

Report on Leadership and Management Training for Female Local Government Members

The objective of the program was to enhance the leadership skills of female leaders and increase the participation of women in local governance processes. The workshop aimed to empower participants with essential leadership skills to strengthen governance and promote a transformed governance system, focusing on gender equality and women's political empowerment. During the 4-day workshop, various topics on local governance, social inclusion, community engagement, gender and national policies were covered. Throughout the workshop, participants engaged in various group activities and co-curricular activities to build confidence in public speaking, develop community improvement efforts, strengthen local government proceedings, and enhance the overall governance process. Relevant agencies, such as the National Commission for Women and Children, along with other Local Government members, were invited to present on women and Local Governments/elected Offices and share their experiences as leaders.

Batch I: 12- 15th March

The participants of batch one comprised a new Gup, 13 Mangmis and 36 Gewog Tshogpas from nine Dzongkhags of Bumthang, Chhukha, Dagana, Haa, Lhuentse, Mongar, Trashigang, Samtse and Wangduephodrang.



Picture 1: Batch 1 participants with Dasho Dzongdag of Tsirang, resource person and DLGDM officials

Batch II: 18-21st March

The second batch comprised a Gup, nine Mangmis and 44 Tshogpas from 11 Dzongkhags of Gasa, Haa, Pemagtashel, Punakha, Samdrupjongkhar, Sarpang, Trashiyangtse, Trongsa, Tsirang, Thimphu, Wangdue, Zhemgang. In total, 104 female Local Government Members attended the workshop.



Picture 2: Batch 2 participants with DASHO DZONGDAG of Tsirang and DLGDM officials

Session 1: Participant Introduction

The program began with an introduction by the participants, stating their names, personal interests, strengths, weaknesses and the practice of Tshogpas reporting to the Gewog. This was aimed at boosting participants' confidence and adjusting to the training program. All participants were given enough time to describe themselves and their Chiwogs/Gewogs. During the introduction session, most participants shared that Tshogpas report to Chiwog as and when necessary. Some of the Tshogpas report to Gewog once/twice a week to update the progress of their work and attend to officials from central agencies.

Session 2: Community Engagement in Local Governance

The session delved into the importance of community engagement in local governance and the Community Engagement Platform (CEP). Participants were briefed on how to form CEP and use it to achieve inclusive participation, reduce dependency syndrome, and enhance community vitality. Good community engagement practices were shared to motivate the participants to reduce dependency on government and increase community initiatives and ownership. The tools for community engagement, such as *Nangzom*, community scanning and action plans, were also presented.

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Department of Local Governance & Disaster Management

Ministry of Home Affairs



Community Engagement in Local Governance

How to engage Community People?

-Chimi Wangmo

Session 3: Leadership and Management

Leadership values and skills were imparted to the participants through lectures, practical exercises and experience sharing. Presentations and group work were made on types of leaders, habits, the maturity continuum, six thinking hats, and the seven habits of highly effective people.



Picture 3: Participants presenting their group's view of the qualities of a good leader

After each presentation, other participants were asked to provide feedback on the presenters' positive and negative presentation techniques. This will help them enhance their presentation skills and work on the bad traits pointed out by other audiences. During the presentation, most groups pointed out good speaking and listening skills, agility, confidence, empathy, impartiality, and good public relations.

Session 4: Local Government Proceedings

Protocol for Local Government Proceedings 2021 was presented, focusing on the procedure to be followed before, during and after Gewog Tshogde and Dzongkhag Tshogdu. During that session, participants were made to discuss and present Chiwog Zomdu's issues in a group. During the presentation, they pointed out that people are not interested in attending zomdu owing to the distance and busy schedule of farmers.

Coming late to Zomdu, no active participation/non-participation, drinking during the Zomdu, and lack of cooperation were some of the common issues. Moreover, the increasing number of *Gungtongs* and influential individuals controlling public opinions are affecting the successful conduct of the Zomdu.

In the case of procedures, they pointed out that resolutions and decisions of the agenda finalization committee are not being communicated to the public. They also shared that people are not informed about sessions, unlike the clauses in the protocol for LG proceedings 2021.



Picture 4: Participants presenting the issues of Chiwog Zomdu.

Session 5: Local Government's Experience Sharing

Prominent Local Government Members from Ngatshang and Chang Gewogs were invited as resource persons to share their experiences and motivate participants to take forward. During the presentation, Gewog's initiatives and good practices were shared, giving simple ideas and tools for management and governance.



Picture 5: Gup, Sonam Zangmo, Chang Gewog sharing her experiences

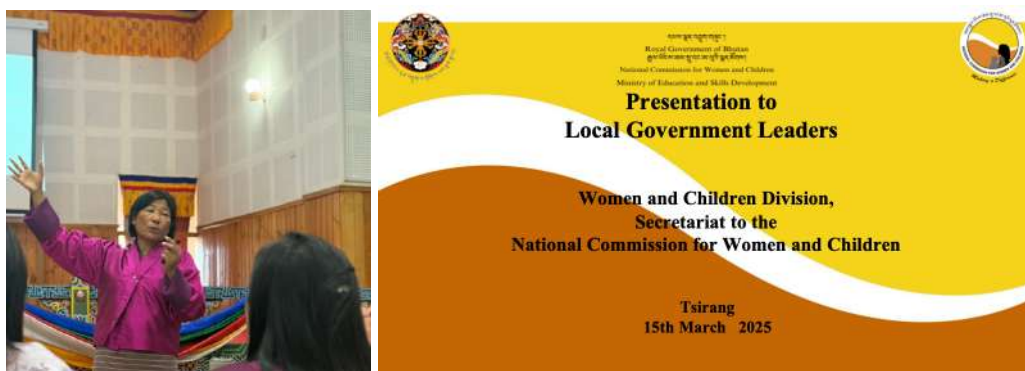
Chang Gup shared her experience of serving as Tshogpa, Mangmi, and Gup in the first, second, and third local governments. The challenges faced during her tenure in respective posts were shared, highlighting how she tackled each challenge. Some of the challenges included cultural norms and gaining the trust of people, especially retired officials. She also highlighted that being located near Thimphu town, the migrant populations and retired officials are reluctant to comply and participate in Chiwog Zomdu. In addition, she mentioned that the influence of members of parliaments and other civil servants is one of the hurdles in the Gewog.



Picture 6: Gup, Ngatshang Gewog, sharing her experiences

The Gup shared her experience of how the Community Engagement Platform benefits her Gewog. She shared that after the introduction of CEP, her community has become more aware of what they can do to improve their situation, participation in Chiwog Zomdu has become effective, and enhancement of community vitality in the Chiwog. She also reiterated the importance of women's participation in local government and decision-making processes.

Session 6: Women in Local Governance and Elected Offices



Picture 7: Women and Children Division, secretariat to National Commission for Women and Children presenting on women in local governance

The presenter emphasized the roles and responsibilities of LG members concerning the welfare of women and children in communities and local government budgeting to improve the social welfare of the people. The presentation comprised the strategies to increase women's participation in local government at individual, institutional, policy legal and policy levels.

Session 7: Roles and Responsibilities of Local Governments

A presentation on the roles and responsibilities of the Local Governments in the Local Governments Rules and Regulations 2025 (LHGRR 2025) was made to clarify and remind them of their mandates and powers in the local government.



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Roles and Responsibilities of Local Governments

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Roles & Responsibilities of the Tshogpa

- Strengthen Chiwog Zomdu and CEPs
- Actively participate in the Sessions and meetings
- Participate in the formulation, implementation and monitoring of plans and activities in the Chiwog
- Collect and deposit taxes and insurance on time
- Disseminate any information or directives
- Maintain proper record and documentation of the Chiwog meetings
- Collect and submit annual data
- Report immediately to Gewog Admin in the event of breach of public peace, and law & order

Kelsang Choden,
DLGDM, MoHA

Department of Local Governance & Disaster Management

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During the presentation, the roles and responsibilities of Gups, Mangmis and Tshogpas were emphasized. This provided a good platform to verify and share the practices in their Gewogs.

Session 8: Community Contracting Protocol 2021

The Community Contracting Protocol 2021 was presented, focusing on the purpose and scope of the protocol and procedures to be followed. During the discussion, questions were raised on the percentage of funds to be given before, during and after completion of the contract work. While sharing experiences, some Gewogs shared that they have been practising the procedure of other contract works.

Session 9: Value Education and Skills Development

Activity 9.1: Morning Jogging and Exercise



Activity 9.2: Games and Sports



Activity 9.3: Cultural Programs



Through this program, participants were equipped with values and skills in public speaking, coordinating, and taking initiative in their Gewogs. They also shared experiences and practices on Chiwog Zomdu, LG Proceedings, and service delivery in Local Governments. The program focused on empowering participants with essential values and practical skills that are fundamental for active and effective community leadership, particularly within the context of local governance. Public speaking is an essential skill for any community leader. Through the program, participants were trained to deliver speeches and presentations with confidence.

One of the key benefits of the program was the opportunity for participants to share experiences and best practices with one another. They discussed successful methods used in other Chiwog Zomdu, Local Government proceedings, and service delivery within the framework of Local Government.

Overall, this program aimed at empowering local leaders to take greater initiative, improve governance structures, and enhance the quality of life for their communities. By improving public speaking and coordinating skills, and by fostering a spirit of collaboration and shared learning through the exchange of best practices, the program helps to ensure that participants can take on leadership roles more effectively. This leads to stronger, more responsive local governance in the Gewogs, benefiting the entire community.

Batch I Leadership and Management Training for Female LGs					
Sl. No	Name	Designation	Chiwog	Gewog	Dzongkhag
1	Sonam Zangmo	Mangmi	Chhagsuzor_Tsangkharchhar	Drepong	Mongar
2	Karma Choden	Tshogpa	Labtsa_Shing-Gar	Drepong	Mongar
3	Tshering Zangmo	Tshogpa	Damkhar_Weringla	Gungdue	Mongar
4	Tshering Lhamo	Tshogpa	Moodoongkhar_Tselam	Jurmed	Mongar
5	Kinley Wangmo	Tshogpa	Yaragla -Kognangla	Jurmed	Mongar
6	Karma Lhamo	Tshogpa	Saling	Saling	Mongar
7	Dorji Wangmo	Tshogpa	Thridangbi	Saling	Mongar
8	Sonam Lhaden	Mangmi	Nyartsi_Tsakaling	Tsakaling	Mongar
9	Deki Pelden	Tshogpa	Thuenmong_Tokari	Tsamang	Mongar
10	chimi wangmo	Tshogpa	Drangmaling	Tsamang	Mongar
11	Pema Tshomo	Tshogpa	Dawathang-Karshingtsawa-Dorjibe	Choekhor	Bumthang
12	Chimi Choden	Mangmi		Tang	Bumthang
13	Deki Yangzom	Tshogpa	Menjabi Chiwog	Menbi	Lhuentse
14	Tshering Yangchen	Tshogpa	Phagi dung Chiwog	Menbi	Lhuentse
15	Tashi Chezom	Tshogpa	Gonyed -Wambur Chiwog	Tsaenklhar	Lhuentse
16	Tshewang Choden	Tshogpa	Dekiling -Tshochen	Tsaenklhar	Lhuentse
17	Tshering Chezom	Tshogpa	Kharchung Chiwog	Jarey	Lhuentse
18	Suk Rani Rai	Mangmi	Chhunag_ Doomshigang	Phuntshopelri	Samtse
19	Pratima Gurung	Tshogpa	Jangcholing_Lachuthang	Phuntshopelri	Samtse
20	Luma Lepcha	Tshogpa	Lingamithang_ Dewathang	Samtse	Samtse
21	Sonam yuden	Tshogpa	Patala	Drujeygang	Dagana
22	Chodenmo	Tshogpa	Pangna	Drujeygang	Dagana
23	Sangay Wangmo	Mangmi		Gozhi	Dagana
24	Tshering Wangmo	Mangmi		Athang	Wangdue
25	Sonam Lhamo	Mangmi		Daga	Wangdue
26	Sonam	Mangmi		Nahi	Wangdue
27	Thuji Om	Mangmi		Rubesa	Wangdue
28	Kinley Bidha	Tshogpa	Zawa-Jarogang	Athang	Wangdue
29	Sonam Wangmo	Tshogpa	Jasha-Sili	Daga	Wangdue
30	Nima	Tshogpa		Thedtsho	Wangdue
31	Nim Dem	Tshogpa		Thedtsho	Wangdue
32	Tashi Dema	Tshogpa		Rubesa	Wangdue
33	Kinley Zangmo	Tshogpa		Rubesa	Wangdue
34	Kinley Choki	Tshogpa		Rubesa	Wangdue
35	Kinley Wangmo	Mangmi		Dopshari	Paro
36	Yuden	Mangmi		Hungrel	Paro
37	Pema lhamo	Tshogpa	Jeshigang	Dopshari	Paro

38	Sonam choden	Tshogpa	Jooka Jangsa	Dopshari	Paro
39	Tashi Lham	Tshogpa	Shana-Mitse	Tsento	Paro
40	Dema	Tshogpa	Loochuna	Hungrel	Paro
41	Lhaden	Tshogpa	Olathang	Wangchang	Paro
42	Chencho Gemo	Tshogpa	Boney	Luni	Paro
43	Sangay Zangmo	Tshogpa	Tashigathsel	Bjachho	Chhukha
44	Lhamkim	Tshogpa		Geling	Chhukha
45	Sonam Wangmo	Gup		Phongmey	Tgang
46	Dendup Dema	Mangmi		Shongphu	Tgang
47	Yeshi Lhamo	Mangmi		Yangnyer	Tgang
48	Sonam Yuden	Tshogpa	Tsho Goenpa	Lumang	Tgang
49	Deki Wangmo	Tshogpa	Rangshikhar	Samkhar	Tgang
50	Ngawang Choden	Tshogpa	Retsangdung	Kanglung	Tgang

Batch II Leadership and Management Training for Female LGs					
Sl. No	Name	Designation	Chiwog	Gewog	Dzongkhag
1	Kinley Zangmo	Mnagmi	Norbugang	Talog	Punakha
2	Kinley Dem	Tshogpa	geyloog-Tingzhoognang	Kabisa	Punakha
3	Chencho Wangmo	Tshogpa	Guma-Wolakha	Guma	Punakha
4	Thuji Zangmo	Tshogpa	Yebisa	Chhubu	Punakha
5	Namgay Bidha	Tshogpa		Guma	Punakha
6	Tshering Yangzom	Tshogpa	Gamakha-Sebtokha	Barp	Punakha
7	Sangay Dema	Tshogpa		Tansibji	Trongsa
8	Dolkar	Tshogpa		Dragteng	Trongsa
9	Nidup Lhamo	Tshogpa		langthil	Trongsa
10	Kuenzang Choden	Gup		Korphu	Trongsa
11	Tashi Choden	Tshogpa	Bangyuel	Dungmin	Pgatshel
12	Pema Zangmo	Tshogpa	Serduwa	Dungmin	Pgatshel
13	Mitse Wangmo	Tshogpa	Shinang Ri	Khar	Pgatshel
14	Karma Choki	Tshogpa	Resinang	Zobel	Pgathsel
15	kencho Wangmo			Khamaed	Gasa
16	Choden			Khamaed	Gasa
17	Leki Wangmo	Tshogpa	Bardo	Bardo	Zhemgang
18	Dago Pema	Mangmi		Dagarla	Thimphu
19	Tshering Yangzom	Mangmi		Soe	Thimphu
20	Dechen Tshomo	Mangmi		Lingzhi	Thimphu
21	Minjur Wangmo	Tshogpa		Chang	Thimphu
22	Pema Choden	Tshogpa		Chang	Thimphu
23	Namgay Wangmo	Tshogpa		Dagarla	Thimphu
24	Chey Chey	Tshogpa		Dagarla	Thimphu
25	Tenzin choden	Tshogpa		Genekha	Thimphu
26	Kezang Dema	Tshogpa		Kawang	Thimphu
27	Rinzin choden	Tshogpa		Lingzhi	Thimphu
28	Dawa Zangmo	Tshogpa		Mewang	Thimphu
29	Tshomo	Tshogpa		Naro	Thimphu
30	Chophel Zangmo	Tshogpa		Soe	Thimphu
31	Sangay Lhamo	Mangmi		Orong	Sjongkhar
32	Sova Rai	Tshogpa	Ngangtshothang moed	Samrang	Sjongkhar
33	Yonten Tshomo	Tshogpa		Orong	Sjongkhar
34	Devi Maya Sharma	Tshogpa	Tshoden	Samrang	Sjongkhar
35	Yeshe Yangzom	Tshogpa	Agurthang	Langchenphug	Sjongkhar
36	Tshering Lhamo	Tshogpa		Samrang	Sjongkhar
37	Sonam Choden	Tshogpa	Jampari	Langchenphug	Sjongkhar
38	Dago Dema	Tshogpa	Doomchhog	Uesu	Haa

39	Dawa Dema	Tshogpa	Tshapel Tshiloongkha	Uesu	Haa
40	Dorji Wangmo	Tshogpa	Pajekha Sangkiri	Uesu	Haa
41	Phurpa Wangmo	Mangmi		Bumdeling	Trashiyangtse
42	Karma Dema	Mangmi		Toedtsho	Trashiyangtse
43	Sangay Zangmo	Tshogpa	Norbuling	Serzhong	Sarpang
44	Leki Tshomo	Tshogpa	Serzhong	Serzhong	Sarpang
45	Tshewang Pelden	Tshogpa	Samtenthang	Samtenling	Sarpang
46	Duejom Dema		Lapsakha	Singye	Sarpang
47	Rinzin Lhamo		Pemathang	Gelephu	Sarpang
48	Sonam Lhamo	Mangmi		Kilkhortang	Tsirang
49	Dhan Maya Tamang	Mangmi		Patshaling	Tsirang
50	Kelzang Lham	Tshogpa	Gomsum	Tsholingkhar	Tsirang
51	Tshering Choden		Mendrelgang	Mendrelgang	Tsirang
52	Kinley Gyem	Tshogpa	Haebesa	Gasetshowom	Wangdue
53	Phub Dem	Tshogpa		Phangyuel	Wangdue
54	Namgay Lhamo	Tshogpa	GodrangTagshar	Dangchu	Wangdue
