

ANNUAL REPORT



2022

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Message from the Management

Kuzuzangpo la!

It is proven that when RENEW works together with its partners, we are able to make a difference. We are inspired and guided by Her Majesty's far farsightedness supported by our National and International development partners. Over the last 19 years, the journey we embarked has brought us to where we are today. We are continuously seeing growth in the services we provide and the partners who are dedicated to the cause and the communities we serve. Despite uncertainty in the face of a global pandemic that magnified and exposed social and economic inequalities - there was an unwavering commitment to our mission to lead positive systemic change that strengthens the communities. The year 2022 opened up more avenues for RENEW to work with our communities addressing the gaps created due to the pandemic. The extraordinary generosity of our development partners allowed us to meet the needs of the people and most vulnerable communities. RENEW collaborated with key stakeholders both national and international; and civil society organizations to mobilize resources for the greatest impact.

Under the auspices of Her Majesty the Queen Mother Gyalyum Sangay Choden Wangchuck, dedicated efforts were undertaken to reach the remote and inaccessible villages scattered across the nation's challenging terrain. A momentous highlight was Her Majesty's visit to Lunana, an isolated enclave perched at a daunting altitude of 4000 meters and inhabited by fewer than 800 residents. During this visit, Her Majesty focused on addressing critical healthcare issues, including menstrual hygiene, sexual education, domestic violence, and elderly care, while launching the comprehensive Lunana Project in partnership with various government bodies, local leaders, and development partners. This ongoing initiative aims to empower the Lunaps community, promote improved lifestyles, and foster awareness of public health and social issues, with a particular emphasis on climate and gender concerns.

In 2022, RENEW provided a total of 26,144 services to 906 clients. Our livelihood training is also in place to ensure that women receive livelihood skills training and are able to strengthen their self-reliance to support themselves and their family through effective livelihood strategies. We are currently working with 400 active volunteers across the country. Currently RENEW has a total of 5 community service centers in Bumthang, Paro, Punakha, Phuentsholing and Tsirang with full time qualified staff. The service center caters support ranging from psychosocial counseling services to referrals to engaging with vulnerable populations, especially the survivors of Domestic and Gender Based Violence (DV/GBV). Services also include livelihood programs, awareness & sensitization engagements of community volunteers and people on public health & social priorities. A total of 243 clients were received in three community service centres in Paro, Bumthang and Tsirang; and a total of 10,943 people were reached through sensitization and advocacy programs.

This year has shown us that we are resilient. RENEW has emerged stronger and remains even more committed to serving our communities at a time when the need is most.

We invite you to learn more about our commitment as we re-imagine a more equitable country through the stories featured in this year's annual report. Thank you for inspiring us and for joining us in building a resilient community together.



Success stories

HER WILL TO LIVE A BETTER LIFE

Nineteen years ago, she embarked on a journey that forever altered the course of her life. At the tender age of twenty, she became the third wife of a man who was 60. The intricacies of her marital circumstances formed a complex tapestry: the first two wives, united by sisterhood, shared a harmonious relationship, while she bore the brunt of mistreatment. Often, as she toiled within the ancestral confines of her husband's home, she questioned whether she was there as a wife or a concealed servant. Her existence unfolded within the confines of a dominating environment, a realm where personal freedoms were elusive. This restrictive atmosphere permeated every facet of her life, extending its reach to her two children as well. She was subjected to a cycle of verbal, physical, and economic abuse perpetrated by her husband and his other wives. But within the contours of despair, a flicker of resilience ignited.

On a fateful day, while her husband was away and her children resided in a distant boarding school, she summoned her courage and fled the household that had confined her. Yet, her escape was not met with immediate liberation. Threats were hurled at her family, exacerbating her anguish. It was her neighbors who offered a lifeline, steering her towards the RENEW community service center. Amidst her vulnerability and trauma, she found herself quivering before the RENEW service providers. Their support, both psychological and clinical, began to mend the fractures within her spirit. Bolstered by RENEW's assistance, she initiated a legal battle by appealing to the Royal Court of Justice for a divorce. The courtroom's doors beckoned her, requiring arduous journeys and navigating financial constraints. Yet, her determination wavered not, even as her husband's visits and torment endured.

Obstacles intertwined with glimmers of hope, like when she was granted the privilege to reunite with her children, thanks to the intervention of the RBP Women and Child Protection Unit. The urge to break free from her husband's clutches swelled within her, compelling her to persist through the labyrinthine corridors of legal proceedings. Years marked by emotional turmoil, financial strife, and physical suffering led to a climactic moment—a verdict pronouncing her divorce. As the gavel fell, her transformation from the terrified woman who first sought solace at RENEW to the resolute individual standing before the court was nothing short of remarkable. Now, employed as a domestic helper in a restaurant, she earns a modest income that brings a glimmer of independence.

Her narrative illustrates the myriad facets of empowerment, unveiling the strength that surfaces in the face of adversity. Empowerment, at its essence, is fostering self-confidence and self-reliance. Her journey from victim to survivor encapsulates the profound impact a supportive community center can have in reshaping lives and dismantling the chains of trauma.

THROUGH HELL AND BACK

After her separation from her husband, she embarked on a new journey of independence. Residing on her own, she invested her efforts into forging a path forward. Her daughter, a student at a nearby school, was a constant source of motivation and joy. However, a fateful day altered the course of their lives. As she anticipated her daughter's return from school, the hours ticked away without her familiar presence. Growing increasingly anxious, she ventured to the school only to discover that her daughter had already departed. Panic seized her heart, and she combed the area with the desperate calls of her daughter's name echoing in the air.

In a cruel twist of fate, a friend's discovery shattered her world. Her daughter's lifeless body was found, the victim of a brutal rape and murder. The shock sent her reeling, collapsing under the weight of unimaginable grief. Friends rallied around, lifting her from the abyss of despair. Tears flowed unchecked as she grappled with the unbearable question: why her daughter? Amid the chaos, the ambulance was summoned, and the police were notified.

These horrifying events marked the beginning of a harrowing journey. Plunged into the depths of depression, she struggled to find solace, attempting to silence her pain through repeated attempts to end her life. Instead of finding support, blame seemed to surround her, intensifying her isolation. The incredulity of it all fueled her depression further. Seeking help, she was referred to a hospital, then to the RENEW head office.

Under the compassionate care of RENEW, a new chapter slowly unfolded. Counseling, livelihood skill training, and medical attention became her lifelines. Engaging in the skill-building program, she experienced a remarkable transformation—mentally, physically, and emotionally. Where once she battled erratic mood swings and relied heavily on medication, counseling sessions coupled with a change of environment propelled her toward progress. Though the memory of her daughter's tragic fate remained, she learned to navigate her emotions.

As her tailoring training reached its conclusion, a new strength blossomed within her. Overcoming adversity, she cultivated a belief in herself. Her gaze turned toward her surviving child, igniting a fierce determination to provide the best life possible. Embracing her newfound skills, she now works as a skilled tailor, living a life once unimaginable during her darkest days. Her story stands as a testament to the transformative power of choice and mindset. Through unwavering determination, she proved that even the most tragic circumstances can be reshaped, leading to a life she once thought unattainable.

A WARRIOR

In the realm of human society, there's a well-known adage advocating for a balanced approach: "We don't want a patriarchal society, we don't need a matriarchal society, and we just need a human society." Yet, the bitter truth remains that instances persist where one gender exercises dominion over the other, resulting in a grave infringement on the fundamental human right to lead a contented life. Against this backdrop, a poignant tale unfolds.

In a counseling room tinged with both apprehension and hope, a woman embarked on a journey of self-discovery. Seven years into a marriage, her world had crumbled under the weight of her husband's multiple extramarital affairs. A sequence of heart-wrenching betrayals had left her emotionally devastated. Adding to her turmoil, her own health issues had thwarted her dream of motherhood. Her husband, instead of standing by her, had abandoned her emotionally and financially. The tempest of her existence had worn her thin, but her desire to salvage their relationship endured, if only her husband shared the same will.

With this aspiration, she sought the guidance of a RENEW counselor. Swiftly, her request to have her husband join the conversation was granted. Yet, the response was not what she yearned for. Her husband, resolute in his decision, pursued a divorce. The blow was especially tough since her reliance on him made this course of action painfully difficult to accept. As they navigated the uncharted waters of separation, the counselor remained a steadfast pillar of support, offering a lifeline through the tumultuous journey.

Initially adrift in uncertainty, she pondered how to stand independently. The divorce loomed large, casting a shadow over her emotional landscape. Yet, through it all, she found solace in counseling, where her feelings were met with genuine empathy and understanding. In time, her perspective shifted from ruminating on the past to embracing the potential of the future— a concept aligned with Solution Focused Brief Therapy (SFBT), which emphasizes leveraging internal resources to attain future objectives.

Amidst the legal formalities, the divorce became official. Despite the societal scrutiny that often accompanies such circumstances, she defied expectations. Emerging from the ashes of her former life, she forged ahead with newfound strength and determination. Embracing her latent passion for weaving, she transformed her craft into a livelihood, embodying the spirit of empowerment.

In the present day, her story reflects a triumphant metamorphosis. Empowered and self-assured, she embodies the essence of independence. No longer tethered to her past, she navigates her days with a renewed sense of purpose and happiness. Hers is a story of resilience and the transformative power of counseling—a testament to the human capacity to rebuild, rekindle dreams, and emerge from the darkest depths, stronger and wiser than before.

ENDURANCE

In a world where human rights are meant to be inherent to all, regardless of backgrounds or identities, our society often bears a marked disparity in the distribution of power between men and women. Women, unfairly labeled as the weaker gender, are often denied the rights to voice their opinions and to lead their lives freely, while men, bestowed with perceived superiority, enjoy the liberty to live as they please. This narrative delves into the life of a woman who has silently borne the weight of hardship and suffering for the sake of her family's happiness.

At 35 years old, she works as a sweeper, juggling the responsibilities of her role and the tumultuous challenges within her household. Married to her second husband for three years, she is a mother to two children from her two marriages, the youngest of whom is afflicted with a heart condition. Behind closed doors, her husband subjects her to both physical and psychological abuse, a harrowing ordeal she has endured in silence. Despite being the primary breadwinner, she has been denied financial autonomy.

However, within her heart, she harbors a yearning for change. She contemplates divorce, but the fear of her husband's dominance, further amplified by the absence of a marriage certificate, restrains her. The impending legal battle casts a shadow, prompting her to seek empowerment and preparation before confronting her own struggles head-on.

As she takes the daunting step toward divorce, a compassionate counselor stands beside her, offering unwavering support and guidance. With each legal hurdle, the counselor remains a pillar of strength, easing her sense of isolation. Eventually, the divorce becomes a reality, bringing with it a wave of relief. With her two children at her side, she finds happiness, realizing that her strength lies in their shared bond. Her aspirations extend beyond her role as a mother – she desires to be a beacon of independence for herself and her children.

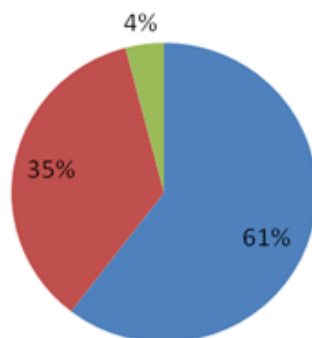
Her gratitude echoes towards RENEW, and particularly to her counselor, for aiding her in making the right choices. Today, she is not just conscious of her rights as an individual but also as a woman. No longer will she allow anyone to strip her of the right to live a tranquil and contented life. Armed with newfound empowerment and resilience, she stands poised to face the unvarnished reality of life.



RENEW scholarship program

A total of 211 children received scholarship and counseling services

■ Girls ■ Boys ■ Children with disability



133 - Girls

78 - Boys

9 - Children with disabilities

Children were extended assistance through financial support for uniforms, stationery, toiletries, and essential supplies. Although school education is free up to grade 12 in Bhutan, procuring these additional necessities often poses a challenge for vulnerable students, potentially interrupting or halting their education. The scholarship program offers aid to children from disadvantaged families, not only ensuring access to education but also enabling outreach for essential services like counseling and safe shelter.

Counseling sessions were also made available to RENEW counselors, facilitating post-traumatic therapy and child safeguarding for the benefit of these children. Moreover, RENEW appointed focal teachers within schools, serving as easily accessible points of contact for children facing abuse and facilitating the program's implementation within educational institutions.

STORY OF CHANGE

"I never thought I could go back to school, but RENEW and AHF made it possible for me, and I will forever be grateful for this," Deki said with heartfelt sincerity.

The story of Deki's journey was one marked by hardships and resilience. When her parents' absence led her into the care of her grandparents, she endured physical abuse and the deprivation of her fundamental right to an education. Amidst the backdrop of her tumultuous childhood, Deki found herself engulfed in farm work and household chores under her grandmother's watchful eye. While grateful for her basic needs being met, a burning desire to join the ranks of the school-going children in Trashigang fueled her dreams. In 2011, a glimmer of hope emerged as RENEW provided her with a safe haven, and she could finally pursue her studies like her peers. Though she lacked formal education prior to the RENEW scholarship, Deki had come to understand that education held the key to a brighter future. It wasn't merely a means to better herself but also a fundamental building block for the life she aspired to lead. Years later, Deki stands as a college student, attributing her transformation to RENEW's unwavering support. Beyond the financial aid that eased her journey, she credits RENEW for imparting the significance of aiding those in need, a lesson she hopes to uphold in the future.

Another tale intertwined in this narrative is that of Dema. Born to a mother who faced a series of failed relationships, she bore witness to the challenges of single motherhood. Financial constraints loomed large, and as the eldest, Dema shouldered responsibilities that stretched far beyond her years. Her role encompassed not just housework but also caring for her younger siblings. Driven by necessity, Dema sought employment in the southern reaches of Bhutan, hoping her education and experience would secure a better future.

The reality, however, diverged from her hopes. As Dema grappled with the stark reality of being unqualified for decent employment, desperation led her down a path she could never have imagined. For nearly two years, she engaged in the sex trade, lured by its apparent ease and financial gains. The revelation of her involvement brought an unexpected turn as the police referred her to RENEW for counseling. It was during this time that Dema's deepest aspiration emerged: the wish to reclaim her education.

Though the financial support she received was not without limitations, it became the lifeline she desperately needed. It helped liberate her from a situation that had entrapped her. However, it was the emotional support that left the greatest impact. Unlike the judgment she anticipated, Dema found solace, healing, and a second chance through RENEW. The words she echoed carried the weight of her transformation: *"I never thought I could go back to school, but RENEW and AHF made it possible for me, and I will forever be grateful for this."* In these words, Deki and Dema's stories epitomized the power of compassion, support, and the unwavering belief in second chances.

A RAY OF HOPE

“In the quiet town of Southern Bhutan, the echoes of lives touched by adversity found resonance. Among those affected was Dema, a young woman whose life's trajectory had been marred by the absence of education. Dema often pondered about the alternate reality that might have unfolded if her mother had been educated – a reality that could have spared them both from the relentless struggles they faced. Dema's mother had faced a series of tumultuous relationships, leaving her to raise her children singlehandedly. With finances perpetually stretched thin, Dema, as the eldest, shouldered an extraordinary load of responsibilities. The mantle of household chores and tending to her younger siblings rested heavily on her young shoulders. Driven by the necessity to alleviate her family's predicament, Dema embarked on a journey to Southern Bhutan in search of work. Little did she anticipate the heart-wrenching disillusionment that awaited her. Despite her education and life experience, the doors of decent employment remained firmly shut. Eventually, desperation led her to accept the only job that seemed to promise an escape from destitution – a job that required no qualifications or prior experience but offered quick and easy money. For nearly two years, Dema found herself entangled in this trade, a precarious path she had been compelled to walk.

Yet fate took an unexpected turn when the shadows of her life's circumstance were exposed. The law stepped in, and Dema was referred to RENEW for counseling. Here, amidst the refuge of empathy, she voiced a long-held aspiration – the desire to continue her education. Financial support, though not all-encompassing, provided the impetus she needed to break free from the shackles that had held her captive. However, what shone brightest in Dema's recollections was the nonjudgmental support she received. RENEW did not dwell on her past choices; instead, they focused on helping her navigate the path to healing and renewal. For Dema, this was a second chance at life, an opportunity to rewrite her narrative. Her voice now resolute, Dema shared, "I never thought I could go back to school, but RENEW and AHF made it possible for me, and I will forever be grateful for this." She reflected on the truth encapsulated in the adage that education was a beacon out of the cycle of poverty, a pathway she wished her mother had walked. Amidst her transformation, Dema's story found resonance in the life of another – Dorji, a young high school student. Dorji's childhood had been marred by an alcoholic father who subjected his mother to abuse. The weight of trauma bore heavy upon him, and the prospect of dropping out of school loomed like an impending storm. Tragedy struck when his father passed away, leaving Dorji's mother as the sole breadwinner, battling to make ends meet. But a glimmer of hope emerged when RENEW's scholarship program came into their lives. The promise of this opportunity breathed new life into their aspirations. With the scholarship program's assistance, Dorji's dreams drew closer within reach. The burden of purchasing school essentials was lifted, and he found himself on a path that diverged from the cycle of struggle. Through RENEW's scholarship program, children like Dorji found themselves armed with the chance to chase their dreams, to sculpt a life they rightfully deserved – a life defined by empowerment and the promise of a brighter future.



Livelihood

Livelihood Program focuses on improving a safe living environment for children, youth, and vulnerable people by promoting economic empowerment of women and girls. Particularly during the 2022 lockdown, RENEW successfully conducted 14 different skills training for women and youth affected by necessary lockdown. RENEW also carried out sensitization and awareness programs on SRHR, SGBV and DV to the trainees.



Achievements:

- 169 beneficiaries participated in different livelihood skills training that improved their economic independence.
- 1380 people received education on Sexuality, and Sexual Reproductive Health Rights (SRHR), and improved their knowledge on where to report and seek help with incidents of gender-based violence (GBV).
- Economic security of women improved along with their confidence and self-esteem.



A range of livelihood training from tailoring to design, cooking and entrepreneurship were delivered with the support from:

- FIDA International.
- Ministry of Economic Affairs.
- Ministry of Industry, Commerce and Employment.
- Department of Cottage and Small Industries, MoEA.
- Friends of Bhutan Association (FOBA).
- Friends of Bhutan Association, Austria.
- IMTRAT.
- Youth Development Fund (YDF).
- IPPF SARO and Australian Aid.



RENEWAL THROUGH RENEW: TRANSFORMATIVE TRAINING

In the realm of personal growth and transformation, the stories of individuals often unfold in remarkable ways. Dechen Mo, a 45-year-old from Chhukha, embodies the essence of genuine gratitude. Her upbringing instilled in her the principle of recognizing rightful credit, yet she believes that the sentiment of thanks and appreciation should arise from the heart, untutored and intrinsic. When Dechen attributes her success to RENEW, she does so with unfeigned sincerity. Her life's journey took an unexpected turn when, from a tender age, she developed an affinity for the natural world, particularly flowers and plants. This passion lay dormant until the RENEW livelihood program introduced a floriculture training. Seizing the opportunity, Dechen completed the training and breathed life into her plants, transforming her ardor into a flourishing business.

Meanwhile, in Punakha, Karma Choden's story unfolded with a distinct flavor. The pandemic prompted her to diversify her life's path. After undergoing baking training through RENEW during these challenging times, Karma fused her love for books and pastries to establish Dhodgu Charger Book café in Sew Drangsa, Punakha. The café became a source of income and renewed hope, for which Karma expressed deep gratitude.

Across different walks of life, RENEW's livelihood training programs have sown seeds of transformation, regardless of age, background, or gender. For Loday Wangmo, fresh out of college, a new chapter emerged. Choosing to stray from the well-trodden path, Loday embraced entrepreneurship. RENEW's recycle-upcycle training sparked her passion for crafting and design, leading to the inception of "Zangden's Flower," where her skills and creations blossomed eternally.

Diverse vocations have sprouted under RENEW's nurturing umbrella. The tapestry of their impact includes floriculture, baking, tailoring, felting, and more. Phuntsho Dema, shaped by the blessings of RENEW, embraced tailoring as her destiny. In contrast, Lhachoe Dema seized the felting training as an opportunity to forge her own path, magnifying her skills and self-assurance.

These narratives unveil the profound influence of RENEW's training initiatives. From reigniting hope in the face of adversity to igniting new passions, they underscore the power of education and empowerment in transforming lives.

SOCIAL ENTERPRISE (SE)

RENEW embarked on piloting of Social Enterprise, magnifying the skills of 20 members to develop innovative products. This endeavor encompasses the establishment of sales units dedicated to traditional specialty items, often found in souvenir shops, as well as the formation of women's co-operatives. Notably, the women's group within the social enterprise operates from the comfort of their homes.



SOCIAL ENTERPRISE



RENEW souvenir shop serves as a platform for conscientious consumption, offering products crafted by women's self-help groups from 20 different districts. These groups have undergone skills training facilitated by RENEW. This project's success is a testament of its efficacy, underscored by the following achievements:

1. Conducted need based market research.
2. Capacity building of Social Enterprise staff by IPPF SE Hub.
3. Currently consists of 20 SE members.
4. Skill enhancement boosted product quality.
5. A design competition celebrated local materials and artisan talent.
6. WHO exhibition boosted product visibility and growth opportunities.

These accomplishments collectively highlight the potency of the project and its profound impact on empowering individuals and communities.



2022 Highlights

HER MAJESTY THE QUEEN MOTHER GYALYUM SANGAY CHODEN WANGCHUCK, THE UNFPA GOODWILL AMBASSADOR TO BHUTAN, TOURS LUNANA TO ADDRESS PRIORITY PUBLIC HEALTH & SOCIAL ISSUES.



Her Majesty the Queen Mother Gyalyum Sangay Choden Wangchuck visited Lunana Gewog under Gasa Dzongkhag from 16th to 21st October 2022 as a part of the High-Level Advocacy (HLA) tour to address Priority Public Health and Social Issues. Her Royal Highness Ashi Euphelma Choden Wangchuck, the Health Minister Lyonpo Dechen Wangmo, the officiating Secretaries of the Ministry of Health (MoH) and Ministry of Education (MoE), and officials from the collaborating ministries and agencies accompanied Her Majesty the Gyalyum. The HLA tour to Lunana was a collaboration between the UNFPA, MoH, MoE, RENEW, and the Gyalyum Charitable Trust.

Her Majesty the Gyalyum addressed the public of Lunana at the gathering held at the Thanza ECR (extended classroom) Centre on 17th October 2022. Her Majesty's address stressed the timely utilization of health services to improve the health and well-being of mothers and children, the importance of cervical cancer screening, prevention of STIs and HIV and AIDs, priority youth issues and challenges, and domestic violence.

The Health, Education, RENEW, and UNFPA officials interacted with and educated the Lunaps on communicable and non-communicable diseases, the importance of education, Gender Equality, Protection of Women and Children's rights, and the Prevention of all forms of Violence, Sexual and Reproductive Health, and Maternal Health Care. Her Majesty the Gyalyum hosted a tokha (lunch) for over 500 locals who attended the public gathering.

Her Majesty the Gyalyum granted an audience to students and teachers of all three primary schools of Lunana on 18th October 2022 at the Thanza extended Classroom (ECR). The students and teachers were sensitized on topics such as Menstrual and Personal Hygiene, Adolescent Health Issues, the importance of education, and Gender Equality, followed by a parallel meeting with the teachers, gewog (group of villages) officials, and civil servants. Her Majesty the Gyalyum awarded soelra to the schools and students and hosted a tokha (lunch) for the students and 40 civil servants of the Royal Government of Bhutan.



The advocacy tour provided an opportunity for the people of Lunana to undergo general medical check-ups and cancer screening by a team of health professionals consisting of a surgeon and a gynecologist. Patients with serious medical conditions were referred to the Jigme Dorji Wangchuck National Referral Hospital for further assessment.

As the UNFPA Ambassador to Bhutan for over 20 years, Her Majesty the Queen Mother Gyalyum Sangay Choden Wangchuck continues her efforts to advocate for public health and social issues in the country. The Ministries and agencies involved in the HLA tour to Lunana expressed their gratitude to Her Majesty the Gyalyum for the extraordinary guidance and leadership, and for making the visit to one of the most inaccessible Gewogs a success.

Following social concerns were noted:

1. Majority of young people both male and female, have not attended school. Therefore, limited exposure to health and social knowledge and skills.
2. No access to alternative livelihood skills training. They are fully dependent on cordyceps collection.
3. Very poor menstrual health and hygiene, education on SRHR & GBV among school students needs to be scaled up, there are hardly any DV/GBV cases reported.
4. Education is not a priority for parents and many young children are not going to school, some of the children repeat the same class (though they pass) because they don't want to go to boarding school which is away from their village. Children need to be encouraged to pursue higher education,
5. Lunana people are nomads and they shift to high mountains during summers for 3-4 months and come down to base camp for a few months and to Punakha during peak winters,
6. One very prominent issue noted was lack of proper care for older people. There is no question of recreational activities for older people. Some of them who can afford come down to Punakha but for those who cannot are left to fend for themselves.
7. People especially young men engage themselves in gambling in the absence of entertainment.
8. Upon questioning them on the issues they are facing, the only thing they ask for is electricity. They also have a tough time looking for firewood.
9. There are just 1-2 shops from where people buy their essentials but at an exorbitant price. There are opportunities for growing markets in Lunana.

Lunana Project



As a way forward, RENEW came up with the Lunana Project to mark Her Majesty's visit to Lunana and initiate activities to address the above issues. RENEW in partnership with MoH, MoE, Gasa district administrations and local leaders explored potential development partners to fund the project.

The project ensures active community engagement to identify their needs; engagement of youth through livelihood skills training programs and engagement of out of school children and students to ensure they are part of the process for their overall development through life skills education (LSE) and comprehensive sexuality education. One potential area of focus for RENEW was climate and gender.

The project explored the roles of Lunaps in protecting their environment and contributing towards reducing their carbon footprint. This has already been initiated by Chimi, a little girl through her letter to the world. The subject apt for Lunaps to voice out as they are closest to the largest glacial lake-thorthormi lake in Bhutan.



The network of MSTF-CBSS volunteers was expanded to Lunana for consistent programs and monitoring. Geriatric care services were explored for improved service through special recreational programs and engagement of family members. The project on the whole is aimed to bring about awareness on the importance of public health and social issues and advocate for change in the mindset of the Lunaps for their overall well-being. The project aims to see improved lifestyle, engagement in other alternative livelihood skills like agricultural practices, traditional textile development, tailoring and culinary arts for improved nutrition. The project ensures that schools and basic health units have prevention and protection programs and services in place. RENEW also extended capacity development training to key service providers in Lunana.

SENSITIZATION AND CAPACITY BUILDING ON INTERNATIONAL CONFERENCE ON POPULATION AND DEVELOPMENT (ICPD) AND PRIORITY PUBLIC HEALTH AND SOCIAL ISSUES WITH 20 THRIZINS.

RENEW and Ministry of Health in partnership with the support from UNFPA, Australian Aid and IPPF SARO successfully organized three-day sensitization and capacity building on International Conference for Population and Development (ICPD) Program of Action, and Priority Public Health and Social Issues (PPHSI) to the newly elected 20 Thrizins (Local Government Chairperson).

THE THREE-DAY PROGRAM, RECOGNIZING THE THRIZIN'S ROLE, HAD THESE RATIONALES:

During Bhutan's participation at the ICPD25 Summit, the focus was on sensitizing the newly elected 20 Thrizins (local leaders) about the country's commitments made during the Nairobi Summit, where the 25th anniversary of the ICPD in Cairo was marked. The Bhutanese delegation, led by Her Majesty the Gyalum Sangay Choden Wangchuck, emphasized Bhutan's dedication to pillars such as reproductive health, women's empowerment, and gender equality.



This included commitments to ensure safe motherhood, family planning, sexual and reproductive health, ending violence against women, improving gender equality, financing the ICPD Program of Action and the SDGs, and harnessing the demographic dividend. The Thrizins committed to achieving three critical goals: zero unmet need for family planning services, zero preventable maternal deaths, and zero sexual and gender-based violence. Moreover, Bhutan's local leaders pledged to incorporate awareness and advocacy on preventing non-communicable and communicable diseases into gewog Annual activities, with budget allocation, and to enhance the local data system's reliability and effectiveness. This recognition of data's crucial role in policy-making led to a commitment to strengthen the local data system through administrative measures and active participation in survey and data collection committees.



DECISIONS AND COMMITMENTS MADE BY THRIZINS

- Action plans aligned with ICPD goals developed.
- Thrizins to present problem and solution analyses on IDEVAW, November 25, 2022.
- Establish/enhance gewog health program with integrated advocacy.
- Include health advocacy in public meetings and Gewog Tshogde agendas.
- Allocate budgets for health screening and awareness.
- Collaborate on P2P/C4CD+ implementation at the community level.
- Air weekly health and social messages through local cable services.
- Reinforce data system at gewog level with dedicated budget allocation for information upkeep.

EXPECTED OUTCOMES

- Achieve 90% coverage in public health education over 5 years, increasing awareness.
- Significantly reduce harmful alcohol and drug consumption in Dzongkhag for healthier lifestyles.
- Projected decrease in gender-based violence and harmful practices against women and girls.
- Empower women with increased rights and participation in politics and the economy.
- Elevate awareness and accessibility to family planning services for informed reproductive choices.
- Reduce mortality and morbidity related to non-communicable and communicable diseases.
- Decrease maternal mortality rates, prevent teenage pregnancy, and ensure safe abortions for the younger generation's well-being.



RECOMMENDATIONS FROM THRIZIN

- Active Thrizin engagement in program planning.
- Emphasis on stakeholder collaboration and coordination.
- MOH executive order for priority activities.
- Annual progress reviews.
- Communication with DHOs and MSTF/CBSS member secretaries.
- Financial support from MOH and RENEW.
- Data literacy training for local government officials.
- Access to MSTF-CBSS and Annual Dzongkhag Health reports.

RECOMMENDATIONS FROM MOH AND RENEW

- Thrizins provide evidence-based reports for public health and social issues.
- Maintain disaggregated data on Gender-Based Violence (GBV) cases.
- Promote collaboration among MoH, RENEW, and UNFPA.
- Establish baseline for 7 outcome indicators.
- Implement a system to acknowledge best-performing Dzongkhags and Gewogs.

INTERNATIONAL WOMENS' DAY

-8TH MARCH

Statement from Her Majesty Gyalyum Sangay Choden Wangchuck



Today, as we observe International Women's Day, we are reminded of countless women across the globe who have put in many years of dedicated work to improve the plight of women and girls in their communities and countries. This day also marks a call to action for accelerating gender parity and the creation of a more gender equal world.

Globally, considerable progress has been made in women's empowerment, both in the public and private realms. Today, more than ever before, women are graduating from universities, finding full-time employment, and holding high-level positions in business and politics. Despite this notable advancement, discrimination and violence remain widespread impacting the lives of women and girls from all walks of life across the world.

The IWD 2022 theme 'Changing Climates : Equality today for a sustainable tomorrow' recognizes the contribution of women and girls who are working to change the prevailing norms that hinder the achievement of gender equality in all aspects of life. The campaign also highlights the importance of challenging biases and misconceptions in the interest of creating a gender equal world, free of bias, stereotypes and discrimination.

Under the visionary leadership of our Kings, substantial progress has been made towards achieving gender equality in Bhutan. Our national developmental policies are inclusive, gender sensitive, and are geared towards creating an environment where women and girls have an equal footing with their male counterparts. Years of dedicated effort by the Royal Government, Civil Society Organizations, supported by our development partners have put ending gender-based violence high on our national agenda. Today the health and quality of life of our women and girls has improved significantly. They are better educated, better informed and more aware than they were 20 years ago.



Despite this encouraging progress and enabling environment, progress towards gender mainstreaming remains slow. Contribution of women in agricultural work and unaccounted capacities of unpaid domestic labor, elderly and childcare activities far exceeds women's representation in the civil service, leadership and management, political and decision-making levels. The prevalence of violence against women and girls continues to remain one of greatest obstacles to achieving gender equality and women's empowerment.

Furthermore, The COVID –19 pandemic has challenged and taken a heavy toll on our women and girls. Unemployment, loss of income, disruption of services and supply chains, lockdowns and extensive domestic stays have sadly driven up the incidence of domestic violence and sexual exploitation. Our volunteer networks in several Dzongkhags have flagged a surge in genderbased violence, sexual abuse, sexual exploitation and reported an increase in cases of teenage pregnancies and school dropouts. This unprecedented crisis has challenged every known societal norm.

I call on people from all walks of life to be aware, stay informed and take a stand against this pervasive culture of violence. For women to be able to protect

themselves from violence and to seek justice, they must be aware of their rights and what acts constitute the violation of those rights

I take this opportunity to express my profound appreciation to Her Majesty the Queen, Gyaltshen Jetsun Pema Wangchuck for her noble initiative to establish emergency shelters for victims of domestic violence through The Pema Secretariat in collaboration with RENEW. I also commend the Royal Government, Civil Society and partner/donor organizations who are volunteering in the frontlines to provide emergency support, advocating and up scaling awareness to improve the lives of our women and girls.

I believe that the meaningful and substantive presence of women in leadership positions, along with a marked increase in the participation of women in political processes is critical to create and sustain a gender equal world. We must ensure that gender equality and empowerment remain at the forefront of the national development agenda.

On this International Women's Day, let us all strive towards a gender equal world free of bias, stereotypes, and discrimination.

Tashi Delek

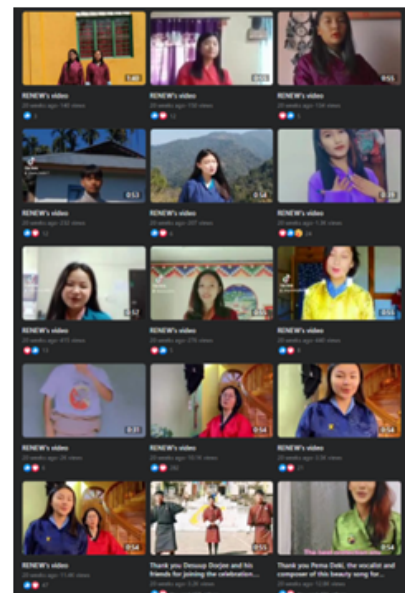
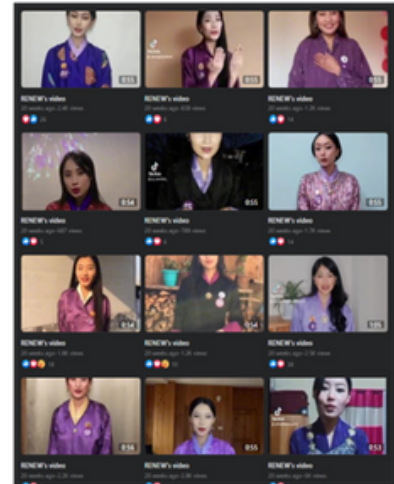
INTERNATIONAL WOMENS' DAY ACTIVITIES -8TH MARCH

Commemorating International Women's Day 2022 held special significance, despite the country grappling with the challenges posed by the COVID-19 pandemic and subsequent lockdown. Even in the face of these obstacles, our determination to honor and celebrate women remained unwavering.

During this period, RENEW orchestrated a remarkable initiative by producing an original composition titled 'Zamling Aumsui Nyim Tsesung,' a song that exemplified our commitment to the cause. The poignant lyrics were masterfully crafted by the esteemed musical virtuoso, Mr. Nidup Dorji, while the composition was brought to life by the talented Ms. Pema Deki. The thematic essence of the lyrics revolved around 'Gender equality today for a sustainable tomorrow,' placing a special emphasis on the pivotal role of men in combatting gender-based violence and collaborating alongside women to forge a society that is equitable and just.

On the 8th of March, RENEW catalyzed a captivating social media dance trend. Enthusiastic audiences were invited to partake in this movement by engaging in dance routines featuring the distinctive steps ingeniously designed by Singer Pema Deki, who also lent her voice to the song. Collaborating with fellow influencers, these dance moves echoed the song's sentiments, underscoring the importance of collective action. Participants were encouraged to share their performances on social media platforms, tagging Renew to amplify the message even further.

The dance trend resonated triumphantly, garnering participation from a multitude of individuals (with the estimated count likely surpassing the hundreds). These diverse participants shared their videos, tagging RENEW and propelling 'International Women's Day' to trend throughout the nation for the entirety of the day. Remarkably, the Facebook creator studio recorded an impressive engagement figure of 151,657 individuals within a span of just one day.



Scan me to watch the IWD campaign video.

INTERNATIONAL WOMENS' DAY CELEBRATION IN THE DISTRICTS. -8TH MARCH

In every corner of our communities and within each nation, there exists a need for progress, healing, and empowerment. On the 8th of March, the nation united with RENEW to mark International Women's Day.

Standing beside us in this celebration were our dedicated Community Based Support System (CBSS) volunteers hailing from various dzongkhags. RENEW extends profound gratitude to these individuals for their unwavering commitment and contributions to our community's battle against gender-based and domestic violence.

The inception of RENEW CBSS was driven by the vision of securing survivors of domestic violence, achieved through collaborations with community advocates. This mechanism serves as a long-term strategy, fostering sustainability and community ownership, particularly in the realm of counseling services. By engaging the community, we cultivate respect for women and children's safety and autonomy, fostering a proactive, preventive approach instead of a reactive, curative one.



OUR VOLUNTEERS ARE

- 1) SELFLESS
- 2) PASSIONATE
- 3) RELIABLE
- 4) COMMITTED



OUR VOLUNTEERS ARE

- 1) SELFLESS
- 2) PASSIONATE
- 3) RELIABLE
- 4) COMMITTED



RENEW CBSS VOLUNTEERS

WE VALUE

YOU!

INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN.

-25TH NOVEMBER



The global theme for the year was "UNITE! Activism to end violence against women and girls," but the commemoration in Bhutan focused on the importance of partnering with men and boys to end violence against women and girls, as well as economic empowerment of women and girls to combat violence. The event was attended by Minister of Foreign Affairs Dr Tandi Dorji and foreign dignitaries.

The speakers for the day highlighted the following:

- Lyonpo Dr. Tandi highlighted alarming statistics, indicating that 47% of Bhutanese women experience violence, with only 1 in 10 seeking police assistance.
- Ms. Sarah Gay Storey, Deputy Head of Mission from the Government of Australia, underscored the significance of addressing intergenerational trauma, pandemic-related domestic violence, and the adoption of gender-inclusive policies.
- RENEW's Executive Director Tshering Dolkar emphasized the importance of economic empowerment for achieving financial independence, supporting gender-based violence survivors, and advancing gender equality.



Highlights of the event:

1. Lunana initiative

- The Lunana Initiative, inspired by Her Majesty Gyalyum's visit to Lunana, seeks to empower the Lunap community, with a particular focus on women and girls, by addressing their primary challenges. This collaborative effort involves the Ministry of Health and Education and RENEW.

2. Gencha movie

- During the event, the official launch of RENEW's film "Gencha" underscored the theme of women's economic empowerment.

3. Gender assessment report

- The event included the unveiling of a gender assessment report for hydropower, road, and bridge construction sites, highlighting gender-related concerns within these sectors.

4. Nationwide 16 days activism

- A nationwide 16-days activism period took place, supported by Bhutan Telecom, the Multi Sectoral Task Force-Community Based Support System (MSTF-CBSS) network, and the Taxi Association. The events aimed to promote collective responsibility in ending violence against women. In addition, awareness messages advocating for women's rights were displayed on city buses and taxis in all 20 Dzongkhags. RENEW and its partners also conducted social media campaigns and discussions under the theme "Partnering with Men & Boys" to further raise awareness and support for women's rights.





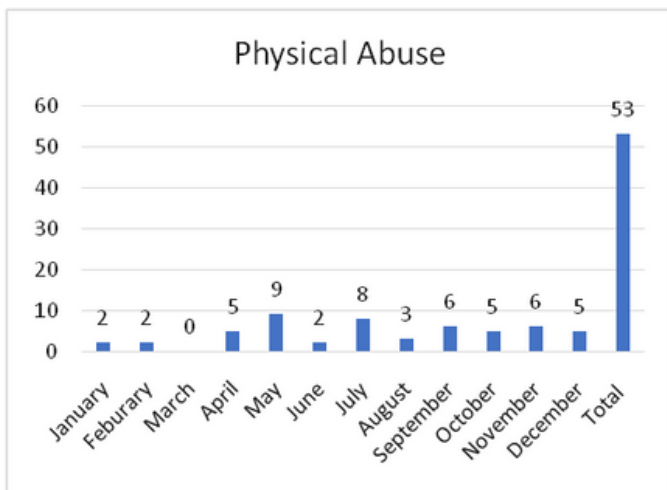
SERVICES

Violence stands as an enduring and catastrophic issue, inflicting lasting despair upon individuals worldwide. Within a nation such as Bhutan, the scourge of violence has significantly marred lives, resulting in distressing occurrences. The prevalence of violence is far from static; rather, it demonstrates an alarming increase year after year on a global scale. To shed light on this concerning matter, a comprehensive case classification was undertaken in 2022 to categorize the various forms of violence endured by victims.

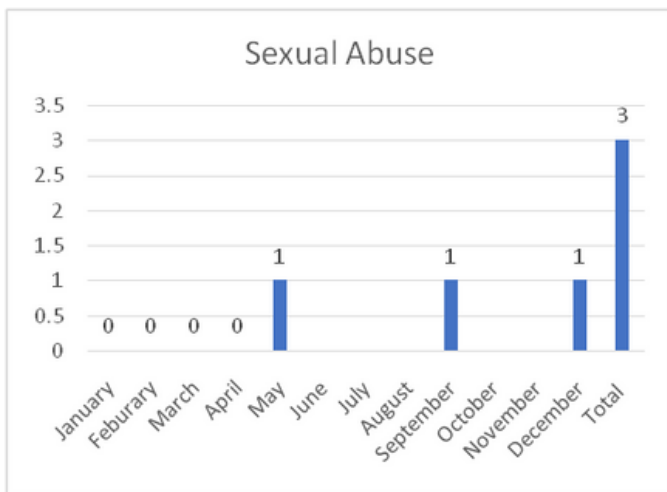
TOTAL SERVICES PROVIDED IN 2022- 18,752

CASE CLASSIFICATION 2022 Walk in Data

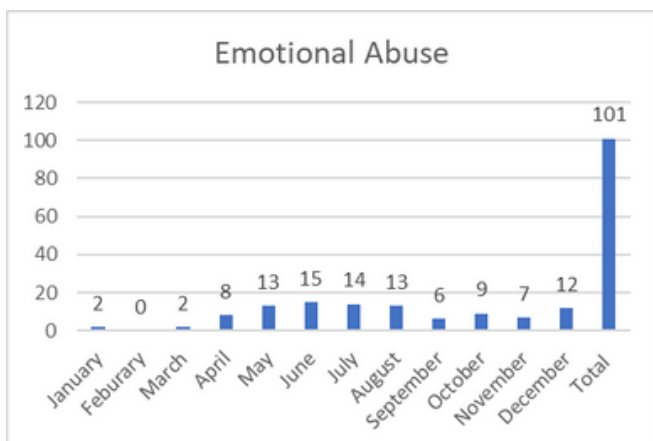
A total of 222 cases documented



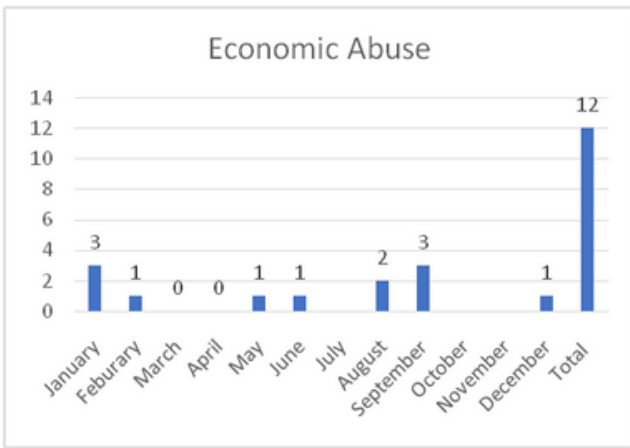
Total 53 cases - Physical abuse



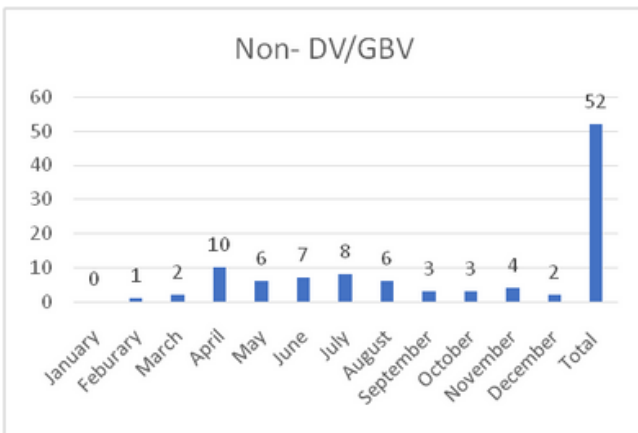
Total 3 cases - Sexual abuse



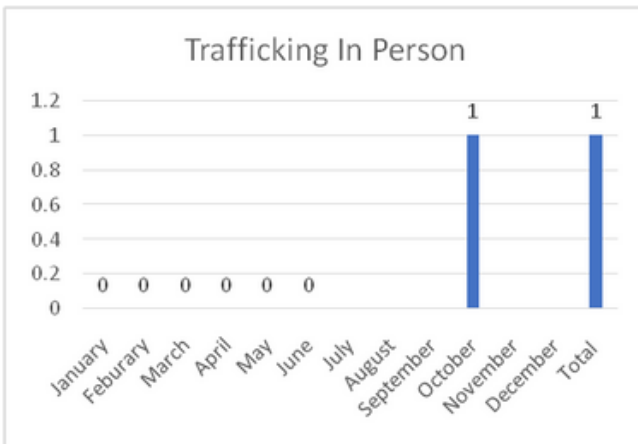
Total 101 cases - Emotional abuse



Total 12 cases - Economic abuse



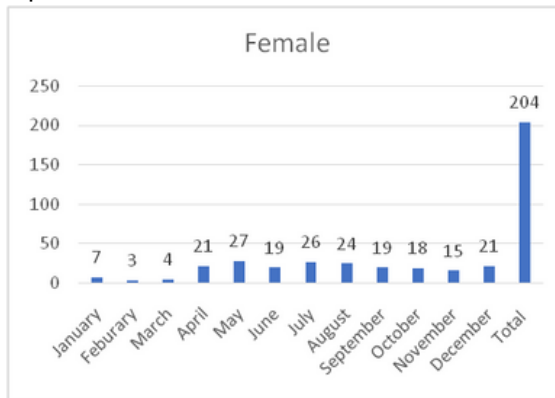
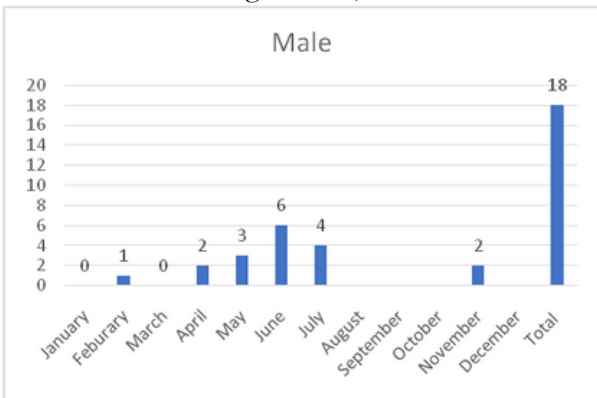
Total 52 cases - Non-domestic violence/Gender-Based Violence



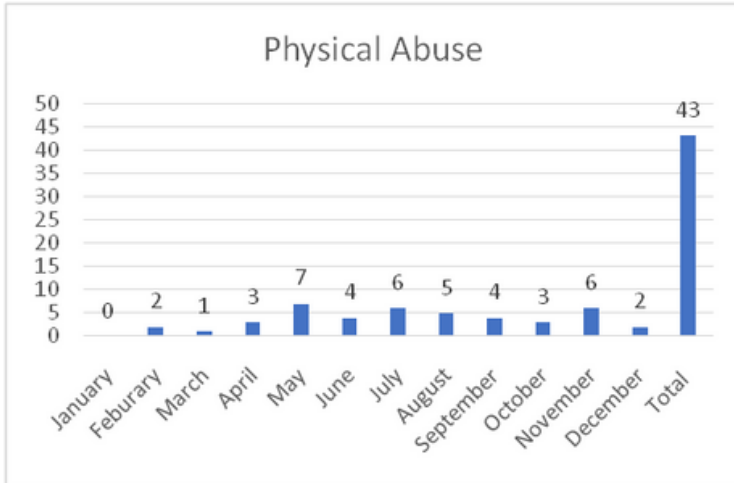
Total 1 case - Trafficking in person

SEX WISE Disaggregation

Out of the cases registered, 18 were male and 204 female.



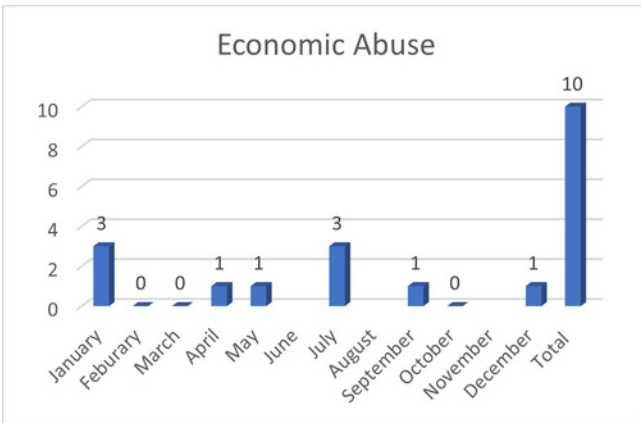
CASE CLASSIFICATION 2022 Helpline Data
A total of 208 cases documented



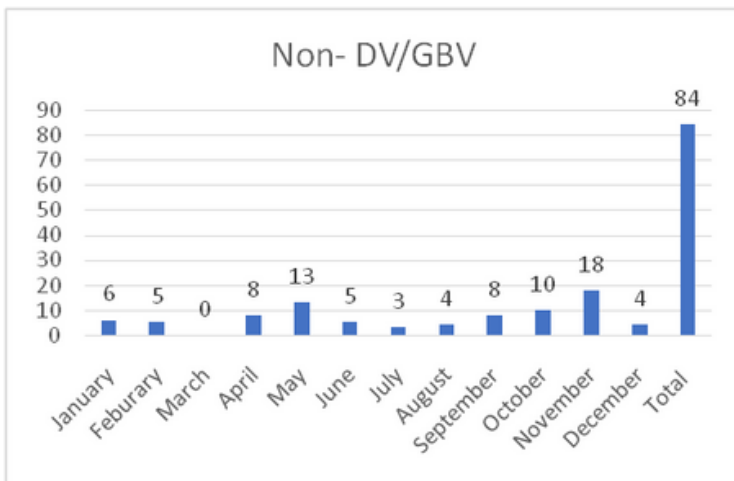
Total 43 cases - Physical abuse



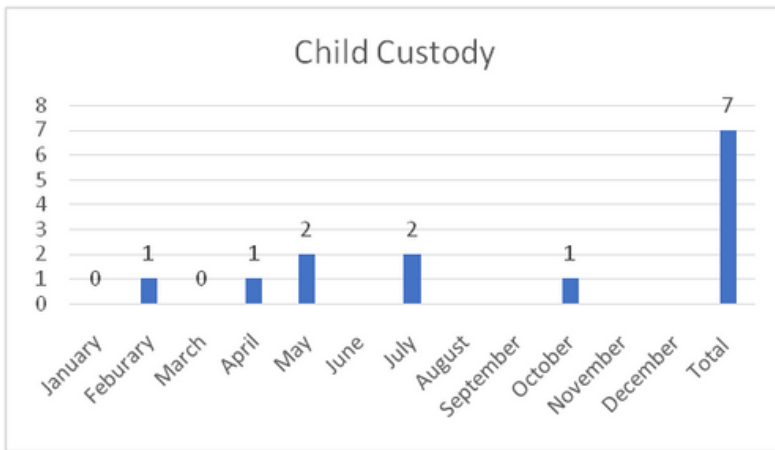
Total 71 cases - Emotional abuse



Total 10 cases - Economic abuse



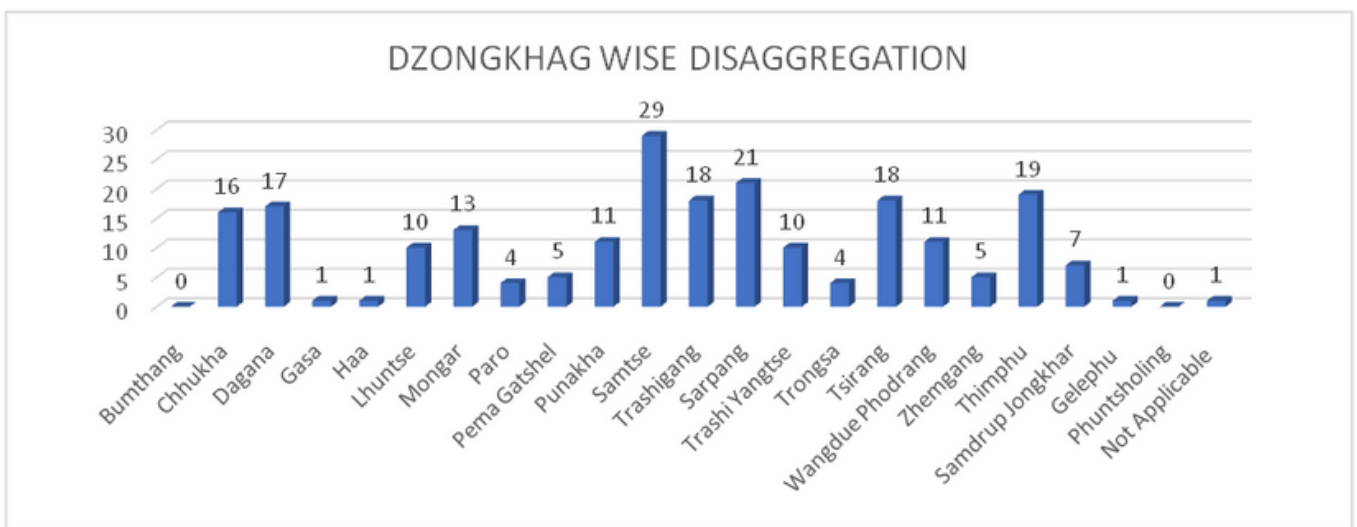
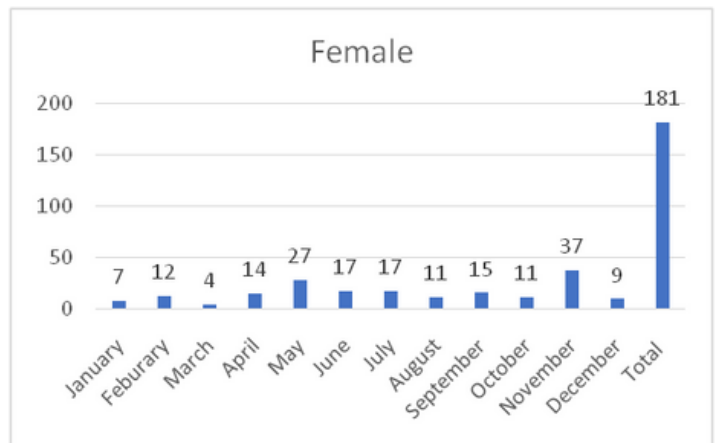
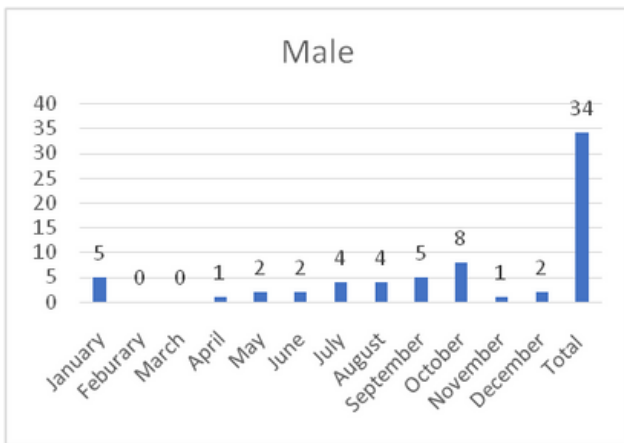
**Total 84 cases - Non-domestic violence/
Gender-based violence**



Total 7 cases - Child custody

SEX WISE Disaggregation

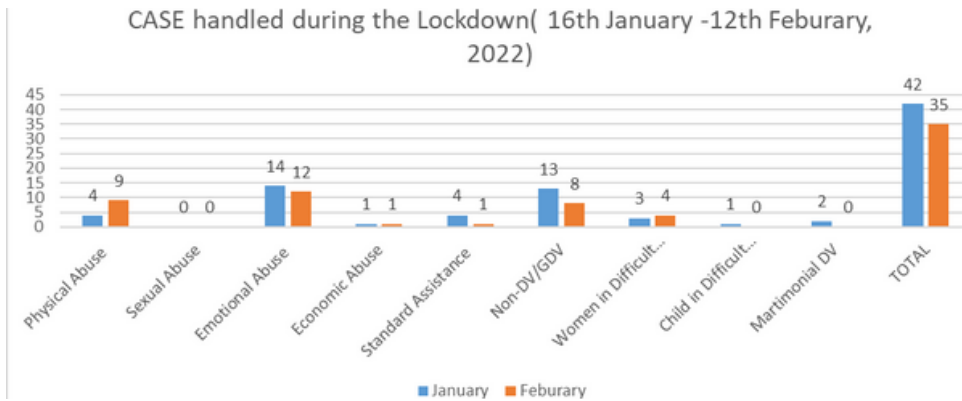
Out of the cases registered, 34 were male and 181 female.



Cases handled during lockdown (16th January -12th February, 2022)

With the increase in the number of DV/ GBV / Non-DV/GBV cases registered during the lockdown, RENEW was on the front row providing necessary services to the individuals who needed help.

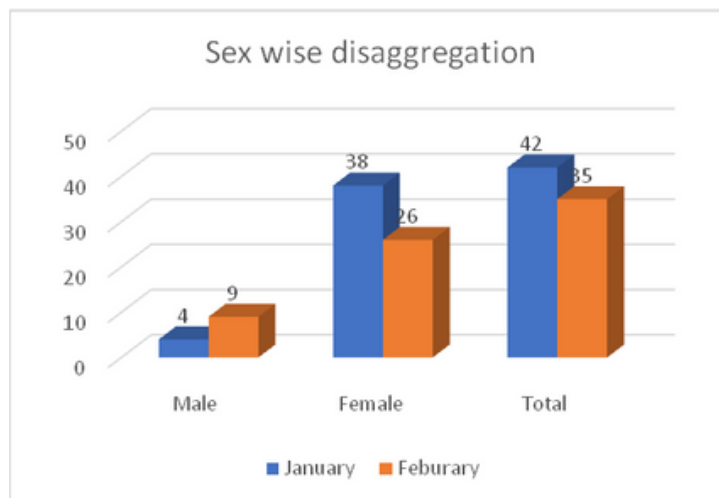
Total cases registered - 77



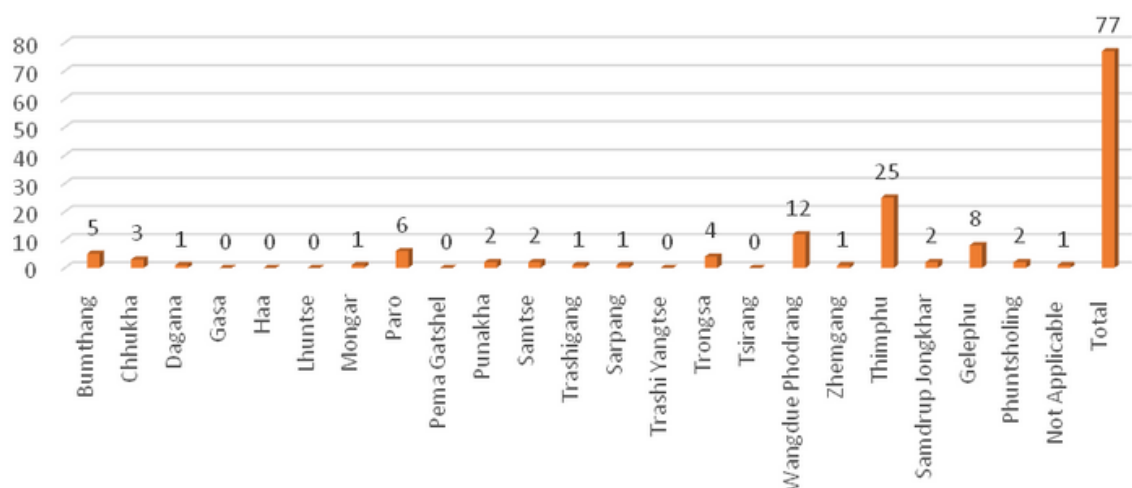
- 13- Physical abuse
- 26- Emotional abuse
- 2- Economic abuse
- 4- Standard assistance
- 21- Non-DV/GBV
- 7- Women in difficult circumstance
- 1- Child in difficult circumstance
- 2- Martimonial DV

SEX WISE Disaggregation

Out of the cases registered, 42 were male and 35 female

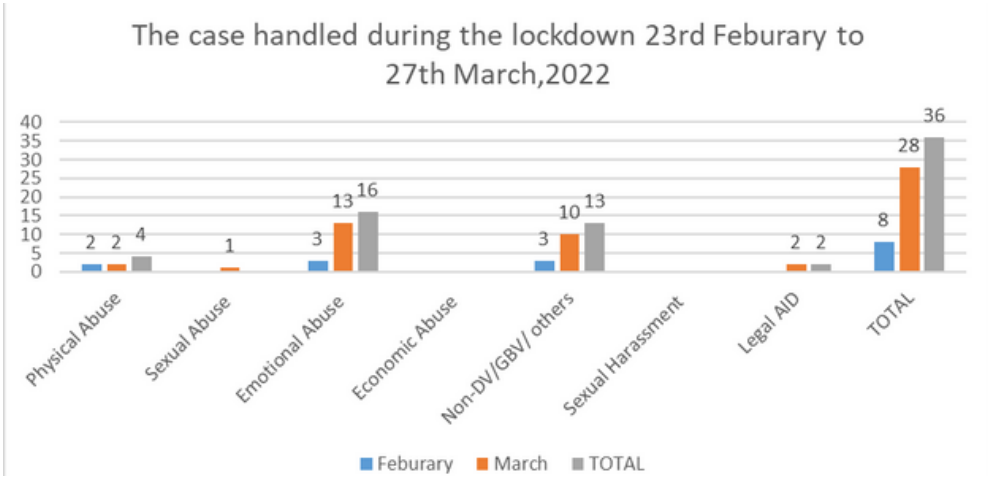


DZONGKHAG WISE DISAGGREGATION



Cases handled during lockdown (23rd February to 27th March, 2022)

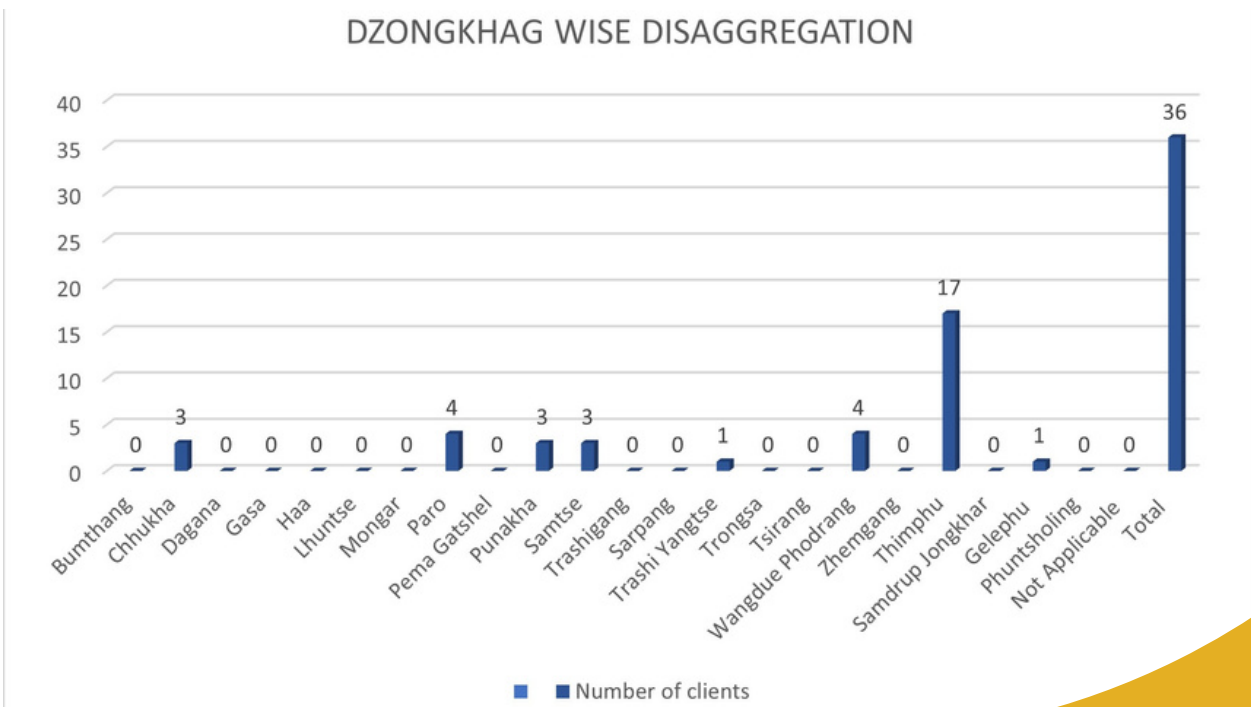
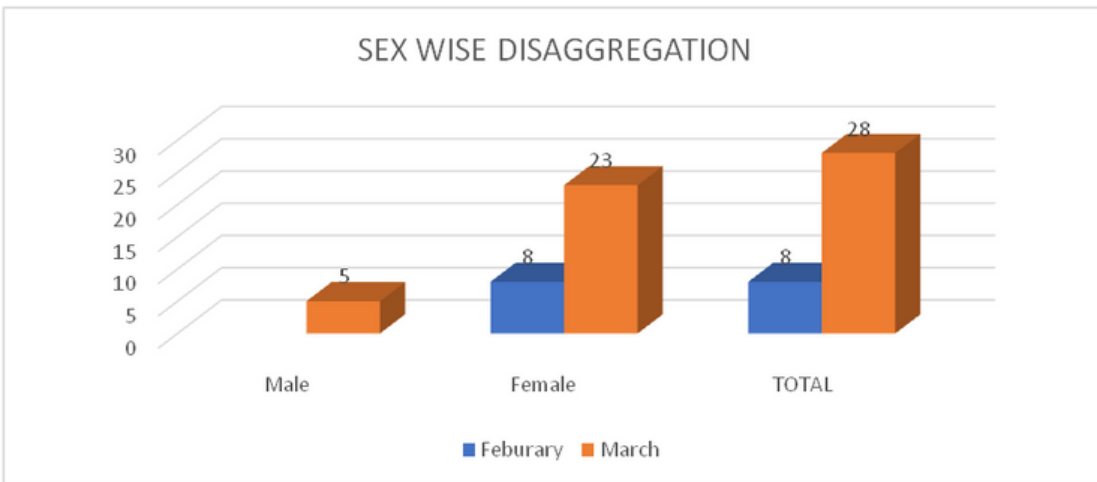
Total cases registered - 36



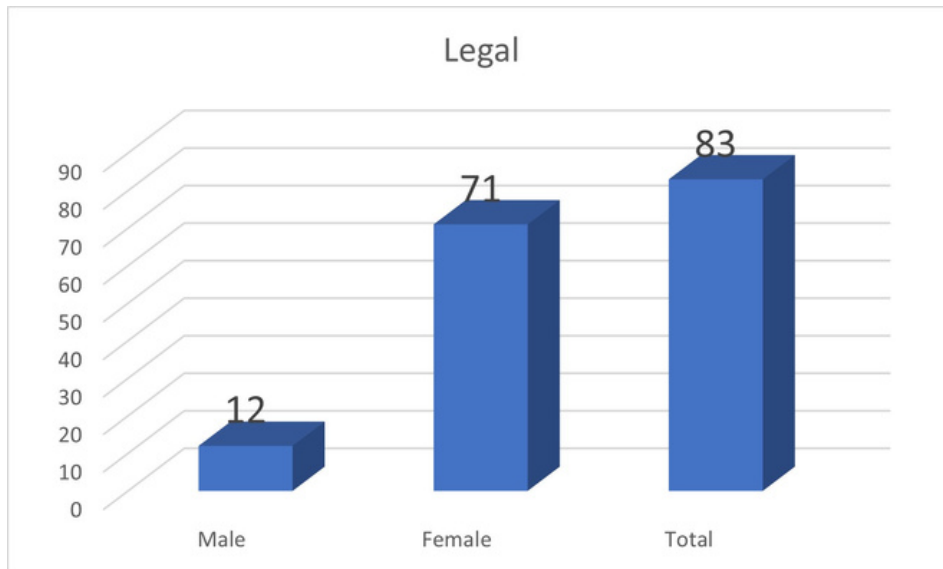
4- Physical abuse
16- Emotional abuse
1- Sexual abuse
13- Non-DV/GBV
2- Legal aid

SEX WISE Disaggregation

Out of the cases registered, 8 were male and 28 female



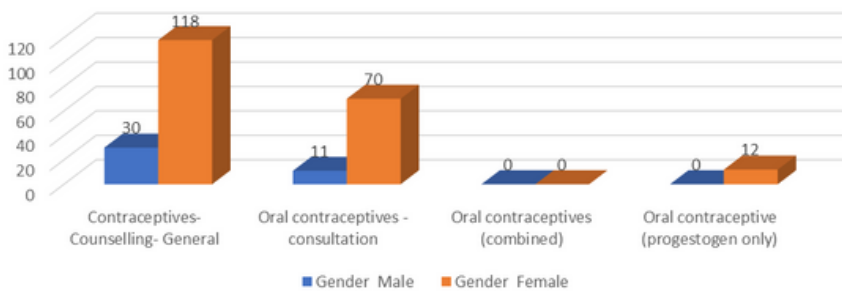
Legal Assistance.



Among the recorded cases, Alternative Dispute Resolution (ADR) accounted for the largest share, totaling 43 cases, out of which 25 were reconciled and 18 ended in divorce. Sexual harassment cases were the least frequent, with only 3 instances reported. Child-related issues, including Child Support, Custody, Paternity tests, and Illegitimate child matters, constituted the second highest category with a total of 20 cases. Apart from walk-in clients, 6 cases were addressed through phone consultations, and 8 cases were referred to external stakeholders.

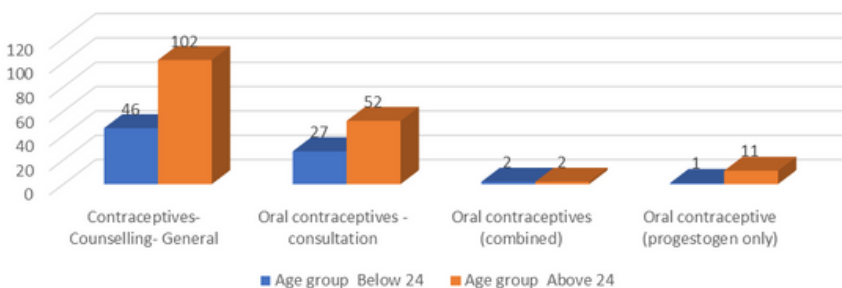
Sexual Reproductive Health Rights Assistance.

Contraceptive Gender



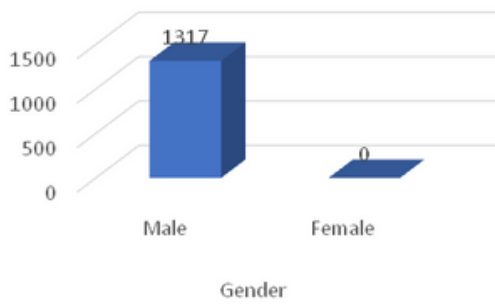
148- Contraceptive counseling
81- Oral contraceptives
12- Oral contraceptive

Contraceptive Age Group



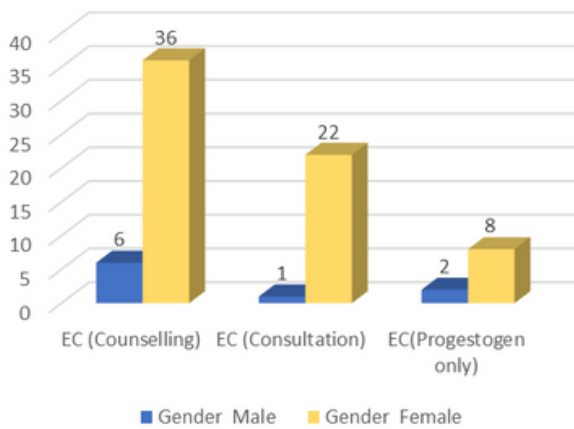
Age below 24- 76
Age above 24- 167

Male Condom - consultation



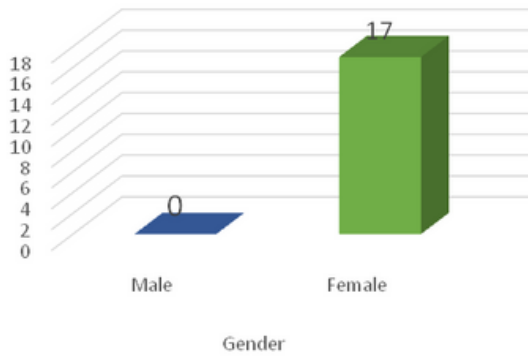
Total 1317 male educated about the significance of condom usage.

EC Gender



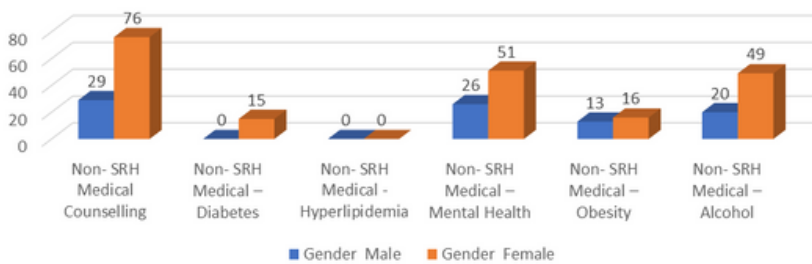
Total 9 male and 66 female educated about the significance of Early Contraceptive use

Injectable (3 months – DMPA)



Total 17 female educated about the significance of Depo-medroxyprogesterone acetate that protects against pregnancy for at least 3 months.

Non SRH -Gender



Total 88 male and 207 female educated regarding Non-Sexual Reproductive Health issues

Gawailing Happy Home

Gawailing Happy Home (GHH), the country's first safe home, was established under the guidance of Her Majesty Gyalyum Sangay Choden Wangchuck. Located 25 km from Thimphu, the capital, in Wang Sisina, it was constructed with support from the Government of India on 4 acres of leased land. Inaugurated in 2013, GHH provides secure accommodation for up to 75 women and children. Since its inception, it has served over 3,000 vulnerable individuals referred by law enforcement, government agencies, schools, and community volunteers from across the country. GHH offers a range of services, including counseling, temporary shelter, spiritual healing, legal aid, skills training, medical assistance, scholarships, early childhood care development, and microfinance.

Objectives:

1. Protect and support survivors and their children through emergency housing, counseling, legal aid, medical assistance, scholarships, and referrals to essential services.
2. Facilitate the successful reintegration of survivors, including children, into their communities through crisis intervention.
3. Empower women economically by offering skills training to enhance gender equality and economic independence.



In 2022, the highest number of clients came from Paro (8) and Punakha (7), totaling 34 clients at Gawailing Happy Home, including women, children, and children with their mothers. Among the children, females outnumbered males, with a ratio of 6 to 12.



RENEW COMMUNITY SERVICE CENTERS



In 2022, RENEW, supported by UNICEF, IPPF-SARO and Australian Aid, established five community service centers in Paro, Punakha, Bumthang, Tsirang, and Phuntsholing to provide support for domestic violence survivors. These centers serve as safe havens, offering referrals to vital support agencies. Alongside core interventions, the centers prioritize preventive programs through partnerships with local stakeholders, focusing on awareness about domestic violence, gender-based violence, child rights, mental health, and comprehensive sexual education.



RENEW CSC IN PUNAKHA

Since their inception, these centers have fostered strong relationships with key stakeholders including the Dzongkhag Administration, Royal Bhutan Police's women and children units, healthcare facilities, schools, religious institutions, local government, and communities. Collaboration with the MSTF-CBSS members has been pivotal in achieving their goals.



RENEW CSC IN PHUNTSHOLING

The centers have made remarkable strides, sensitizing over 6000 people on RENEW services and domestic violence across various segments of the community. They've also facilitated financial literacy and economic independence initiatives for stay-at-home mothers, vegetable vendors, and gender-based violence survivors, aided by RENEW Microfinance.

Diverse livelihood skills training, encompassing mushroom cultivation, felting, tailoring, recycled product development, weaving, yarn dyeing, and more, are underway. The centers have identified 13 income-generating courses, bolstering community strengths and economic empowerment. As they forge ahead, RENEW's community service centers remain dedicated to delivering essential services and fostering positive change.

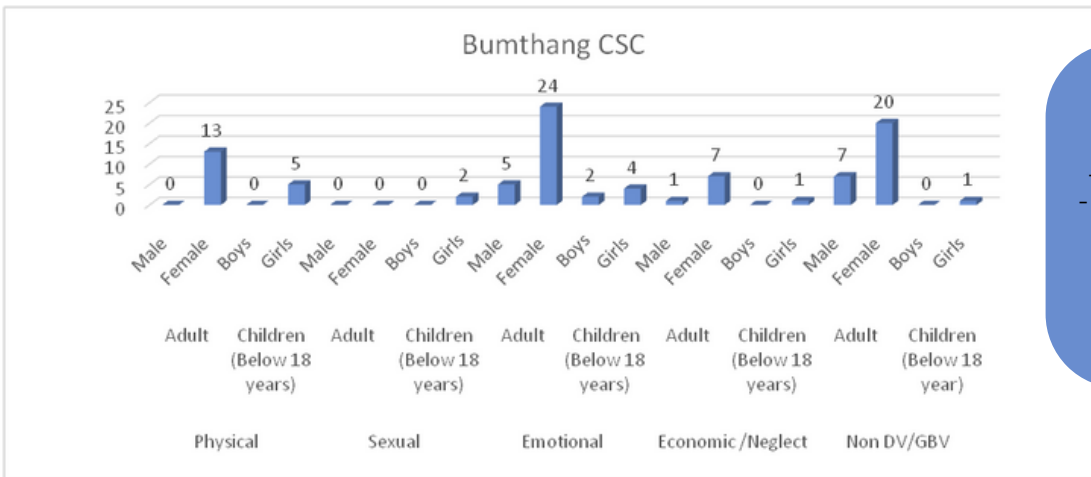


Basket weaving training in Bumthang CSC



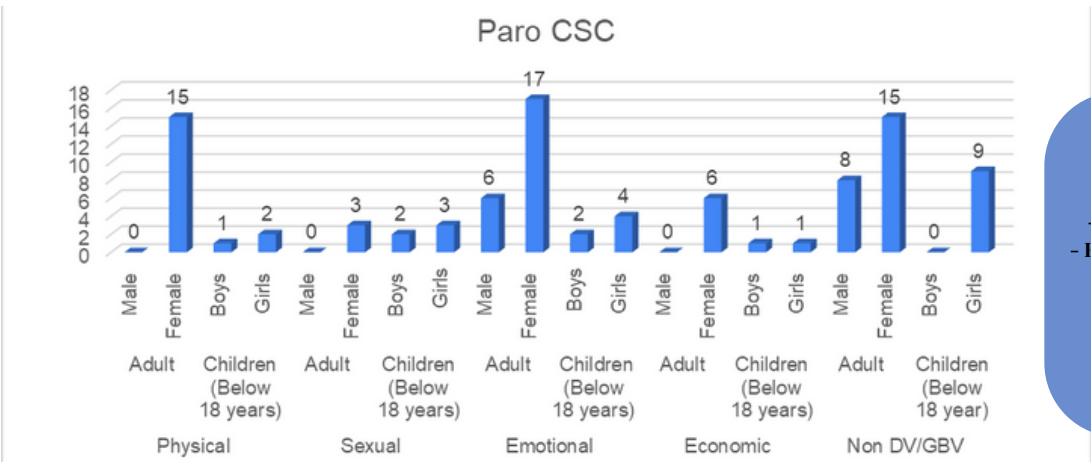
Tsirang CSC celebrating IDEVAW

Bumthang Community service Center



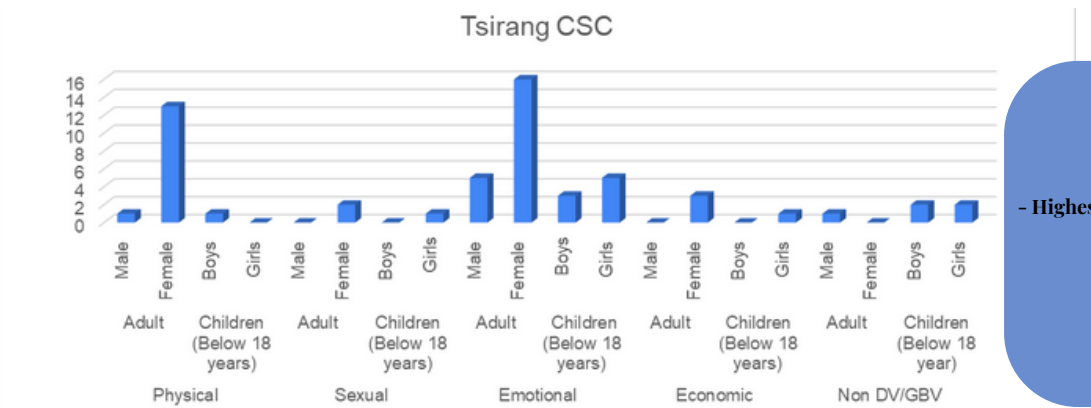
- Total of 92 cases documented
- Highest cases: Emotional abuse (35), Non-DV/GBV (28)

Paro Community service Center



- Total of 95 cases documented
- Highest cases: Non-DV/GBV (32), Emotional abuse (29)

Tsirang Community service Center



- Total 56 cases documented
- Highest cases: Emotional abuse (29), Physical abuse (15)

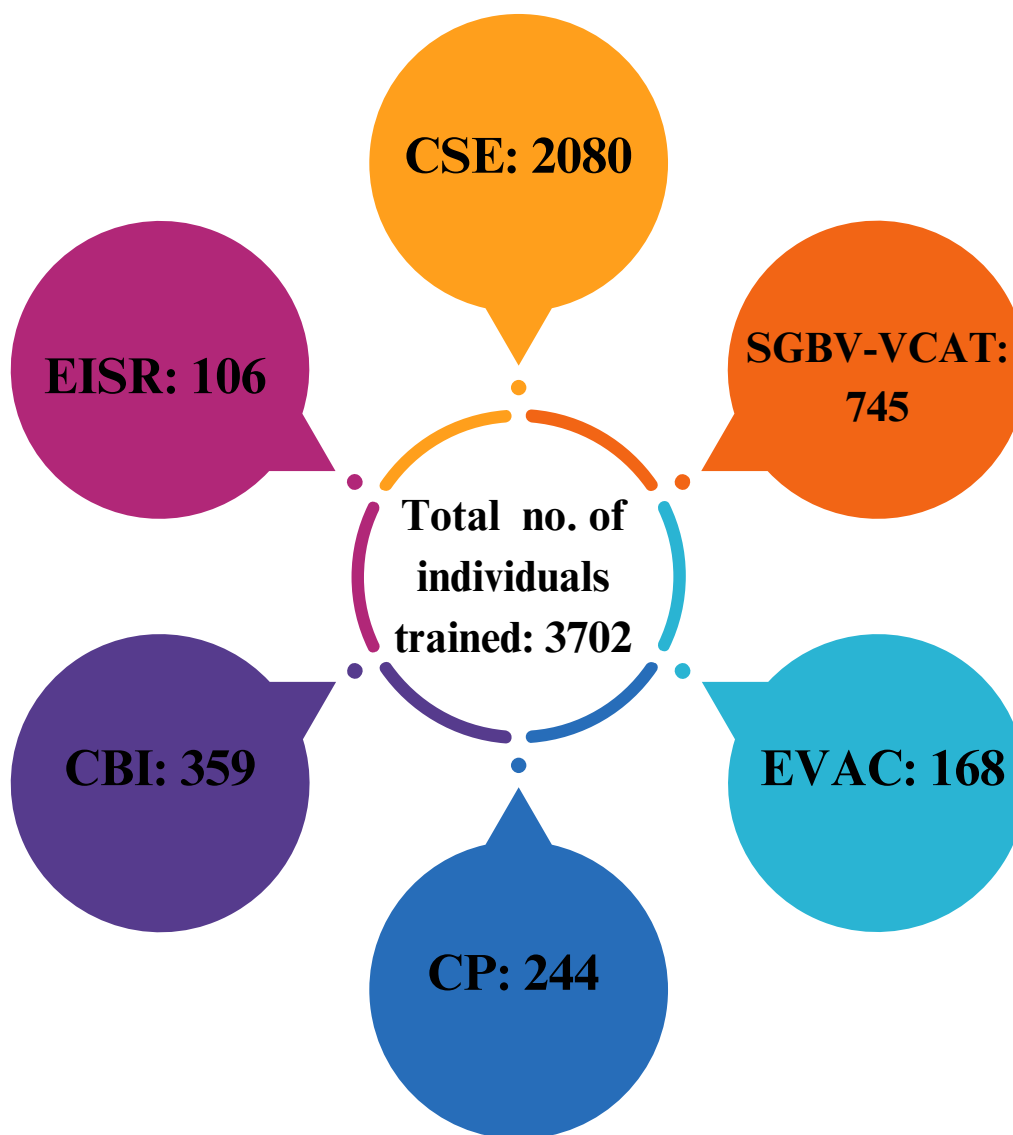


PROGRAMS & TRAININGS

In 2022, RENEW conducted trainings and awareness from the existing 7 training packages:

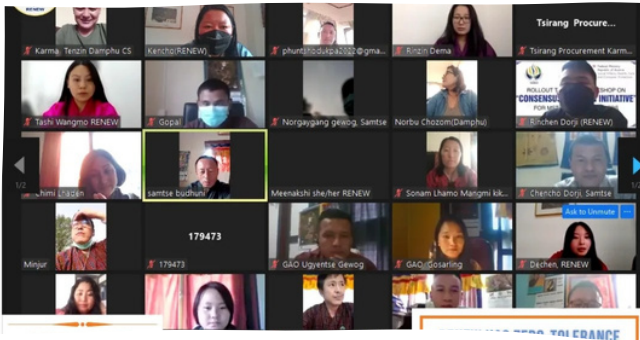
1. Comprehensive Sexuality Education (CSE),
2. Child Protection Case Management (CPCM),
3. Consensus Building Initiative (CBI),
4. Sexual and gender-based violence / Value Clarification and Attitude Transformation (SGBV-VCAT)
5. Early identification and Safe Referrals (EISR),
6. Mental Health Facilitators Training (MHF),
7. End violence against Children (EVAC).

Additionally, consciousness regarding Domestic Violence, Sexual Harassment, Gender-Based Violence, and Legal Regulations were also promoted.



Target audience: Local leaders, Religious leaders, Bhutan Taxi Association, Thimphu Badgers, CSOs, Y-Peers, School teachers & students including priority schools, Parliament members, Men & Women, LGBTQI+ Community, PWD, MSTF-CBSS volunteers, Nursing college students, Legal experts, RBP personnel, Pandits from Hindu Dharma Samudaya, Druk Kirat Chhoetshong and Druk Manav Chhostshog.

Consensus Building Initiative (CBI) Training conducted across 11 districts



SGBV and VCAT training



SGBV/ VCAT training



"RENEW has been an invaluable partner in my journey. As a Clinical Counselor at Trongsa Hospital, their support has enriched my expertise in enhancing the accessibility of high-quality, equitable SRHR information and services for the most vulnerable individuals, particularly through innovative methods that address the challenges posed by COVID-19. While I've gained substantial insights, I aspire to further refine my capabilities and expand my knowledge.

The rise of GBV, DV, SGBV, and SRHR issues persists despite the numerous awareness and advocacy initiatives. Often unnoticed and unspoken, these issues profoundly impact lives. In this light, I believe RENEW should allocate more focus towards marriage and family counseling, as well as interventions for domestic violence. Strengthening my core counseling skills and therapeutic approach is a personal goal, enabling me to adeptly address a range of cases, much like the crucial services provided by RENEW."

- Mrs. Jamuna Mukhia, Clinical Counselor, Trongsa Hospital



"The insights gained from the training were truly eye-opening. I delved into RENEW's services and discovered the stories of women seeking financial assistance. The training was profoundly beneficial, expanding our understanding of RENEW and shedding light on various forms of violence and legal safeguards."

Ishor Kumar Biswa
Parolite
Thimphu



Finance

RENEW Financial Statement

Receipts and Payments Statement

For the Year 1st January 2022-31st December 2022

RECEIPTS AMOUNT (Nu)			PAYMENTS AMOUNT (Nu)		
Particulars	Schedule	Amount(Nu)	Particulars	Schedule	Amount(Nu)
Opening Balance:	1		Expenditure		
i. Cash at Bank		23,304,554	i. Project Expenses	6	59,723,508
ii. Cash at Hand		355,824	ii. Capital Expenditure	7	
			iii. Administration Expenses		
			a. Employment Benefits	8	14,570,137
			b. Other Administrative Expenses	8	3,275,918
Fund Received					
Grant Received					
Cash		52,992,446			
Kind					
Other Income	3	15,278,834			
Recoveries	5	3,055,985	Remittance	4	3,046,217
Employee Loans & Advances	4	15,119,137	Employee Loans & Advances	9	14,908,134.42
			Closing Balance	9	
			i. Cash at Bank		14,504,924
			ii. Cash at Hand		77,942
		86,446,403			110,106,781



Circle of Compassion

TAKIN CIRCLE (DONATION ABOVE NU. 1,000,000)

- Pilots - Druk Air

BLUE POPPY CIRCLE (DONATION ABOVE NU. 100,000)

- Dasho Sonam Tobgay - Lhaki Group of Companies
- Mr. Gerald Dally - Former Resident Representative of UN Bhutan

CYPRESS CIRCLE (DONATION ABOVE NU. 10,000)

- Trizong

Sl#	Name	Designation	Organisation	Amount in Nu
1	Yab Dhondup Gyeltshen	Pilot	Druk Airline	73,200.00
2	Captain Sonam Choeda	Pilot	Druk Airline	73,200.00
3	Captain Chhimi Dorji	Pilot	Druk Airline	73,200.00
4	Captain Chenda Wangchuk	Pilot	Druk Airline	73,200.00
5	Captain Kinga Tshering	Pilot	Druk Airline	73,200.00
6	Captain Tshering Galey	Pilot	Druk Airline	73,200.00
7	Captain Ugyen Dema	Pilot	Druk Airline	73,200.00
8	Mr. Tenzin Namgyal	Pilot	Druk Airline	73,200.00
9	Ms. Sonam Lhamo	Pilot	Druk Airline	36,600.00
10	Mr. Karma Shedrup Tshering	Pilot	Druk Airline	36,600.00
11	Mr. Namgyal Wangchuk	Pilot	Druk Airline	36,600.00
12	Mr. Tshering Penjor	Pilot	Druk Airline	36,600.00
13	Mr. Tshering Sonam	Pilot	Druk Airline	36,600.00
14	Mr. Yeshey Jamphel Dorji	Pilot	Druk Airline	36,600.00
15	Mr. Sanga Dorji	Pilot	Druk Airline	36,600.00
16	Mr. Kelzang Wangchuk	Pilot	Druk Airline	36,600.00
17	Mr. Tshering Penjore	Pilot	Druk Airline	36,600.00
18	Mr. Kuenga Yarphel	Pilot	Druk Airline	36,600.00
19	Mr. Tshering Norbu Jigme	Pilot	Druk Airline	36,600.00
20	Mr. Sonam Younten Wangchuk	Pilot	Druk Airline	36,600.00
21	Mr. Thinley Norbu	Pilot	Druk Airline	36,600.00
22	Mr. Tandin Wangchuk	Pilot	Druk Airline	36,600.00
23	Mr. Tashi Tshering	Pilot	Druk Airline	36,600.00
24	Mr. Yosel Rangdrol	Pilot	Druk Airline	36,600.00
25	Mr. Jigyel Jamtsho	Pilot	Druk Airline	36,600.00

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