poverty), planning (LDPM), budget, Disaster Management, and community bylaws. The contents of the activities are:

1. Presentation on Local Government Act 2009 (2014 Amendment) and Local Government Rules and Regulations 2023

An update of LGRR 2023 and LG Act 2009 (2014 Amendment) was made with a specific focus on sections such as tenure, entitlement, vacancy, termination, prolonged illness, roles, and responsibilities of members. Moreover, the presentation emphasized on roles and responsibilities of members.

A. Tenure

A Local Government shall, unless sooner dissolved, continue for five years from the date of its first sitting, which shall be convened within thirty days of the declaration of election results by the Election Commission of Bhutan.

B. Entitlement

A member shall be entitled to salary, allowances, benefits, and other emoluments from the day on which the member is declared elected. A member shall be declared elected on the date of administration of Oath or Affirmation of Office

C. Vacancy

A casual vacancy during the term of a Local Government shall occur upon:

I. Resignation:

- If a member is willing to resign, he/she shall submit the resignation letter at least one month before the date of resignation.
- If the Chairperson is absent or if the member who intends to resign is the Chairperson, the letter of resignation shall be submitted to the Deputy Chairperson

II. Removal;

Some of the reasons for removal amongst others are that a member will be removed if he/she becomes a registered member of a political party, engages in any activity that is influenced by party politics, is convicted of a criminal offence, and is sentenced to imprisonment, marries a person who is not a citizen of Bhutan, holds any office of profit under the government or public company or public corporation, acquires the citizenship of another country.

III. Prolonged ill health or death;

Prolonged illness for LG members is defined as a situation/duration in which he/she is unable to perform regular duties for one year or more at a stretch.

IV. Dissolution of the Local Government.

Some of the reasons for the dissolution of Local Government are:

- A Local Government shall be dissolved if it loses the confidence of the people
- A Local Government will be dissolved if two-thirds of voters of that constituency vote “No” against the Local Government.

2. Protocol for Local Government Proceedings

The presentation on LG Proceedings focused on, procedures for oath-taking for newly elected LG members, administration of office, pre-session, during-session, and post-session.

A. Procedures for taking Oath or Affirmation of Office for newly elected LG members

1. Arrival of Invitees.
2. Arrival of Venerable Lam Neten, Dzongdag and Drangpon. Dzongrab shall receive and escort them to the room, as convenient to the respective Dzongkhag Administration, for Pheb-ja.
3. Arrival of Thrompon, Gups, Mangmis, Thromde Tshogpas, Chiwog Tshogpas and Thromde Ngotshabs. Dzongkhag Tshogdu Secretary shall receive and escort them to the waiting room of the Dzongkhag Tshogdu hall or to a designated hall.

B. Administration of Oath/ Affirmation of Office

1. Venerable Lam Neten, Dzongdag and Drangpon shall proceed to the Dzongkhag Tshogdu hall or to a designated hall.
2. Venerable Lam Neten shall be seated on the left side of His Majesty the Druk Gyalpo's Portrait and Dzongdag and Drangpon on the right side.
3. The newly elected LG members including Thrompon, Gups, Mangmis, Thromde Tshogpas, Chiwog Tshogpas and Thromde Ngotshabs shall be ushered into the Dzongkhag Tshogdu hall or to a designated hall.

4. The newly elected LG members shall in batches or together (as convenient to the respective Dzongkhag Administration) prostrate three times to His Majesty's portrait, offer Khadar and take seats as designated.
5. Elaborate Zhugdrel Phuensum Tshogpa ceremony to be conducted. Marchhang to be offered by Dzongrab to the Dzongdag.
6. Dzongkhag Tshogdu Secretary shall place the oath-taking program list on the Chhoe-thri in front of the Druk Gyalpo's Portrait.
7. Dzongkhag Tshogdu Secretary shall confirm and read out the names of the newly elected LG members for Oath/Affirmation of Office.
8. Drangpon of Dzongkhag Court shall administer the Oath to the newly elected LG members who shall then append their signatures on the Oath/ Affirmation documents.
9. Dzongdag shall offer Tashi Khadars placed in front of the Druk Gyalpo's Portrait to the newly elected LG members.
10. Lam Neten shall offer Na-Chu to the elected LG members.
11. The elected members and the guests shall rise and offer Gyalpoi Zhabten, Deshay Toenpa and Drola Phendey Meonlam accompanied by tunes of Choepi Jaaling.
12. Group photo session.
13. Suja Dresi/ Lunch.
14. End of Programme.

Pre-Session

Notification calling for submission of agenda

1. The Chairperson shall send a notification to members on the conduct of the session.
2. The notification shall specify the date and deadline for submission of the agenda;
3. The LG members shall be notified at least fifteen working days before the conduct of the session; and
4. The notification shall be publicized through the media, websites, including social media and displayed on notice boards of the LG Administrations

Call for Chiwog Zomdu

- Tshogpa shall be the chairperson of Zomdu
- The date, time and purpose for the Zomdu shall be notified to the citizens, at least three days before the day of the Zomdu;
- Zomdu shall be open to all residents of the concerned constituency. Other observers may attend with permission from the Chairperson of the Zomdu;

- Gewog Administrative Officer and Gewog sector officials may participate in Chiwog Zomdu with prior information to the Chairperson;

The Zomdu, for the purpose of this Protocol, is defined as a formal meeting of residents of communities conducted to:

1. Discuss agenda for submission to Gewog Tshogde, Thromde Tshogde, Dzongkhag Tshogdu, and Parliament;
2. Review, discuss and formulate Plans/Budget, Local Area Plans, Structure Plans and annual performance targets for LGs;
3. Consult on Gewog, Thromde and Dzongkhag bye-laws and national policies;

Agenda Submission

An agenda shall

1. be submitted in writing;
2. be accompanied by supporting documents, if any;
3. be excluded from the discussion, if submitted after the deadline, except those endorsed under Any Other Business.

<i>Date</i>	<i>Session No/ Origin:</i>	<i>Issue</i>	<i>Background</i>	<i>Proposed action</i>

Agenda submission format

Role of Chairperson

1. To represent the entire LGs as figurehead;
2. To provide leadership, strategy and a good network; and
3. To manage committee functions effectively.

Role of Member(s)

1. To render support to the Chairperson in making decisions;
2. To render expert advice/ policy guidance on specific matters;
3. To maintain impartiality and commit to improving the local governance system;
and
4. To report back on the dropped agenda.

Role of Agenda Finalization Committee

- Exercise due diligence in studying each point of the agenda;
- Realize that all agenda points have the concurrences of the citizen and therefore, cannot be dismissed without valid justifications;
- Act on behalf of proponents and decide wherever possible to resolve matters of planning, administrative and financial nature through bilateral meetings or communications;
- Maintain records on all actions taken by the Committee by attesting their signatures for future reference;
- Be accountable for all actions and omissions as a committee; and
- Communicate the decisions of the committee to the concerned member(s) and agencies for further action.

Agenda Finalization at Gewog Tshogde:

1. Gup as Chairperson
2. Mangmi
3. One Gewog sector official and
4. Gewog Administrative Officer as Member Secretary

During the Session

Local Government sessions can be regular, special, or closed-door sessions. A quorum of two-thirds of the total members is required to convene an LG session.

Order of business for GT

1. Registration of members and officials;
2. Ushering of Gup by the Gewog Administrative officer;
3. Marchang Ceremony shall be presided over by Lams/ Lopens;
4. An opening statement by the Chairperson;
5. Adoption of agenda;
6. Report on resolution follow-up by the Member Secretary;
7. Discussion on the adopted Agenda;
8. Presentation of Annual Report by the Chairperson;
9. The proceedings shall be conducted in the national language;
10. The Chairperson or Deputy Chairperson or the authorized member shall make an official statement in the media on behalf of the LG;

11. The Chairperson may ask a member to leave, or remove him/her from sitting if a member violates mentioned codes of conduct; and
12. Each session shall end with Gyalpoi Zhabten and Tashi Moenlam.

Post-session

Distribution of resolutions

LG shall distribute the resolution to:

1. All its members for dissemination to the public;
2. LG Administrations, concerned agencies for implementation;
3. Department of Local Governance for follow-up with central and other agencies;
4. Concerned Members of Parliament for information; and
5. Parliament for deliberation, if deemed necessary.
6. Unresolved issues shall be submitted to the relevant agencies with a copy to the Department of Local Governance and Disaster Management.

<i>Agenda / Proposed by / Issue</i>	<i>Discussion</i>	<i>Resolution</i>	<i>Implementing Agency(s)</i>

Resolution format

Follow-up on resolutions

1. LG administrations shall follow up on the resolutions;
2. Dzongkhag Tshogdu Secretary, Gewog Administrative Officer and Executive Secretary shall report on follow-up actions of the resolutions;
3. The resolution follow-up may be reported in a standard format proposed
4. The LG members shall apprise on resolutions to the public, not later than fifteen working days after the receipt of the resolutions;
5. The LG members shall submit the status report of the dissemination of the resolutions to the respective LG secretariats not later than 30 days from the conduct of LG sessions; and
6. The heads of respective LG Administrations shall coordinate the implementation and follow-up actions on the resolutions.

<i>Agenda Item</i>	<i>Resolution</i>	<i>Status of Action</i>

Resolution follow-up format

3. Local Development Planning Manual

A detailed presentation on the Local Development Planning Manual was made by the Ministry of Finance.

Local Government Planning Cycle

- The Local Government Act and LGRR grant local governments the authority to formulate and implement comprehensive and integrated plans and programs. Within local governments, the planning process encompasses the following stages:
 1. Situation Assessment and Identification;
 2. Prioritization;
 3. Decision-making/ Approval;
 4. Implementation; and
 5. Monitoring and Evaluation.

Linkages among various levels of planning

The presentation deliberated on the importance of establishing connections between local government levels, such as Dzongkhag, Gewog, and Thromde, to promote coordination, collaboration and partnership. While each level is responsible for planning and executing its own projects within its jurisdiction, there is a need to prevent duplication and enhance synergy. To achieve this, these levels should engage in consultation, collaboration, and information sharing during different stages of the planning process.

- During the prioritization stage, both Dzongkhag and Gewog’s plans should be reviewed by a committee responsible for planning, prioritization, and budgeting to ensure synergies. The Gewog plan approved by this committee should be shared with the Dzongkhag level to prevent duplication and to assess and identify sectoral proposals. Proposals that fall beyond Gewog's mandate and capacity should be submitted to the same committee for further evaluation and prioritization, alongside sectoral proposals. This committee, after review and prioritization, should endorse and present both recommended and not

recommended proposals to the Dzongkhag Tshogdu (DT) for deliberation and approval.

- The decisions and outcomes of the DT regarding the plan should be communicated back to the communities through local government members to maintain transparency and accountability. Proposals that require support from central agencies in terms of functionality and finances should be forwarded through the Dzongkhag Administration to the respective agencies. Similarly, when central activities are planned at the local level, the Dzongkhag Administration should be consulted and informed from the beginning to enhance coordination and ownership. Local governments may also document and share lessons learned from implementation, monitoring, and evaluation to improve coordination and collaboration.

4. Community Engagement Platform

Presentation on Community Engagement Platform

The Community Engagement Platform (CEP) is a community-based group formed to enhance people's involvement in democratic governance and decentralization. Its foundation is rooted in the principles of being small, open, and inclusive. This initiative draws inspiration from Ringlemann's effect, a theory introduced by French Agricultural Engineer, Max Ringlemann.

The main contents of the presentation are:

Implementation of CEP

1. Forming CEP

a. Community Mapping

Community mapping starts with participants mapping structures such as houses, infrastructure, roads, footpaths, Lhakhangs, and Chortens, in their community. Then people were instructed to form small groups comprising five to seven households based on proximity, openness to express ideas, community bonding and convenience. Once every household decides to join a convenient CEP group of their choice, the institutionalisation of CEP starts by selecting a coordinator and developing bylaws, terms, and conditions for effective functioning.

2. Activating CEP

T-Shape Analysis and Drongsep Yardrak tools are used to activate CEP.

a. T-Shape Analysis

The T-shape analysis tool analyses the community from a demographic point of view using demographic structure.

b. Drongsep Yardrak Tools

Drongsep Yardrak (DY) is a rural development concept used to formulate a Community Development Plan. This approach is comprehensive and spans multiple sectors, addressing everything from individual household management to broader community and social development. It revolves around the ongoing enhancement of daily life by leveraging locally available skills and resources. Its primary goal is to facilitate transformative changes in people’s characteristics and behaviour within the community.

It entails ongoing daily improvement using locally accessible resources and skills. It focuses on bringing about transitional changes in attributes and behaviour changes in community members. It is critical to comprehend the rural peoples’ attitudes and engage them properly to effect positive change in them and society. Thus, DY tools introduce three types of farmers; working, thinking, and visioning farmers. A key aspect is understanding the attitudes of rural residents and effectively involving them to bring about positive changes in both individuals and society. In this context, DY introduces three categories of farmers: ‘Working farmers’, ‘Thinking farmers’ and ‘Visioning farmers’.

Working Farmers: Most farmers are "working farmers" in rural areas. They go about their everyday tasks and do not think creatively to prosper. Thinking Farmers are forward-thinking and are aware of their own problems, try to suggest solutions to these problems, and have the desire to enhance their lives and explore new prospects for income. They actively seek out better income-generating activities, strive to keep them going, and succeed in fulfilling happiness goals. Visioning farmers are those who not only improve their own lives but also consider the future of their entire community. They plan for the long term and have a vision for the neighbourhood. This great desire to alter their community motivates them to build a distinct vision and goal for the community, which they try to achieve by active engagement in local governance planning and development processes.

Drongsep Yardrak Tools are:

A seasonal calendar tool is a user-friendly tool used for gathering information to comprehend seasonal crop cycles and community events. To create this tool, community members come together and collaboratively list the typical activities and events that occur each month throughout the year on a chart paper, as illustrated below.

activities	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Farming	✓		✓	✓					✓	✓		

Seasonal calendar

Another tool within the Drongsep Yardrak (DY) framework is Community Scanning, which involves scanning within the community to identify areas for improvement related to safety, hygiene, facilities, amenities, and overall comfort. These tools assist in determining "what needs to do" and delve deeper into "how to do it." Following the community scanning and the creation of a seasonal calendar, community members are guided in developing an action plan, as illustrated in the table below. These tools empower the community to devise action plans based on evidence. The process includes leveraging three forms of support mechanisms: self-help, mutual help, and public help to reach a consensus on action planning and implementation.

What	How	Who	When	Cost	Priority
1. Garbage	Clean, pick up	All community people	30 th December, 2023	NA	

Action Plan

3. Managing CEP

Once the CEPs are formed and operationalized through the concept of Nangzom, it is important to manage the CEP group. To manage the functional and managerial aspects of a CEP, the Five Fingers Model is developed. The key features of the model are as follows:

Thumb signifies agreement on Bylaws: every CEP is recommended to formulate or draft their own Bylaws for the group. It will serve as the governing structure or premise within which a CEP group operates. The Bylaws may include the purpose of CEP, the outline of membership, organizing Nangzoms (dates, time and venue), and a description of the roles of the CEP Coordinator and members. Sectoral-driven clauses are suggested for integration in the bylaws.

Fore Finger shows direction through community planning: community planning carried out by the CEPs is expected to provide direction for activities leading to the achievement of ultimate development goals and objectives of people in the community. People formulate their own development plans, using community scanning tools and identifying rural livelihood improvement activities. The activities are then broadly classified into self-help, mutual-help, and public-help. This enables CEPs to decide what issues and needs they address themselves and what is flagged to the Chiwog and Gewog through the CEP Coordinators.

Middle Finger signifies Prioritization of agenda: The CEP Nangzom is an effective platform for identifying and deliberating key agendas or issues. The agenda framework encompasses three broad areas 'Information Sharing', 'Experience Sharing', and 'Know Our Community'.

During information sharing, CEPs are involved in disseminating vital information regarding community security, disaster, governance, and public participation. During experience sharing, CEP members are involved in sharing experiences from other places to generate inspiration. During 'Know Our Community', CEPs are involved in reflecting on the current community status and in envisioning a future model community that is far developed, where people transform themselves from 'working farmers' to 'thinking farmers' and gradually to 'visioning farmers'. With the agenda framework in place, CEPs then engage in active discussion amongst themselves that promotes collective decision-making, adding value by enhancing citizens' participation in local governance and decentralization.

Ring Finger indicates Commitment on Monthly Calendar: The monthly needs to be prepared in consultation with the members, specifying various events which CEP groups collectively agree to initiate along with identified dates, times, and places. It is expected to enable the community to organize community events to strengthen participation from members.

Little finger shows Connection for Information Sharing: CEPs develop information receiving and sharing modality. Each CEP member of a household has a responsibility to receive and send accurate and complete information. CEP members use an 'Information Sharing Flow Chart' to do this.

5. Community Bylaws

A presentation on consolidated community by-laws that embodies the organization of community meetings and local assets management was made. The consolidated bylaw draws a legal basis from the Forest and Nature Conservation Act of Bhutan 2023, the Water Act of Bhutan 2011, the Road Act of Bhutan 2013, Guidelines for Farm Road Development Revision 2019, the Local Government Act of Bhutan 2009 and Local Government Rules and Regulations 2023. The bylaw includes the formation of a One-Umbrella Community Group Formation, Community Management Committee, Remuneration to CMC, how to manage community assets, community meetings, roles and responsibilities of CMC, members and focal persons, penalties and fines and accounts operation. This by-law intends to combine community bylaws of Road User Groups, Water User Associations, Community Forest Groups, and Irrigation Groups amongst others. The essence of this bylaw is the harmonization of sectoral bylaws to facilitate accounts consolidation and curb issues related to meetings in the communities. The group consolidation can reduce ad-hoc and frequent meeting issues while reducing non-functional and redundant bylaws.

To this, participants expressed their views and concerns some of which are:

- Not to include community forest in the one umbrella community group since the CFM is not concentrated in communities but is made of three or more Chiwogs.

So, it would be better if Community Forest Management Groups could be separated.

- 'All community funds accounts' is not possible and it would be better if different accounts for different assets were to be made.
- In Bjachho Gewog, the fees for new entry of members are decided based on the amount of labour contribution made by native/previous members
- Consolidation of groups might face difficulties in large Chiwogs
- Community people might be reluctant to accept it

6. Group Activities

Group activity to discuss the issues faced by LGs was organized wherein the participants were grouped into four groups and discussed solutions to the issues. Some of the issues and solutions presented are;

<i>SN</i>	<i>Issues/Challenges</i>	<i>Proposed solutions</i>
1	The financial rules and guidelines do not support funding of religious activities and cultural activities but they are made responsible to preserve and promote the culture	Make financial rules and guidelines favourable
2	Limited human resources in the Local Government Administrations, especially in the technical posts	Timely deployment of human resources
3	Budget allocation to local governments is usually done by using population size	Use a population pyramid or consider the population composition while allocating resources
4	Lack of consultation in the local governments	Use cooperation, co-ordination and collaboration while carrying out the responsibilities
5	Lack of capacity building in fields such as dispute resolution and Climate Adaptations	Need training on CCA and dispute resolutions (validation/certification), ICT training
6	Gender issues- people do not trust women leaders and does not cooperate with them	Awareness of gender equality, women empowerment
7	Lack of participation in Zomdus and issues with Zomchay, timing in Zomdu (both on the side of sector heads and community people)	Include the clause of Zomchay in community bylaws, strengthen bylaws

8	No proper waste management in the local levels	Need to identify a proper waste disposal site
9	Misuse of power by Gups and other sector heads	Proper training and awareness to Gups and sector heads
10	Gungtongs- being a hindrance to asset management in the villages	
11	Women's opinions being overshadowed by the opinion of <i>Go shey Ngyen Shey</i> , during zomdus	CEP as a solution to issues of participation in Zomdu
12	Improper dress code during zomdus	Strengthen bylaws and include these clauses

Other issues shared by Tshogpas

- They expressed that every time any officials from ministries visit their Chiwog, they are burdened with preparing meals for them.
- People do not turn up for meetings and are reluctant to pay fines



7. Disaster Management

A comprehensive presentation on disaster management was made to inform and advocate the participants on hazards such as earthquakes, Glacial Lake Outburst Floods (GLOF), flashfloods, landslides, forests/structural fires, windstorms, droughts, and epidemics. Participants were enlightened on ways to prevent and mitigate disasters. After the presentation, a group activity on identifying hazards and vulnerabilities was carried out.

List of Participants

Name	Designation	Gewog	Dzongkhag
1. Dechen Zangmo	Gup	Narang	Mongar
2. Karma Dema	Gup	Dewathang	Samdrup jongkhar
3. Pem Lhamo	Gup	Nubee	Trongsa
4. Sangay Lhamo	Gup	Shaba	Paro
5. Sherab Lhamo	Gup	Hungrel	Paro
6. Sonam Zangmo	Gup	Chang	Thimphu
7. Ugyen Yangzom	Gup	Ngatsang	Mongar

SN	Name	Designation	Gewog	Dzongkhag
1	Chimi Choden	Mangmi	Tang	Bumthang
2	Lemo	Mangmi	Chapcha	Chhukha
3	Sangay Wangmo	Mangmi	Gozhi	Dagana
4	Sonam Lhaden	Mangmi	Tsakaling	Mongar
5	Sonam Zangmo	Mangmi	Drepong	Mongar
6	Kinley Wangmo	Mangmi	Dopsahri	Paro
7	Yuden	Mangmi	Hungrel	Paro
8	Karma Wangmo	Mangmi	Chongshing	Pemagatshel
9	Sangay Lhamo	Mangmi	Orong	Samdrupjongkhar
10	Karma Dema	Mangmi	Toetsho	T/Yangtse
11	Jamyang Lhamo	Mangmi	Chang	Thimphu
12	Dechen Tshomo	Mangmi	Lingzhi	Thimphu
13	Dhendup Dema	Mangmi	Shongphu	T/gang
14	Yeshi Lhamo	Mangmi	Yangneer	T/gang
15	Sonam Lhamo	Mangmi	Kilkhorthang	Tsirang
16	Dhan Maya Tamang	Mangmi	Patshaling	Tsirang
17	Tshering Wangmo	Mangmi	Athang	Wangdue
18	Sonam Lham	Mangmi	Darkar	Wangdue
19	Thuji Om	Mangmi	Ruebisa	Wangdue
20	Phurpa Wangmo	Mangmi	Boomdeling	Tyangtse
21	Dago Pema	Mangmi	Dagala	Thimphu
22	Tshering Yangzom	Mangmi	Soe	Thimphu
SN	Name	Designation	Chiwog	Dzongkhag

1	Pema Tshomo	Tshogpa	Dawathang-Dorjibi-Kashingtsawa	Bumthang
2	Kuenzang Lhamo	Tshogpa	Chongphel	Bumthang
3	Sonam Lhamo	Tshogpa	Zung-Ngae	Bumthang
4	Tshering Dema	Tshogpa	Ura-Dozhi	Bumthang
5	Sangay Zangmo	Tshogpa	Tashigathsel	Chhukha
6	Dawa Gyem	Tshogpa	Gangkha_Shel-Yuel	Chhukha
7	Daw Zangmo	Tshogpa	Tsanndarg	Chhukha
8	Sonam Choki	Tshogpa	Chiyuel_Getag	Chhukha
9	Lhamkim	Tshogpa	Dilibkha_Lamjokha	Chhukha
10	Tenzin	Tshogpa	Kamji_Na-Yekha	Chhukha
11	Deo Maya Ghalley	Tshogpa	Dophuchen_WangdueGatshel	Chhukha
12	ChodenMo	Tshogpa	Boodepang-Pangna	Dagana
13	Sonam Yuden	Tshogpa	Pangna-Patala	Dagana
14	Choden	Tshogpa	Damji (Khamoed)	Gasa
15	Kencho Wangmo	Tshogpa	Jabisa (Khamoed)	Gasa
16	Namgay Dema	Tshogpa	Baychu Tshepgang	Gasa
17	Shelkar Wangmo	Tshogpa	Tserikha (Khatoed)	Gasa
18	Karma Choden	Tshogpa	Kargoen_Hatam	Haa
19	Dago Dema	Tshogpa	Betso_Doomchhog	Haa
20	Dawa Dema	Tshogpa	Tshaphel_Tsiloongkha	Haa
21	Dorji Wangmo	Tshogpa	Pajekha_Sangkiri	Haa
22	Tshering choezom	Tshogpa	Khachung	Lhuentse
23	Ugyen Wangmo	Tshogpa	Obi Tongphong	Lhuentse
24	Tashi Yangzom	Tshogpa	Yabi-Zangkhar	Lhuentse
25	Tshering Yangchen	Tshogpa	Phagidoong	Lhuentse
26	Deki Yangzom	Tshogpa	Manjabi	Lhuentse
27	Tashi Wangmo	Tshogpa	Nyabi-Zhungkhar	Lhuentse
28	Thinley Penjor	Tshogpa	Autsho-Charbi	Lhuentse
29	Tashi Chozom	Tshogpa	Goni-Wambur	Lhuentse
30	Tshewang Choden	Tshogpa	Dekiling Tshochen	Lhuentse
31	Karma Wangmo	Tshogpa	Chulabi	Mongar
32	Dechen Wangmo	Tshogpa	Boompazor_Drepoong	Mongar
33	Karma Choden	Tshogpa	Labtsa_Shing-Gar	Mongar
34	Rinchen Zangmo	Tshogpa	Zunglen	Mongar
35	Tshering Zangmo	Tshogpa	Damkhar_Weringla	Mongar

36	Pema Dema	Tshogpa	Daagsa_Kumadzong	Mongar
37	Kinley Wangmo	Tshogpa	Kognala_Ya-Ragla	Mongar
38	Tshering Lhamo	Tshogpa	Moodoongkhar_Tselam	Mongar
39	Rinchen Zangmo	Tshogpa	Phosothong_Shingchongri	Mongar
40	Tashi Peldon	Tshogpa	Thrinangphu	Mongar
41	Karma Lhamo	Tshogpa	Saling	Mongar
42	Dorji Wangmo	Tshogpa	Thridangbi	Mongar
43	Sonam Lhaden	Tshogpa	Nyartsi_Tsakaling	Mongar
44	Pema Dema	Tshogpa	Ganglapong Toed	Mongar
45	Deki Pelden	Tshogpa	Thuenmong_Tokari	Mongar
46	Chimi Wangmo	Tshogpa	Drangmaling_Nanggor	Mongar
47	Nima Langzom	Tshogpa	Lungkholom	Pemagathsel
48	Tashi Choden	Tshogpa	Bangyuel	Pemagathsel
49	Pema Zangmo	Tshogpa	Serduwa	Pemagathsel
50	Mitsi Wangmo	Tshogpa	Shinangri	Pemagathsel
51	Karma Choki	Tshogpa	Resinang	Pemagathsel
52	Tashi Lham	Tshogpa	Mitsi-Shana	Paro
53	Pema Seldon	Tshogpa	Nubri-Yaksa	Paro
54	Phurpa Wangmo	Tshogpa	Jazhi-Tsuengoen	Paro
55	Pemba Zangmo	Tshogpa	Kempa-Kudhuphu	Paro
56	Pema Lhamo	Tshogpa	JeshihangiDanchena	Paro
57	Sonam Choden	Tshogpa	Jooka-Jangsha	Paro
58	Karma Om	Tshogpa	Chubjakha	Paro
59	Dema	Tshogpa	Loongchuna	Paro
60	Pema Dema	Tshogpa	Bjishikha-Phubana	Paro
61	Yeshi Lham	Tshogpa	Drugyeldingkha	Paro
62	Sonam Lhaden	Tshogpa	Geptay	Paro
63	Chencho Gemo	Tshogpa	Bongdey	Paro
64	Thuji Zangmo	Tshogpa	Yebisa	Punakha
65	Yangchen Dema	Tshogpa	Goobji_Tseykakha	Punakha
66	Chencho Wangmo	Tshogpa	Guma_Wolakha	Punakha
67	Kinley Dem	Tshogpa	Heyloog_Tongzhoognang	Punakha
68	Sonam Yuden	Tshogpa	Peltari	Punakha
69	Kinley Zangmo	Tshogpa	Norbugang	Punakha
70	Tshering Wangmo	Tshogpa	Kewanang_Tshachhuphu	Punakha
71	Tshering Yangzom	Tshogpa	Gamakha_Sehtokha	Punakha
72	Kinley Bidha	Tshogpa	Usakha	Punakha

73	Purni Maya Rai	Tshogpa	Joenpang-Lingarnang	Samtse
74	Suk Rani Rai	Tshogpa	Doomshigang	Samtse
75	Pratima Gurung	Tshogpa	Jangcholing-Lachutang Chewog	Samtse
76	Deepa Rai	Tshogpa	Denpajong, Dawathang chiwog	Samtse
77	Sita Rai	Tshogpa	Dechengang Dangkarling Chiwog	Samtse
78	Jurmi Palden	Tshogpa	Kardog Chiwog	Samtse
79	Parmila Tamang	Tshogpa	Soenamkhar-Koencholing Chewog	Samtse
80	Yeshi Yangzom	Tshogpa	Agoorthang	S/Jongkhar
81	Sonam Choden	Tshogpa	Jampani	S/Jongkhar
82	Sangay Lhamo	Tshogpa	Morong	S/Jongkhar
83	Yonten Tshomo	Tshogpa	Nagzor_Wooling	S/Jongkhar
84	Tshering Lhamo	Tshogpa	Damsagang Maed	S/Jongkhar
85	Sova Rai	Tshogpa	Ngangtshothang Maed	S/Jongkhar
86	Devi Maya Sharma	Tshogpa	Tshoduen	S/Jongkhar
87	Tulashi Devi Rai	Tshogpa	Ngangtshothang Toed	S/Jongkhar
88	Phurpa Wangmo	Tshogpa	Phenteng_Ngalimang	T/Yangtse
89	Kanjur Wangmo	Tshogpa	Changmadung-Sogangnang	T/Yangtse
90	Karma Dechen	Tshogpa	Lichen	T/Yangtse
91	Kinley Chozom	Tshogpa	Gangchhe_Talakha	Thimphu
92	Minjur Wangmo	Tshogpa	Lhoongtsho_Tashigang	Thimphu
93	Pema Choden	Tshogpa	Yoeselpang	Thimphu
94	Dago Pema	Tshogpa	Chamgang Maed	Thimphu
95	Kezang Wangmo	Tshogpa	Chamgang Maed	Thimphu
96	Phub Pem	Tshogpa	Chamgang Toed	Thimphu
97	Namgay Wangmo	Tshogpa	Doongdrog	Thimphu
98	Cheychey	Tshogpa	Gyaltala	Thimphu
99	Kinga Zangmo	Tshogpa	Wangdrog	Thimphu
100	Tenzin Choeden	Tshogpa	Ge-nyenkha	Thimphu
101	Tshering Choden	Tshogpa	Chhamina_Chhoekhor	Thimphu
102	Kelzang Dema	Tshogpa	Kuzhugchen	Thimphu
103	Dawa Zam	Tshogpa	Khasadrupchhu	Thimphu
104	Tshomo	Tshogpa	Tagsidthang	Thimphu
105	Tshering Lhamo	Tshogpa	Zhomthang	Thimphu
106	Tshering Yangzom	Tshogpa	Dotagpaithang	Thimphu

107	Tashi Lhamo	Tshogpa	Damgochong	Thimphu
108	Phub Dema	Tshogpa	Dozotoen	Thimphu
109	Chophel Zangmo	Tshogpa	Jangothang	Thimphu
110	Sonam Zangmo	Tshogpa	Kakanay Wog	T/gang
111	Sonam Edon	Tshogpa	Tshogongpa	T/gang
112	Sangay Wangmo	Tshogpa	Chengri Dongmanma	T/gang
113	Deki Wangmo	Tshogpa	Rangshikhar serdang	T/gang
114	Pema Ducker	Tshogpa	Kharza Leyphu	T/gang
115	Ngawang Choden	Tshogpa	Pangthang Ritshandoong	T/gang
116	Karma Yangden	Tshogpa	Rongthoong shingchen	T/gang
117	Dekar	Tshogpa	Uesar	Trongsa
118	Kinzang Dema	Tshogpa	Baling	Trongsa
119	Nidup Lhamo	Tshogpa	Dhangdoong	Trongsa
120	Yangchen Lhamo	Tshogpa	Bagochen_Boolingpang_Ueling	Trongsa
121	Sanga Dema	Tshogpa	Tsangkha	Trongsa
122	Tshering Choden	Tshogpa	Mendrelgang	Tsirang
123	Ugyen Wangmo	Tshogpa	Mendrelgang	Tsirang
124	Kezang Lham	Tshogpa	Goomsum	Tsirang
125	Kinley Bidha	Tshogpa	Jaroggang_Dzawo	Wangdue
126	Tandin Wangmo	Tshogpa	Tashi Tokha	Wangdue
127	Namgay Lhamo	Tshogpa	Godraang_Taagsar	Wangdue
128	Sonam Wangmo	Tshogpa	Sili Taagsha	Wangdue
129	Karma Wangmo	Tshogpa	Tapaiteng_Uesa	Wangdue
130	Kinley Gyem	Tshogpa	Haebisa	Wangdue
131	Kinley Yangzom	Tshogpa	Chhaebhakha	Wangdue
132	Phub Dema	Tshogpa	Goenkar	Wangdue
133	Sangay Lhamo	Tshogpa	Koomchhi_Phangyuel	Wangdue
134	Tashi Dema	Tshogpa	Bangtoedkha	Wangdue
135	Kinley Choki	Tshogpa	Oola	Wangdue
136	Kinley Zangmo	Tshogpa	Zamding	Wangdue
137	Nim Dem	Tshogpa	Rinchhengang Maed	Wangdue
138	Nima	Tshogpa	Rinchhengang Toed	Wangdue
139	Leki Wangmo	Tshogpa	Bardo	Zhemgang
140	Phurpa Lhamo	Tshogpa	Phulabi	Zhemgang
141	Pema Zomlek	Tshogpa	Panabi	Zhemgang
142	Tshewangb Palden	Tshogpa		Sarpang
143	Duejom Dema	Tshogpa	Lapsakha	Sarpang

144	Cheki Dema	Tshogpa	Sangaythang	Sarpang
145	Sangay zangmo	Tshogpa	Norbuling	Sarpang
146	Leki Tshomo	Tshogpa	Serzhong	Sarpang
147	Tshering Tenzom	Tshogpa	Yoezergang	Sarpang
148	Pushpani Dungana	Tshogpa	Wungchilo	Sarpang
149	Ngawang Choezom	Tshogpa	Tashicholing	Sarpang
150	Leki Dema	Tshogpa	Tashithang	Sarpang
151	Karma Wangden	Tshogpa	Dungmin	Sarpang
152	Rinzin Lhamo	Tshogpa		Sarpang

	Name	Designation	Thromde	Dzongkhag
1	Deki Lhamo	Thromde Ngotshab	Paro Thromde	Paro
2	Dema Drukpa	Thromde Ngotshab	Tsirang Throm	Tsirang
3	Dema Yangzom	Thromde Ngotshab	Mongar Throm	Mongar
4	Tashi Choden	Thromde Ngotshab	Female	Zhemgang Throm

	Name	Designation	Dzongkhag
1	Pompha Devi Ghalley	Thromde Tshogpa	Pekarshing
2	Sharmila Limbu	Thromde Tshogpa	Phuntsholing Toed
3	Kezang Choden	Thromde Tshogpa	Bangtsho
4	Seldon	Thromde Tshogpa	Samdrupjongkhar Maed
5	Cheki	Thromde Tshogpa	Samdrupgatshel
6	Pema Yangzom	Thromde Tshogpa	Motithang
7	Chimi	Thromde Tshogpa	Rabdeyling
8	Tika Maya Karki	Thromde Tshogpa	Sonamgatshel