

Capacity Building of Women Mangmis in Leadership and Management

A workshop on the sensitization of Gender, Environment, Climate, Disaster, and Poverty (GECDP) mainstreaming, along with an exploration of Local Government (LG) laws for LG functionaries, took place at the Yu-Gharling resort in Bumthang from June 18th to June 22nd, June 2023. The primary objective of this workshop was to enhance participants' comprehension of integrating GECDP principles into local-level policies, plans, and programs. Additionally, it aimed to facilitate the development of more effective strategies for the 13th Plan. The workshop was conducted for female LG functionaries consisting of 28 participants. The event was chaired by Dasho Kado Zangpo, the Director of the Department of Local Governance. This workshop served as a platform for capacity building, knowledge-sharing and collaboration among LG functionaries, fostering a holistic understanding of crucial issues related to gender, environment, climate, disaster, and poverty within the context of local governance and planning.

This report provides a comprehensive overview of the key presentations made during the workshop on Governance, Decentralization, Local Government (LG) Proceedings, Disaster Risk Management, and the mainstreaming of the GECDP into local development plans and programs. The workshop aimed to enhance the understanding of these critical topics among the participants and foster informed decision-making and effective governance practices.

1. Governance and Decentralization:

The Director initiated the workshop by emphasizing the nation's goal and the significance of decentralization in Bhutan. Decentralization is a crucial approach that empowers local communities and promotes self-governance, aligning with Bhutan's unique Gross National Happiness (GNH) framework. The Director highlighted the following key points:

- **Goal and Significance:** Decentralization supports the government's goal of achieving GNH by fostering community involvement, efficient service delivery, and local development.
- **Importance of Public Participation:** Active public participation is essential for informed decision-making and accountability in local governance.
- **Zomdu for Direct Participation:** The Zomdu system facilitates direct engagement between the government and the people, ensuring that local voices are heard and integrated into decision-making processes.
- **Village Zomdu:** Emphasized the importance of Village Zomdu as a grassroots platform for community discussions, consensus-building, and problem-solving.

2. LG Act and LGRR:

Mr. Sangay Dorji, Sr. Program Officer, presented an overview of the Local Government Act (LG Act) and the Local Government Rules and Regulations (LGRR), shedding light on the following key aspects:

- **Composition of Local Government:** Detailed the structure of Dzongkhag Tshogdu, Gewog Tshogde, and Thromde Tshogde, illustrating the hierarchical organization of local governance.
- **Vacation of Office:** Discussed the circumstances under which local government members may vacate their positions.
- **Roles and Responsibilities:** Outlined the roles and responsibilities of local government members, highlighting their pivotal role in community development and governance.
- **Local Government Offices and Administration:** Provided insights into the functioning and administration of local government offices.
- **Resignation and Suspension:** Clarified the procedures and conditions for resignation and suspension of local government members.

3. Disaster Risk Management in Bhutan:

Mr. Thinley Norbu, Chief Program Officer, delivered a comprehensive presentation on disaster risk management, encompassing the following key points:

- **Disaster Management Cycle:** Highlighted the various phases of disaster management, emphasizing preparedness, response, recovery, and mitigation.
- **Types of Hazards in Bhutan:** Identified specific hazards, including Glacial Lake Outburst Floods (GLOFs), forest fires, and human settlement fires, which are prevalent in Bhutan.
- **Hazard Hunting:** Described the process of identifying potential hazards and assessing their risks.
- **Mitigation Strategies:** Explained how Bhutan can reduce disaster risk through proactive measures and community involvement.

4. GECDP Mainstreaming into Local Development Plans:

Mr. Tshering Chopel, a consultant, discussed the mainstreaming of GECDP into local development plans and programs. The presentation aimed to raise awareness and promote action at the grassroots level, emphasizing the need for sustainable development and responsible leadership.

1. Opening with a Documentary on Climate Change Mr. Chopel began the presentation by setting the stage with a compelling documentary on climate change. The documentary likely included key elements such as:

- Real-world examples of its impacts, including extreme weather events, rising sea levels, and biodiversity loss.

This segment of the presentation served to create a sense of urgency and awareness about the pressing issue of climate change.

2. Roles and Responsibilities of Local Leaders in the subsequent portion of the presentation, Mr. Chopel highlighted the critical roles and responsibilities that local leaders in engaging the community people in bringing development in community.

3. Impacts on Environment Due to Development The presentation likely delved into the complex interplay between development and its consequences on the environment.

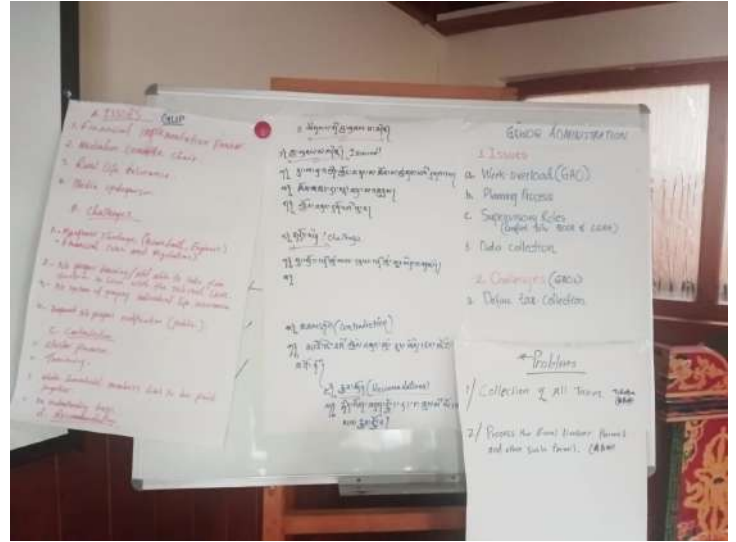
4. Prioritization and Planning at the Local Level In the final segment of the presentation, Mr. Chopel emphasized the significance of prioritization and planning at the local level to achieve sustainable development.

Presentation on Protocol for LG Proceedings

Mr. Sangay Dorji, Sr. Program Officer made a presentation highlighting the following:

- Scope and Purpose
- Affirmation of office for newly elected LG members
- Pre-session, during the session and post session
- Most difficult task in meeting
- Chiwog Zomdu

Groupwork:



The Groupwork was to note the issues, challenges and contradiction between the work and ToR and recommendations.

Most of the participants raised issues on:

- work-overload for Gewog Administrative Officers
- No proper rules and regulations for tax collection
- Long distance between certain Chiwogs and Gewog Administration which makes it hard for Tshogpas to report to Gewog Administration
- Lack of skilling programs and trainings for Mangmis and Tshogpas
- Lack of office for Tshogpas
- Need of officiating office order since Gups are frequently out of station to attend trainings and programs
- Need of kabney for mangmis.

The recommendations included provision of leadership and mediation skills training for LG members.

Prior to moving onto the core section of the workshop, a small survey was conducted in order to assess the knowledge of the participants and their level of understanding on the workshop so that the presenter can develop a presentation based on their level of knowledge. Similarly, same survey was conducted in order to assess their level of knowledge and understanding after the workshop. The survey consisted of demographic information and nine questions which was conducted using the Likert scale ranging from 1-5, where 1 represents "Very Low", 2 represents "Low", 3 represents "Average", 4 represents "Good" and 5 represents "Very Good". The report of the survey is attached below:

List of participants:

S/N	Designation	Dzongkhag	Gewog
1	Mangmi	Trashiyangtse	Bumdelling
2	Mangmi	Samtse	Phuntshopelri
3	Gup	Trongsa	Nubee
4	Mangmi	Tsirang	Kikhorthang
5	Gup	Paro	Hungrel
6	Gup	Thimphu	Chang
7	Mangmi	Samdrupjongkhar	Orong
8	Mangmi	Wangdue Phodrang	Rubesa
9	Gup	Paro	Shaba
10	Mangmi	Wangdue Phodrang	Daga
11	Mangmi	Thimphu	Chang
12	Mangmi	Wangdue Phodrang	Athang
13	Mangmi	Trashiyangtse	Toetsho
14	Mangmi	Punakha	Talo
15	Mangmi	Trashigang	Yangnyer
16	Mangmi	Thimphu	Dagala
17	Mangmi	Thimphu	Lingzhi
18	Mangmi	Tsirang	Patshaling
19	Mangmi	Thimphu	Soe
20	Mangmi	Chukha	Chapcha
21	Mangmi	Paro	dop shari
22	Mangmi	Wangdue Phodrang	Nahi
23	Gup	Paro	Shaba
24	Gup	Mongar	Ngatshang
25	Gup	Samdrupjongkhar	Dewathang
26	Mangmi	Mongar	Depong
27	Mangmi	Mongar	Tshakaling
28	Mangmi	Dagana	Gozhi

The following charts illustrate a comparison of the responses provided by participants both before and after attending the GECDP mainstreaming and LG Laws workshop.

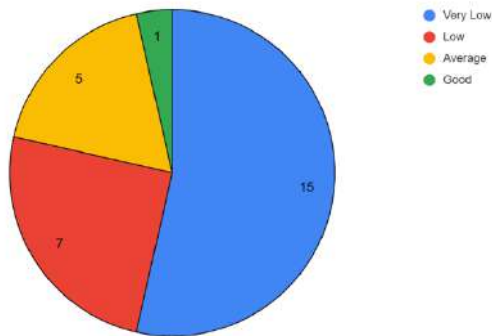


Figure 2.8 Before Workshop

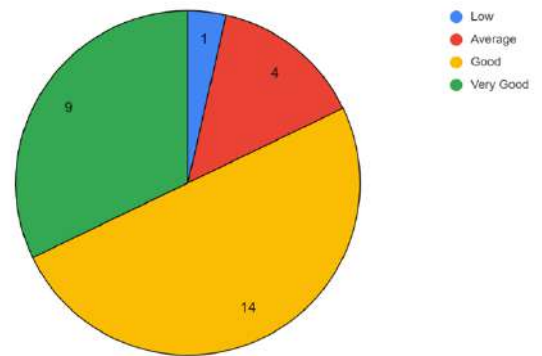


Figure 2.9 After Workshop

Figure 2.8 in the chart shows that among the 28 participants, merely 6 individuals had some degree of understanding and knowledge regarding the Local Government Act and Local Government Rules and Regulations (LGRR). Conversely, the other 22 participants had a notably limited level of knowledge concerning LG Act and LGRR. However, after the workshop, there was a significant improvement in the participants' knowledge and understanding of LG Act and LGRR. Out of the 28 responses, only one participant had a low level of knowledge, while the remaining 27 were able to increase their knowledge and understanding of LGRR and LG Act, as indicated in Figure 2.9.

The second question was to assess their level of understanding on Protocol for LG Proceedings.

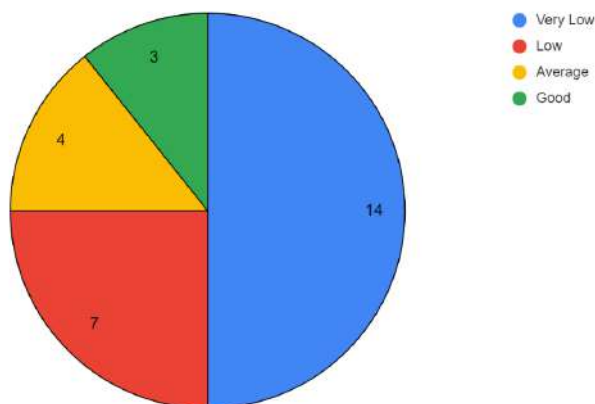


Figure 3.0 Before Workshop

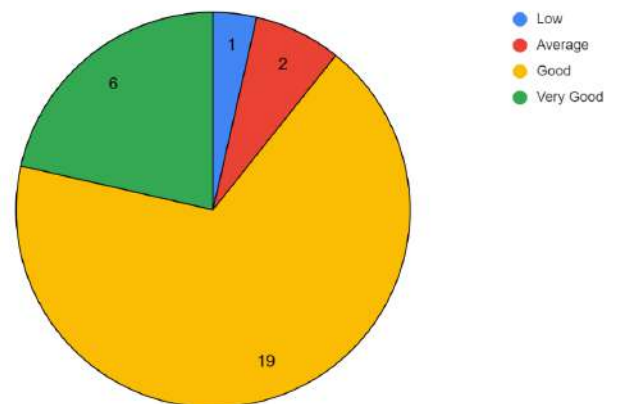


Figure 3.1 After Workshop

Figure 3.0 in the chart illustrates that among the 28 participants, merely 7 individuals had some level of knowledge regarding the Protocol for Local Government Proceedings. Conversely, the remaining 21 participants had a notably limited understanding of this protocol. However, Figure 3.1 demonstrates the post-workshop results, indicating that 27 participants were able to enhance their understanding and knowledge of the Protocol for Local Government Proceedings.

The third question aimed to evaluate the participants' comprehension of the Community Contracting Protocol.

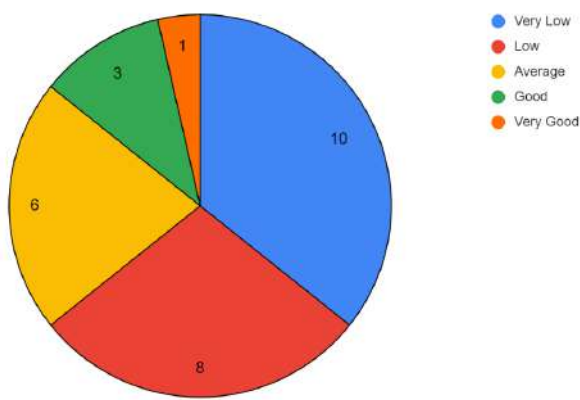


Figure 3.2 Before Workshop

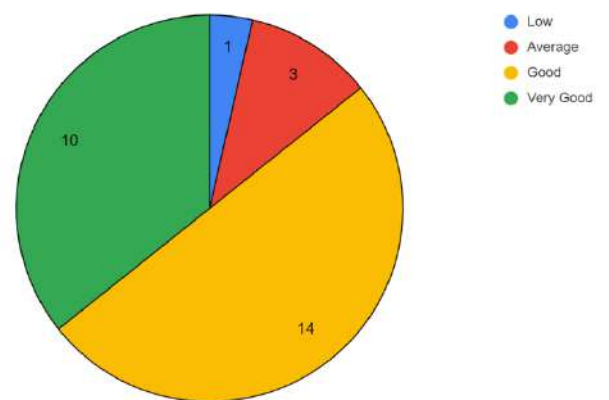


Figure 3.3 After Workshop

Figure 3.2 in the chart shows that among the 28 participants, merely 10 individuals had a certain level of knowledge regarding the Community Contracting Protocol. In contrast, the other 18 participants had a notably limited understanding of this protocol. However, Figure 3.3 presents the post-workshop findings, indicating that 27 participants were able to enhance their understanding and knowledge of the Community Contracting Protocol.

The fourth question was to assess their level of understanding on GECDP mainstreaming.
Figure 3.4 Before Workshop *Figure 3.5 After Workshop*

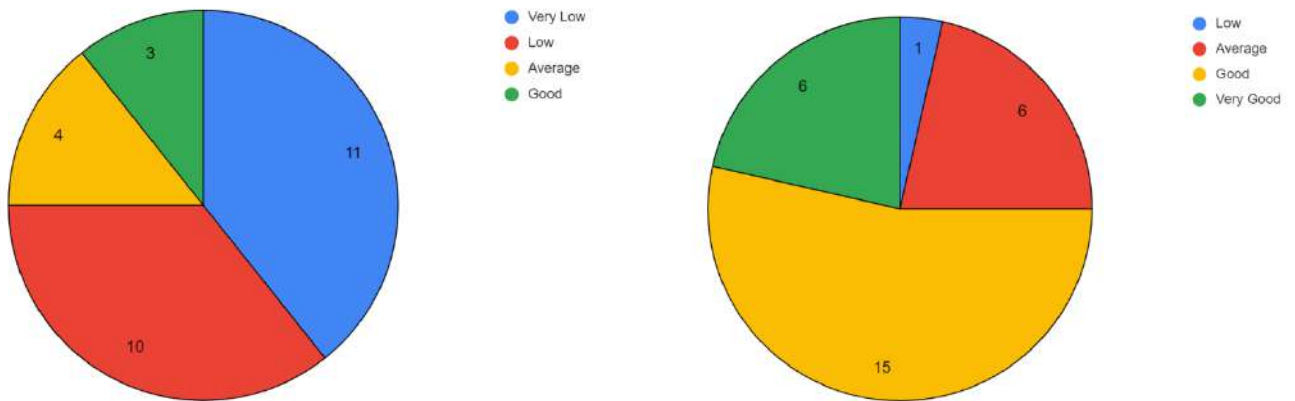


Figure 3.4 in the chart illustrates that among the 28 participants, only 7 individuals possessed a certain level of knowledge regarding GECDP mainstreaming. Conversely, the other 21 participants had a notably limited understanding of this topic. However, after the workshop, 27 participants were able to enhance their understanding and knowledge of GECDP mainstreaming, as depicted in Figure 3.5.

The fifth question was to assess their level of understanding on Disaster and its management.

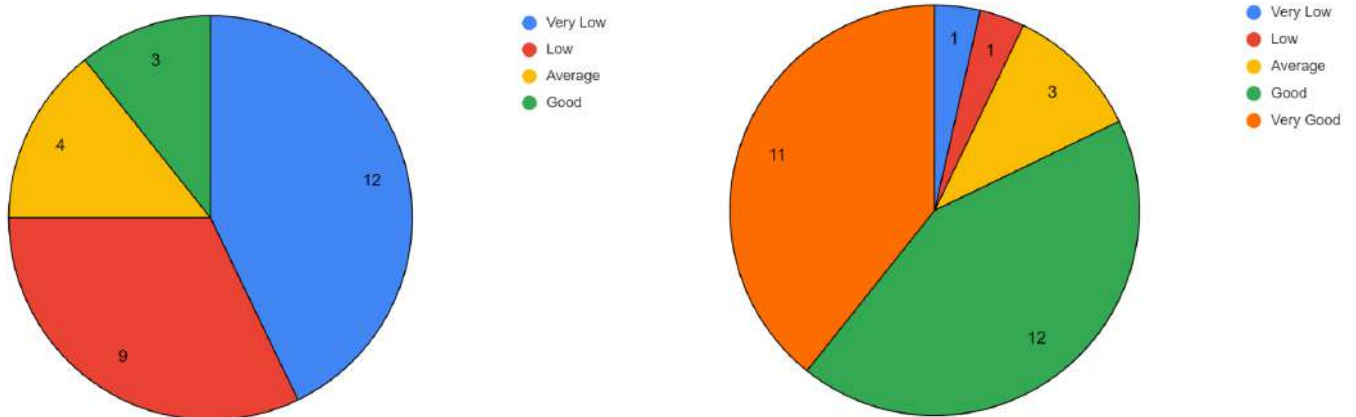


Figure 3.6 Before Workshop

Figure 3.7 After Workshop

Figure 3.6 in the chart portrays that among the 28 participants, just 7 individuals had a certain level of knowledge concerning Disaster and its management. Conversely, the other 21 participants had a notably limited understanding of this subject. However, after the workshop, 26 participants were able to enhance their understanding and knowledge of Disaster and its management, as illustrated in Figure 3.7.

The sixth question was to assess their level of understanding on Climate Change.

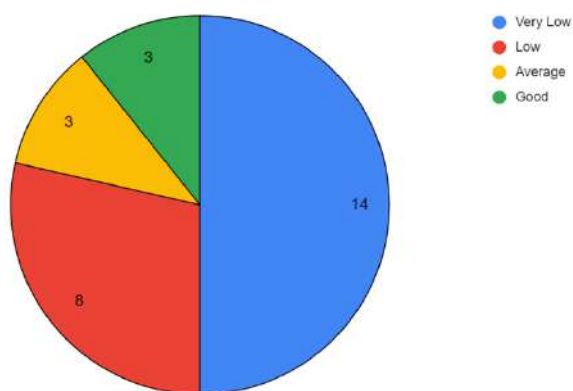


Figure 3.8 Before Workshop

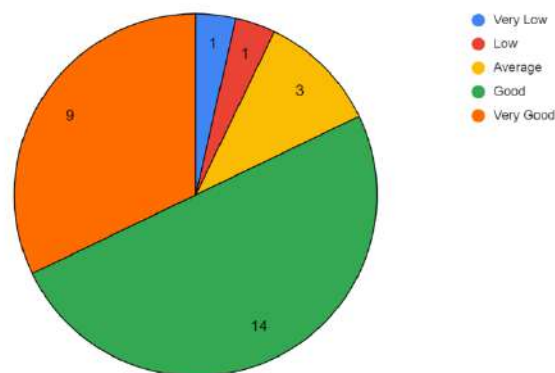


Figure 3.9 After Workshop

Figure 3.8 in the chart illustrates that among the 28 participants, merely 6 individuals possessed a certain level of knowledge regarding Climate Change. Conversely, the other 21 participants had a notably limited understanding of this topic. However, after the workshop, 26 participants were able to enhance their understanding and knowledge of Climate Change, as demonstrated in Figure 3.9.

The seventh question was to assess the awareness of Climate Change and its projects including Performance based grant mechanism among the participants.

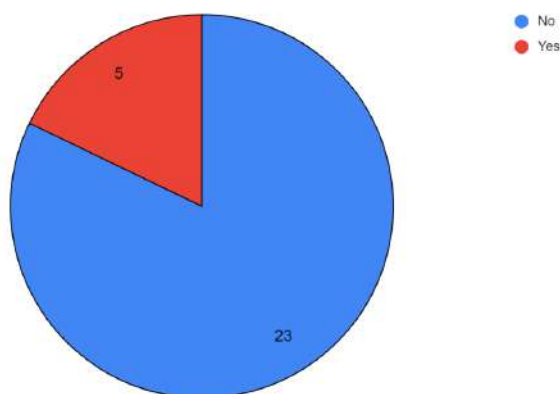


Figure 4.0 Before Workshop

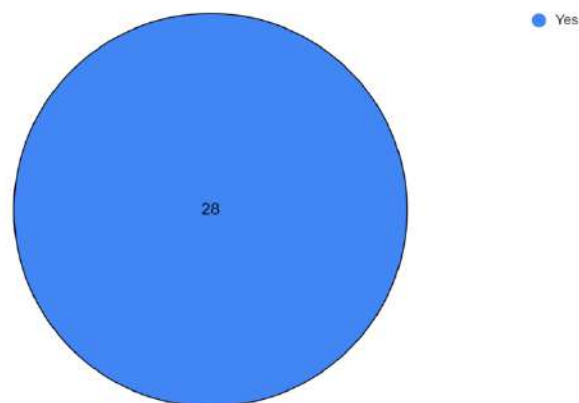


Figure 4.1 After Workshop

The chart in Figure 3.8 depicts that out of 28 Participants, only 5 participants had certain level of awareness on Climate Change and its projects including Performance based grant mechanism. The other 23 participants had a very little awareness on Climate Change and its projects including Performance based grant mechanism. However, after

the workshop, all 28 participants could increase their level of awareness of Climate Change and its projects including Performance based grant mechanism as shown in *Figure 3.9*.

The eighth question was to assess their level of understanding on Governance.

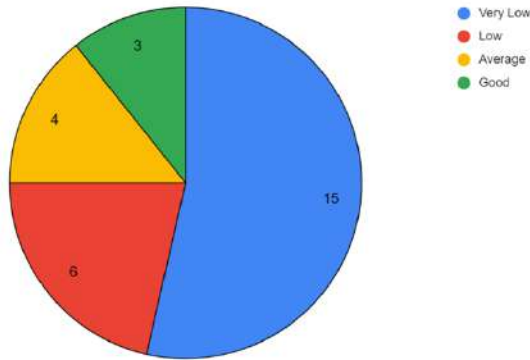


Figure 4.2 Before Workshop

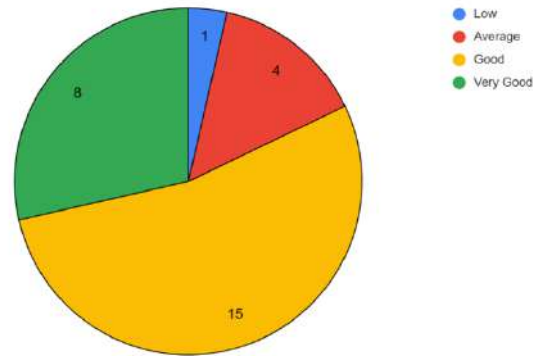


Figure 4.3 After Workshop

Figure 4.2 in the chart shows that among the 28 participants, only 7 individuals had a certain level of awareness regarding Governance. Conversely, the other 21 participants had a notably limited level of awareness concerning this topic. However, after the workshop, 27 participants were able to increase their awareness regarding Governance, as illustrated in Figure 4.3.

The ninth question was to assess the number of workshops they have attended since January 2022.

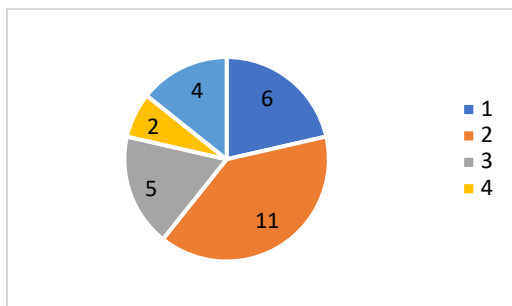


Figure 4.4 number of workshops attended

Figure 4.4 in the chart indicates that 23 out of 28 participants were offered fewer than five opportunities to attend training sessions and workshops aimed at enhancing their knowledge, understanding, and awareness levels.