



ANNUAL REPORT
2024



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PURPOSE AND SCOPE OF RENEW'S MISSIONS

In the first year of implementing its Missions, RENEW aligns its efforts with the priorities outlined in Bhutan's 13th Five-Year Plan (FYP), contributing to the Government's objectives of equitable socio-economic development and social cohesion. These Missions embody RENEW's holistic approach to addressing gender-based violence (GBV), empowering vulnerable individuals, and fostering inclusive, resilient communities.

Rooted in the organization's vision of a compassionate and equitable society, the Missions focus on psycho-social support, livelihood skills, and sustainable solutions for survivors of GBV and marginalized groups. By bridging gaps in access to essential services and fostering community empowerment, RENEW's Missions directly support the 13th FYP's goals of reducing inequalities and enhancing human capital.

The scope of these Missions spans critical interventions, including empowering survivors for societal reintegration, mobilizing inclusive human capital, strengthening partnerships with national and international stakeholders, and delivering quality services through a motivated workforce. These actions align with the Plan's emphasis on capacity-building and inclusive development.

The Missions also emphasize practical interventions such as community engagement, strategic partnerships, and financial sustainability, ensuring tangible outcomes that contribute to national goals. The chapters ahead demonstrate how RENEW's 2024 activities and collaborations have translated these Missions into meaningful, measurable contributions to Bhutan's development objectives.

RENEW MANAGEMENT



2024 HIGHLIGHTS

INTERNATIONAL WOMEN'S DAY

Theme: Invest in Women: Accelerate Progress



On March 8, 2024, RENEW celebrated International Women's Day with a special event to honor 25 years of Her Majesty Gyalyum Sangay Choden Wangchuck's role as the Goodwill Ambassador of UNFPA, along with the 20th anniversaries of RENEW and the National Commission for Women and Children (NCWC). The event, held at Gyalposhing College of Information and Technology (GCIT) in Kabesa, Thimphu, was attended by Her Majesty Gyalyum Sangay Choden Wangchuck, the Prime Minister, members of Parliament, and other national and international dignitaries. The program, organized by RENEW and NCWC with support from UNFPA, UNDP, JICA, and IPPF, reflected on progress made in gender equality and emphasized the importance of investing in women. With the global theme, "Invest in Women: Accelerate Progress," the event celebrated women's achievements and discussed ways to create a more inclusive future.

As Bhutan entered its 13th Five-Year Plan and graduated from the group of least developed countries, the event highlighted the launch of the Gelephu Mindfulness City project, initiated by His Majesty the King, as a symbol of Bhutan's commitment to holistic development. The role of technology in empowering women was a key focus, showcasing how it can create jobs, boost income, and provide access to education and skills. The event also marked RENEW's 20th anniversary with the unveiling of its logo and the launch of a coffee table book celebrating two decades of work in empowering Bhutanese women. A generative AI presentation by women entrepreneurs trained by GCIT demonstrated how technology can foster innovation and opportunity. This event highlighted Bhutan's commitment to gender equality and women's empowerment, setting a strong foundation for continued progress.

HIGH-LEVEL CONSULTATIVE MEETING

with Dzongdags, Thrompons, Thrizins, Gups, and Planning officers from 20 dzongkhags to update the progress and challenges of the Multi-Sectoral Task Force (MSTF) and Community-Based Support System (CBSS).



On 17th July 2024, Her Majesty the Gyalyum Sangay Choden Wangchuck, UNFPA Goodwill Ambassador and Royal Patron of RENEW, presided over a high-level consultative meeting at Royal Thimphu College. The meeting brought together Dzongdags, Thrompons, Dzongkhag Tshogdu Thrizins, Gups, and officials from 205 Gewogs to update the progress and challenges of the Multi-Sectoral Task Force (MSTF) and Community-Based Support System (CBSS). The event was attended by the Health Minister, Education Minister, senior government officials, and representatives from international partners such as UNFPA, WHO, and Save the Children.

Key objectives of the meeting included assessing the integration of priority public health and social issues into local government action plans and strengthening coordination at the grassroots level. This consultative platform provided an opportunity to align national and local efforts, ensuring that MSTF and CBSS initiatives address pressing health and social challenges effectively.

VISIT OF IPPF DIRECTOR-GENERAL

Dr. Alvaro Bermejo, Director-General of IPPF, began his visit to Bhutan with engagements at RENEW, the IPPF SARO Member Association in the country. The day commenced with a meeting with the RENEW team to discuss opportunities and challenges in advancing the Sexual and Reproductive Health and Rights (SRHR) agenda in Bhutan. The discussions emphasized the significance of partnerships and direct engagement with key communities to address pressing issues.

Dr. Bermejo visited the Gawailing Happy Home, an initiative by RENEW that provides a safe environment for children. During the visit, he interacted with the children and highlighted IPPF's commitment to integrating Comprehensive Sexuality Education (CSE) into school curricula. The interaction provided valuable insights into the potential impact of education in empowering young minds.

The visit also included a session at Rigser Higher Secondary School, where Dr. Bermejo met members of the Druk Adolescent Initiative on Sexual Awareness Network (DAISAN). DAISAN, a youth volunteer network established by RENEW, focuses on spreading awareness about SRHR, promoting gender equality, and advocating for the prevention of domestic violence. During the session, members shared their experiences and pride in being part of DAISAN. They also expressed the need for additional training and awareness programs on issues such as sexual harassment, drug abuse, and teenage pregnancies to address high incidences of sexual violence, suicide, and teenage pregnancies within their communities.

Dr. Bermejo concluded the day with a visit to the RENEW Community Service Center (CSC) in Phuentsholing. The CSC plays a pivotal role in providing psychosocial counseling services, safe spaces, and referrals to vulnerable populations, particularly survivors of domestic and gender-based violence. During his visit, Dr. Bermejo met with the CSC staff to understand the range of services offered. The center also supports livelihood training for persons living with disabilities. He interacted with a group engaged in creating products such as belts, keychains, and soft toys, gaining firsthand insight into the empowerment initiatives facilitated by the CSC. Dr. Alvaro Bermejo's visit underscored the collaborative efforts of IPPF and RENEW in driving impactful programs and addressing critical issues in Bhutan.



Her Majesty the Gyalyum Sangay Choden Wangchuck with Dr. Alvaro Bermejo



Dr. Alvaro Bermejo with DAISAN members at Rigser School



Dr. Alvaro Bermejo with MSTF-CBSS members in phuntsholing

CHAPTER 1: *SERVICES*

Committing to Inclusive Services to ensure no one is left behind

HIGHLIGHTS OF 2024-SERVICE UNIT



STRATEGIC PLANNING MISSION STATEMENT

Empower, Nurture and support the reintegration of survivors of SGBV including vulnerable individuals and communities with psycho-social support and livelihood skills to become socially, economically productive individuals and promote gender equality.



OUTCOME

A person-centered, responsive and comprehensive mitigation, prevention, identification and management system for SGBV survivors established by 2028.



UNIT GOAL

To provide timely and effective services to the DV/GBV victims and survivors in the form of temporary shelter homes, first aid, counseling, legal support, livelihood skills training, participation in our social-enterprise 'activities and education (victim's children) opportunities.

"REFLECTING IS SHOWING THE CLIENT THAT YOU HAVE 'HEARD' NOT ONLY WHAT IS BEING SAID, BUT ALSO WHAT FEELINGS AND EMOTIONS THE CLIENT IS EXPERIENCING WHEN SHARING THEIR STORY WITH YOU. THIS IS SOMETIMES KNOWN IN COUNSELING 'SPEAK 'AS THE MUSIC BEHIND THE WORDS"

SERVICES

The data reflects the diverse range of cases received under the Counselling and Services Unit.

1. Among the GBV-related cases, **Emotional Abuse** was reported most frequently, highlighting issues such as humiliation, controlling behavior, and threats of self-harm. This indicates the need for continued psychosocial support and awareness-building around non-physical forms of abuse.

2. **Physical Abuse**, involving acts such as hitting and slapping, remains prevalent, reinforcing the importance of legal support services and protection mechanisms.

3. Cases of **Sexual Abuse**, including rape, child sexual abuse, and teenage pregnancy, continue to be alarming and underscore the need for both preventive and rehabilitative interventions.

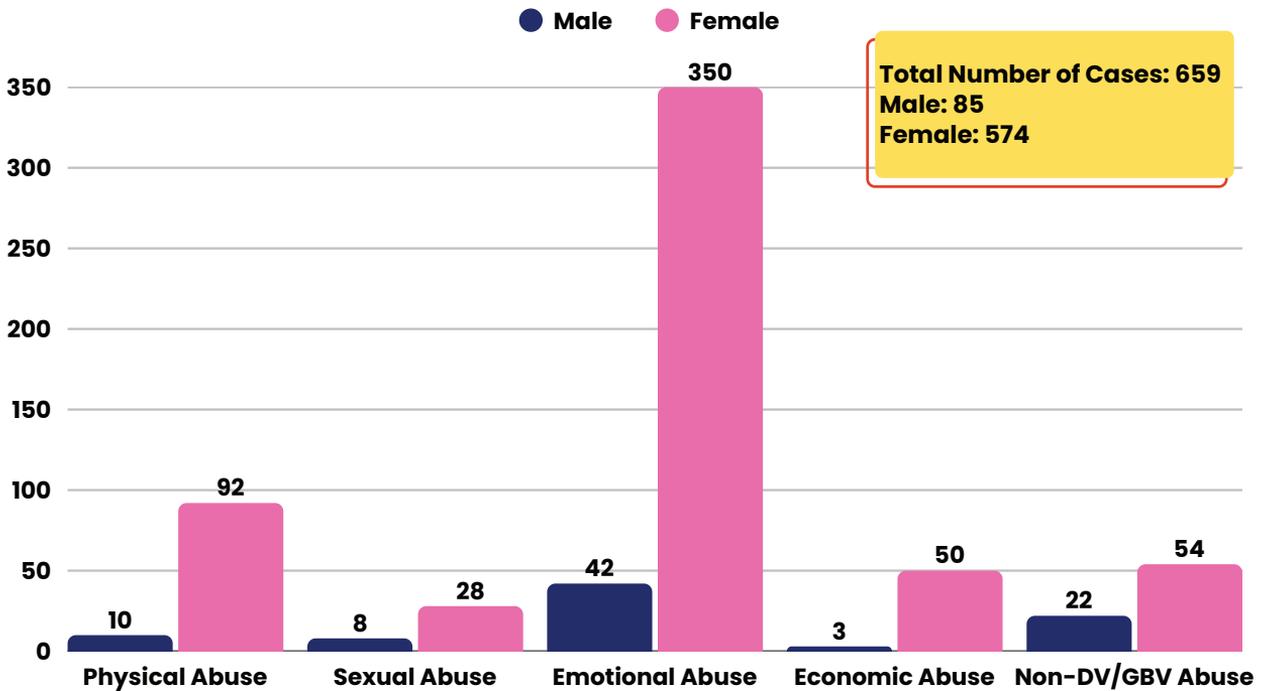
4. **Economic Abuse** also emerged as a critical concern, with many clients facing poverty and financial control, emphasizing the importance of linking survivors to livelihood and financial literacy programs.

5. A significant portion of the cases fall under **Non-GBV** issues, such as support with employment, scholarships, census documentation, and child custody, indicating the evolving role of the unit in providing broader social services.

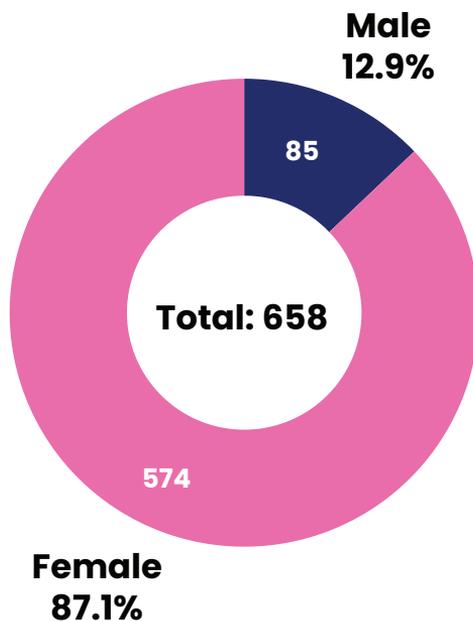
During the reporting period, numerous cases were recorded involving mental health issues and SRHR concerns, closely linked to Gender-Based Violence (GBV). Stress and anxiety were prevalent among survivors, particularly women and adolescents, often triggered by intimate partner violence, stigma, and lack of social support. Teenage pregnancy cases were notably high, frequently resulting from coerced sex, lack of access to contraception, or early forced marriages, reflecting gaps in SRHR education and services. Survivors often seek counselling due to mental health problems stemming from various forms of emotional abuse, which may not leave physical scars but deeply affect psychological well-being.

Overall, the trends call for a multi-faceted response integrating psychosocial support, legal aid, economic empowerment, and preventive education.

NUMBER OF CASES HANDLED BY COUNSELLORS AT RENEW HQ



TOTAL NUMBER OF MALE AND FEMALE



LEGAL AID

35

Referred from 10 Dzongkhag CSC

5

Referred from The Pema Secretariat

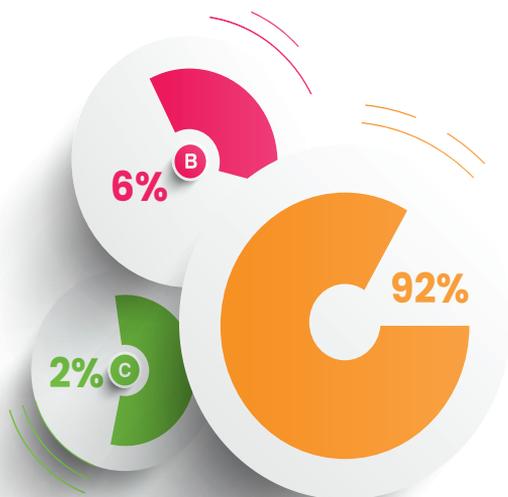
1

Referred from Legal Aid Center

24

Internal Referred from Counseling Unit, HQ

CLIENT SATISFACTION REPORT



A Very Satisfied

B Neutral

C Satisfied

33 Clients Interviewed

Statistics based on Client Feedback Survey

QUOTES FROM COUNSELORS

"Entering my counseling cubicle express my urgency in serving humanity and remains contend throughout ..."

-Sonam Zangmo, Sr Counselor,
HOD, Service Department.

"Sometimes, acknowledging your weakness is the greatest strength you will ever discover."

-Tandin Tshering
Counselor, PM/CLC/A511

"Watching someone discover their strength and take steps toward healing is the most rewarding part of what I do. It's an honour to be trusted with their journey, and I am constantly inspired by their courage and determination. Being a Counsellor is not just my job - it's my passion and purpose."

Suman Pradhan Sr.Counsellor,
Reg No; COUNS/CLC/M010

"As a counselor, I believe that healing begins not with perfection, but with the courage to face our struggles, the honesty to speak our truths, and the patience to rebuild what was once broken."

-Tshering Deki, Asst. Counselor,
COUNS/SC/A225

"Committed to justice, empowerment, and transparency, I serve with humanity and ensure fairness despite the challenges."

Dechen Choki Sr. Legal Officer,
License No 03/76

QUOTES FROM COUNSELORS

"My clients have been my living textbooks, bringing everything I learned in college to life and textbook came to life through them. I am grateful to my clients for providing me with experience and wisdom on my counseling journey. They are the stepping stones to my growth and understanding."

-Anu Raj, Counselor,
COUNS/COR/FC025

"If I were in your shoes, I would gladly take out every thorn that troubles your step; your journey matters to me." At Gawailing Happy Home, the innocent smiles and expectant faces deeply moved me, inspiring a journey of healing their hidden wounds with patience, love, and understanding, while also reaffirming my belief in the transformative power of love and being truly seen.

-Krishna Kumari
Residential Counselor

Passang Wangmo

"Before I came to GHH I was having a wandering behavior and I was also into alcohol, somehow RENEW came to know about me and they placed me at their shelter. After I was placed at a shelter I had short-term memory loss, I was not responding to conversations, I was then taken to psychiatry opd where I restarted my medicine. The proper follow were been done by GHH shelter, at the psychiatry. I also went through skill programs(mushroom, tailoring, gardening & knitti g) I am confident and happy that I am going back home after 1 year and 6 months.

I am grateful to Her Majesty Gyulyum Azhi Sangay Choden Wangchuck, Executive Director Madam Tshering Dolkar, and all the staff of GHH for rendering support like family. Today I am healthy and mentally strong is through their commitment and support"

RAINBOW DESK ACTIVITIES

In 2024, RENEW took a significant step towards supporting the LGBTQIA+ community by establishing the Rainbow Help Desk on 29th November. This initiative was created to offer psychosocial support and promote inclusive services for individuals within this key population, particularly addressing issues related to gender-based violence (GBV).

The decision to launch this desk was informed by research and feedback from the community, which shed light on the alarming prevalence of physical, sexual, emotional, and economic violence experienced by LGBTQIA+ individuals. A needs assessment report revealed that LGBTQIA+ people are four times more likely to experience violence compared to others. Beyond violence, these individuals often face stigmatization, discrimination, and a pervasive fear of being misunderstood, which frequently forces them to endure their hardships in silence. The Rainbow Help Desk is supported by partners such as IPPF and Save the Children, and it stands as a beacon of hope for those in need.



In a significant step towards addressing Gender-Based Violence (GBV) within marginalized communities, RENEW has partnered with Save the Children Bhutan's SKPA program to strengthen GBV response systems for LGBT+ individuals and key populations. This partnership focuses on several key initiatives aimed at enhancing support and protection for vulnerable groups. Together, RENEW and Save the Children Bhutan are working towards creating a safer and more inclusive future, where the rights and dignity of all individuals, regardless of sexual orientation or gender identity, are protected.

GAWAILING HAPPY HOME

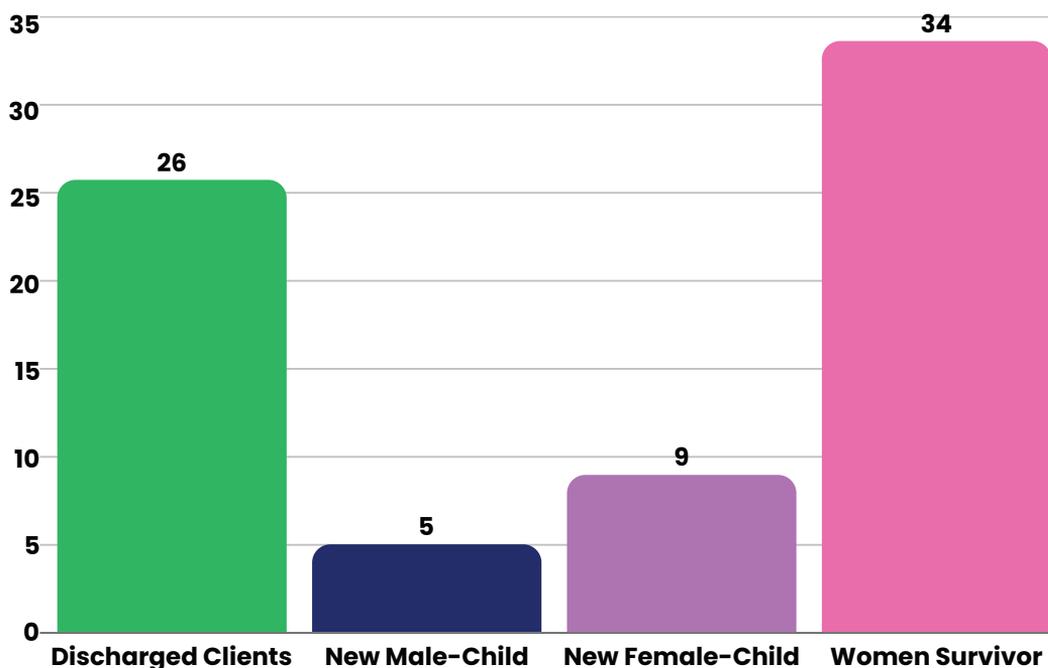


The Gawailing Happy Home has continued to provide essential shelter and care services to women and children in difficult circumstances. During this period, a total of 25 women and 7 school-going children were received at the shelter. Out of these, 22 women were successfully reintegrated into the community, along with 5 children (including 3 walk-in clients and 2 permanent residents). This reflects the effectiveness of the reintegration process and the comprehensive support provided during their stay.

Currently, the shelter accommodates 27 permanent students, comprising 26 females and 1 male. These students are between the ages of 7 to 24 and are enrolled in classes ranging from pre-primary (PP) to college-level. The shelter ensures not only a safe living environment but also access to education, psychosocial support, and holistic development opportunities for each child. The data underscores Gawailing Happy Home's ongoing commitment to supporting vulnerable individuals and offering them a secure, nurturing space to heal and rebuild their lives.

SEXUAL REPRODUCTIVE HEALTH SERVICES

Service Category	Male	Female	Total Services	Remarks
Abortion Services	0	9	9	Pre-abortion counselling for referral
Contraception	159	33	192	Male condoms dominate (83% of total services)
HIV Services	22	46	68	Pre-test and risk reduction counselling only
STIs/ RTIs	17	40	57	Counselling
Gynaecology	0	11	11	Cervical cancer pre-test & counselling, and facilitate medical services for teenage mothers.
Pediatrics	18	22	40	Equal counselling and consultation sessions
Total SRH Services	216	161	377	



EVERY CHILD HAS A STORY

– Hearts That Hold Stories

From Survivor to Shield

She lost her parents and carried the weight of grief and struggle from a young age. A survivor of gender-based violence, she joined Gawailing Happy Home seeking safety and a second chance. School was tough at first but she persevered. Today, she proudly stands as a Royal Bhutan Police trainee, reclaiming her power and protecting others.

A Soldier of Hope

Abandoned as a child, she grew up not knowing her parents. But at Gawailing Happy Home, she found love and the courage to dream. Against all odds, she passed Class 12. Now undergoing Gyalsung training, she stands tall, brave, determined, and ready to serve her country as a future soldier.

A Young Mother, A Fierce Student

She arrived at GHH cradling her 3-month-old daughter, her tiny companion through life's hardest storms. Her family lived below the poverty line; her father was paralyzed, her mother worked endlessly. Today, she's a fourth grader in boarding school, balancing books and baby bottles with fearless grace.

Healing in the Hands

Two girls, scarred by hardship but not defeated, found their strength at GHH. After completing Class 12, they now dream of becoming nurses, healers born from their own healing. They are seeking scholarships, determined to turn compassion into a career, and their pain into purpose.

A Young Mother, A Fierce Student

She moved from one relative to another, longing for stability. Life changed when she became a teenage mother. But with an AHF scholarship waiting, she's preparing to return to school ready to build a better future for herself and her healthy, happy baby.

CHAPTER 2: *COMMUNITY SERVICE CENTERS*

Expanding and striving to reach the unreached

COMMUNITY SERVICE CENTERS

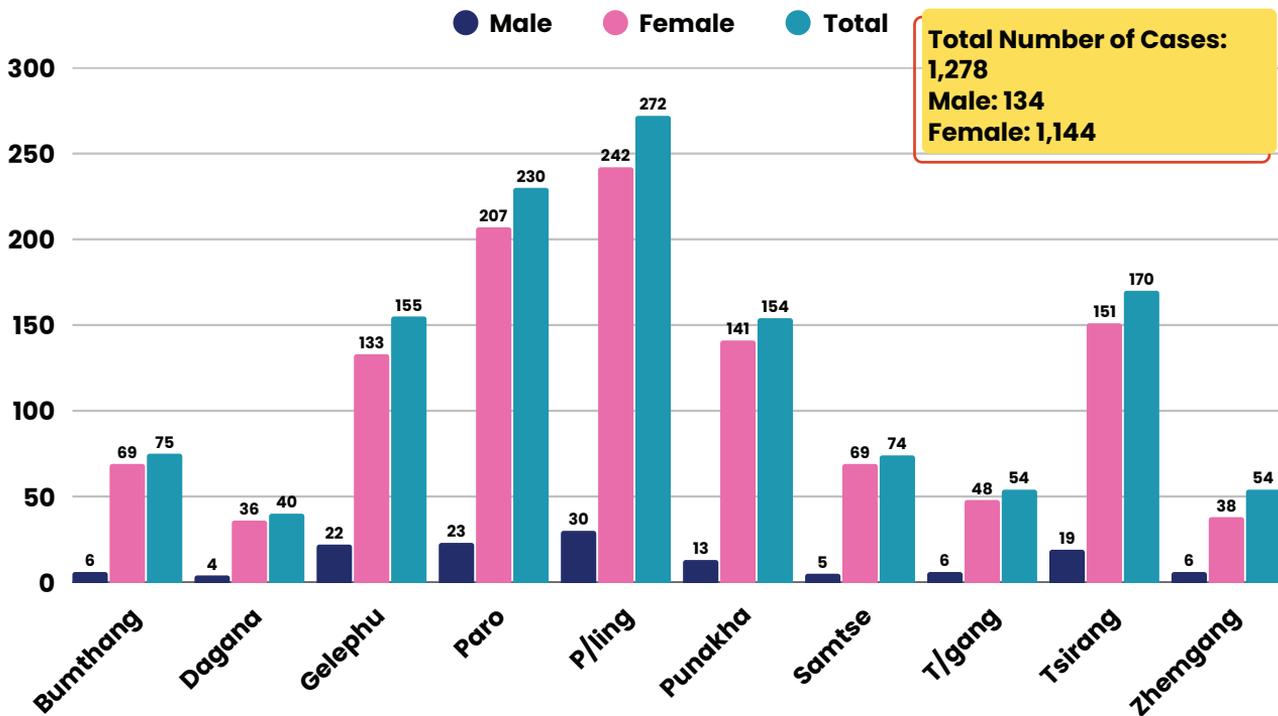


Empowering communities is at the heart of RENEW's efforts to build a happier more inclusive society and central to this pursuit are the Community Service Centers, which have made services more accessible to those in need.

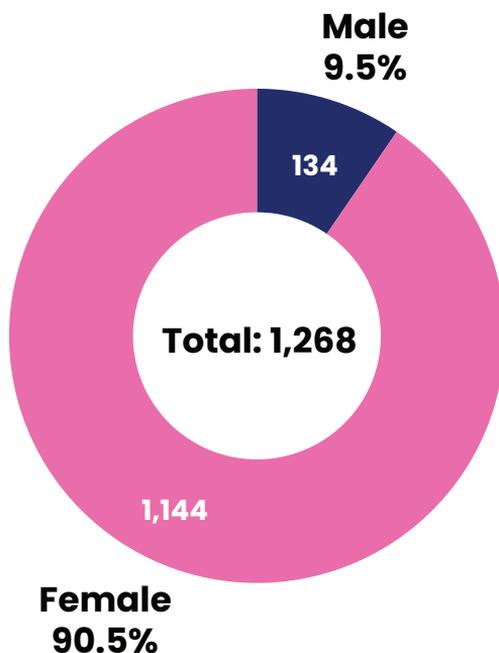
These centres serve as hubs for various services, including counselling, case management, legal assistance, emergency shelter, and efficient referrals to crucial support and services. The centers also play a pivotal role in empowering women and girls by offering training programs in livelihood skills. RENEW began establishing Community Service Centres in 2022 in the districts with the first three centers established in Tsirang, Paro and Bumthang which were reporting the highest number of domestic and gender-based violence cases. Some of these centres were set up in vacant infrastructure in the gewogs and operated by the local community with support from the local government.

Today, Community Service Centres have been established in 10 districts including Trashigang, Dagana, Punakha, Samtse, Chukha, Sarpang and Zhemgang. The Tsirang Community Service Centre, which was inaugurated in May 2022, is the first centre to be built by the district administration. Establishing community centers is part of the broader strategy to collaborate and involve community members, local leaders and district authorities in addressing issues. This collaborative effort enhances the effectiveness of the centres and fosters a sense of community ownership and engagement, which is crucial to sustain operations.

NUMBER OF CASES HANDLED BY 10 RENEW COMMUNITY SERVICE CENTERS

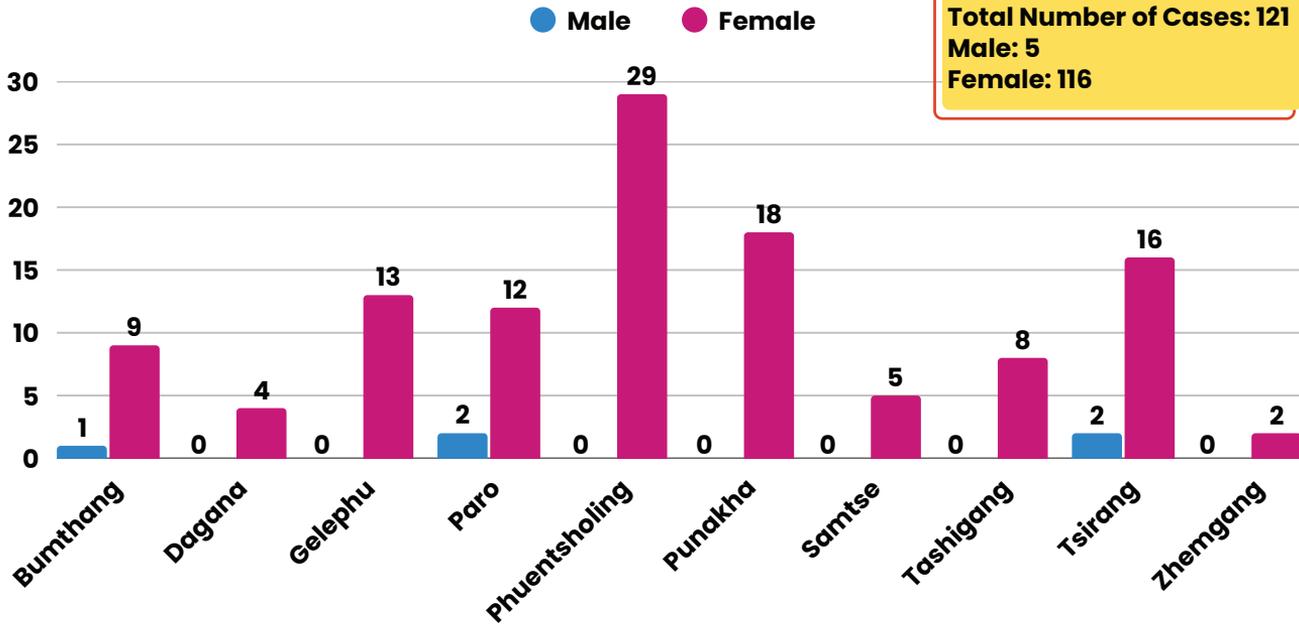


TOTAL NUMBER OF MALE AND FEMALE

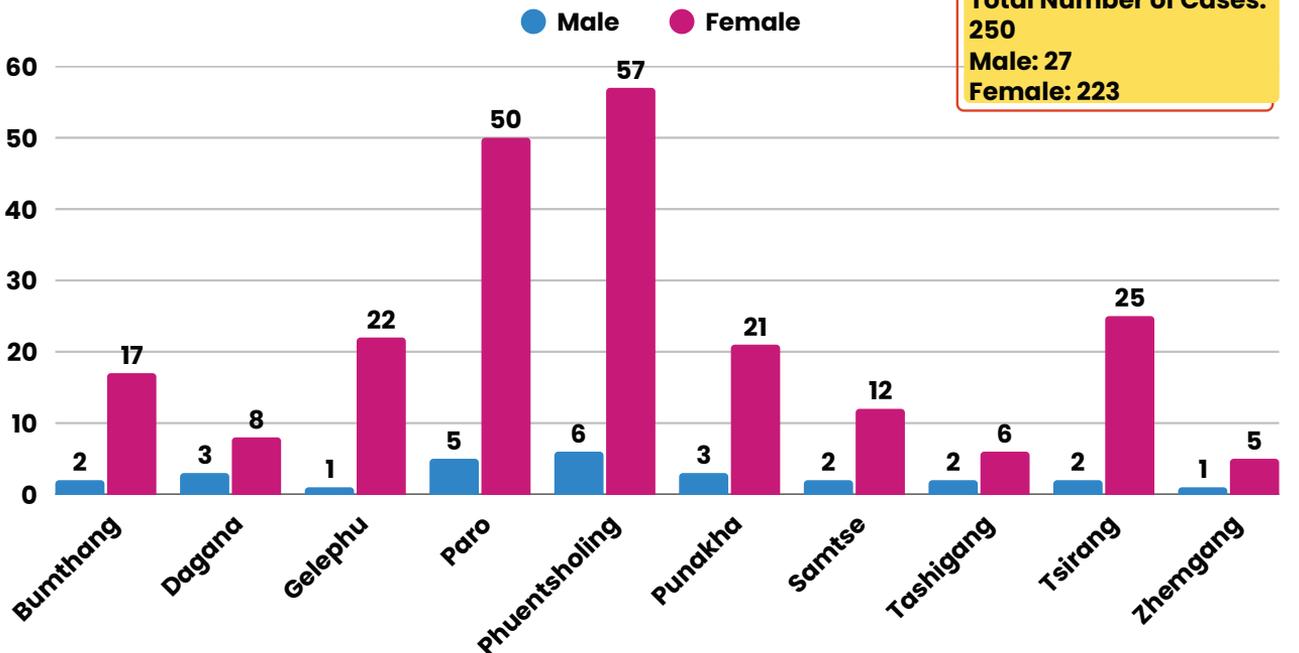


TYPES OF CASES HANDLED BY 10 RENEW COMMUNITY SERVICE CENTERS

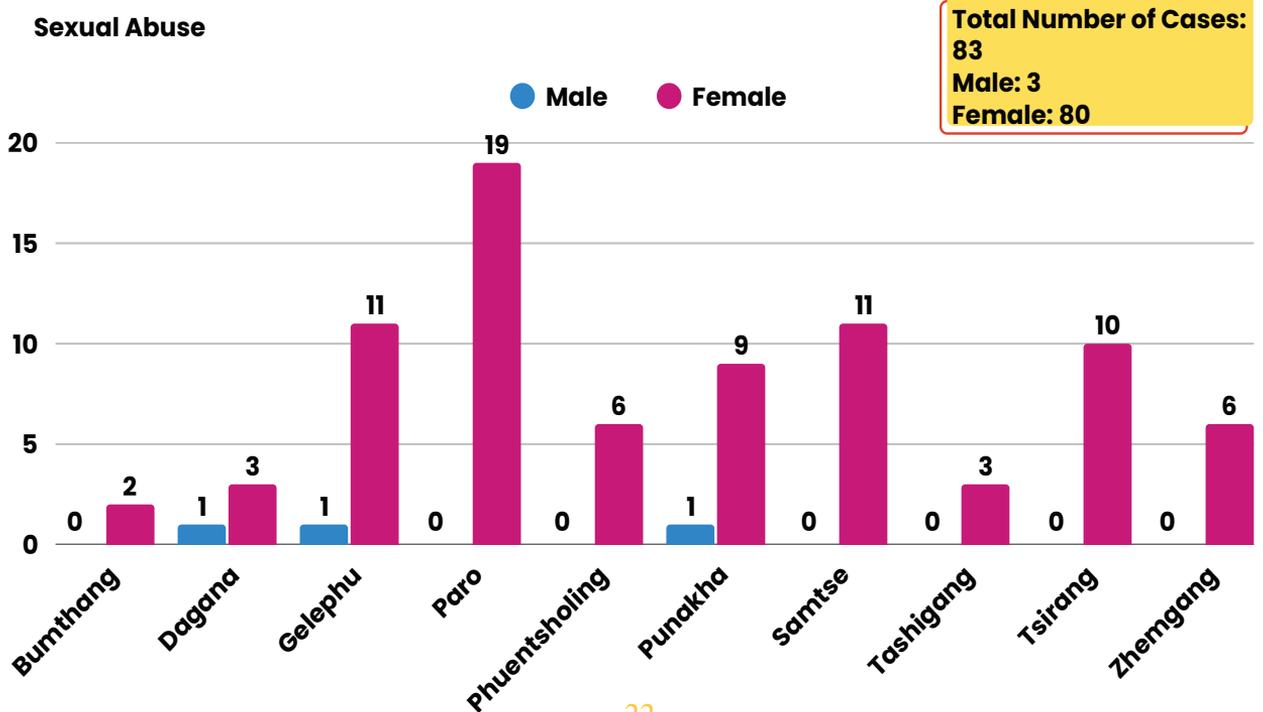
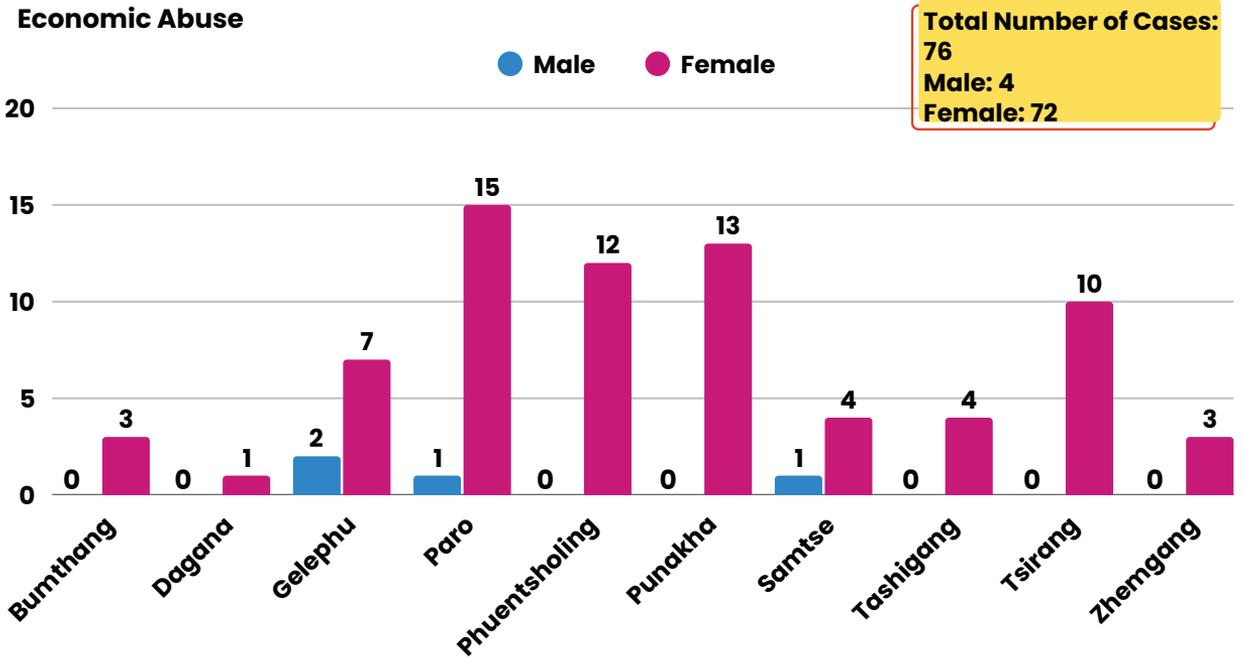
Physical Abuse



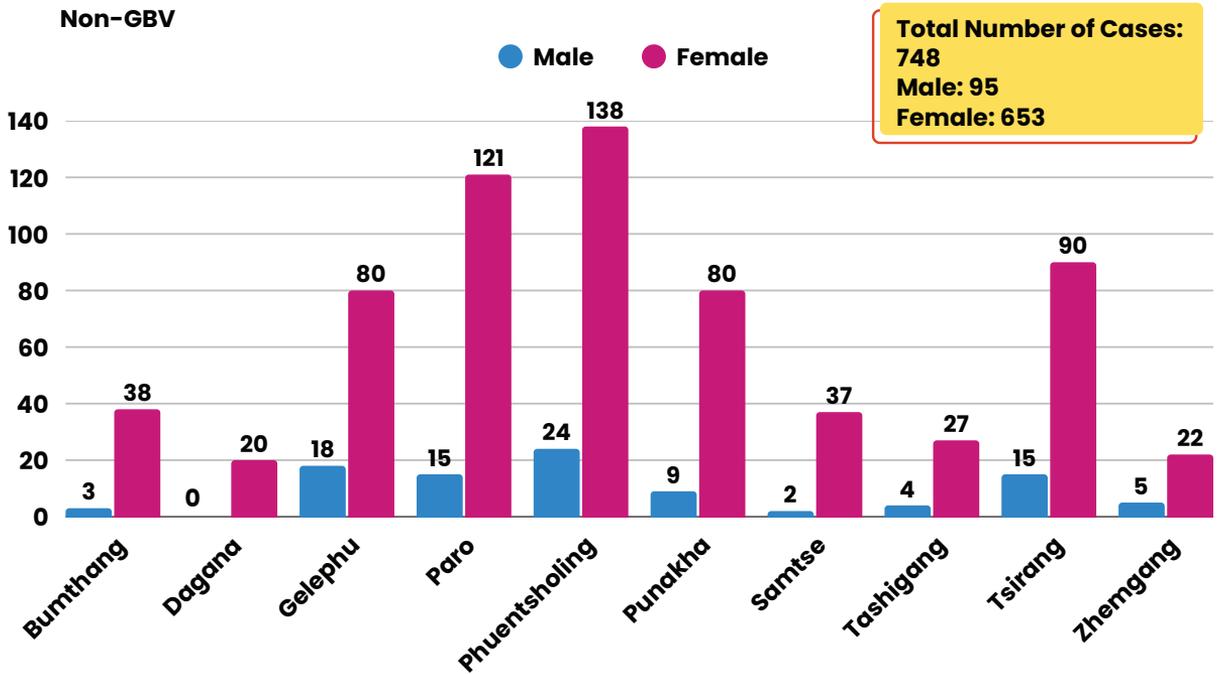
Emotional Abuse



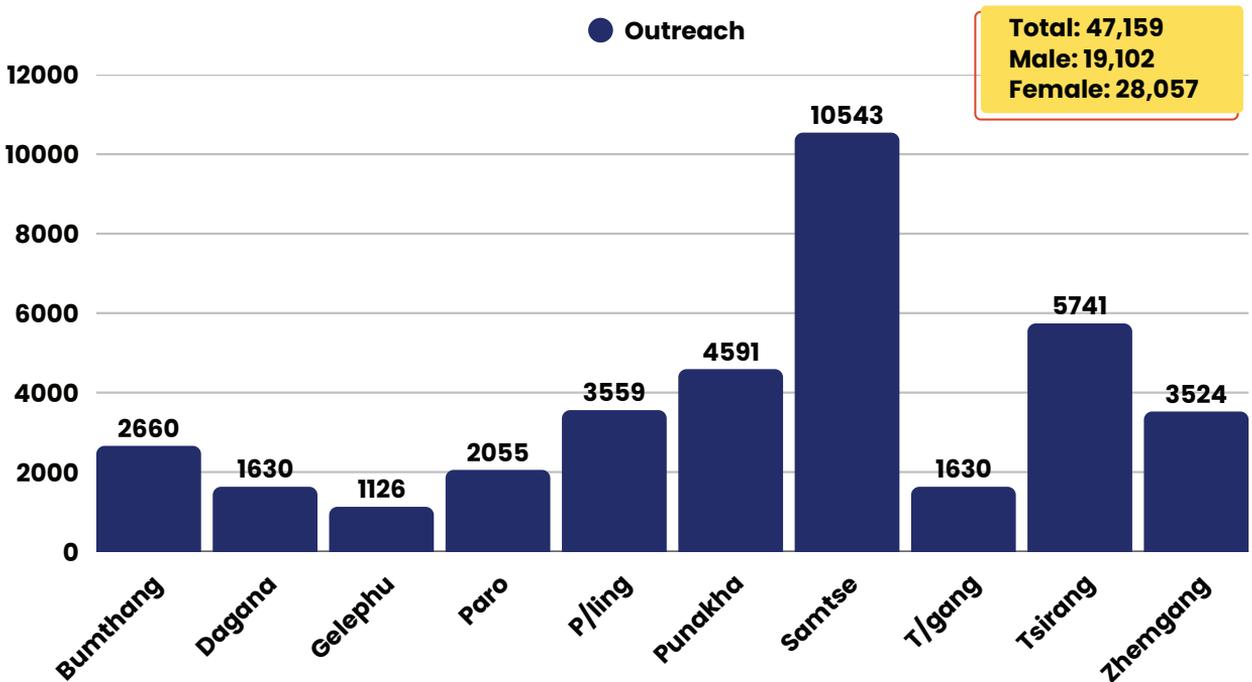
TYPES OF CASES HANDLED BY 10 RENEW COMMUNITY SERVICE CENTERS



TYPES OF CASES HANDLED BY 10 RENEW COMMUNITY SERVICE CENTERS

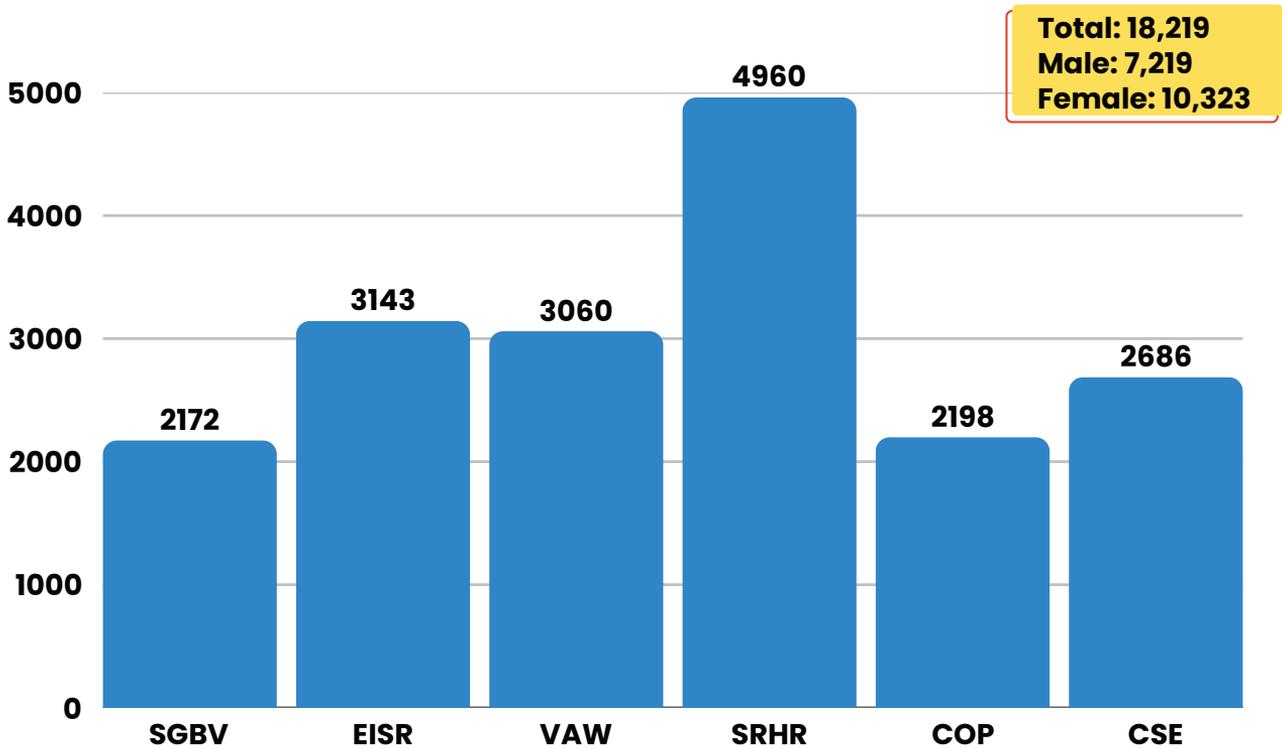


OUTREACH BY 10 RENEW COMMUNITY SERVICE CENTERS



CAPACITY BUILDING TRAINING CONDUCTED BY THE COMMUNITY SERVICE CENTERS

A range of programs and capacity development initiatives are implemented by the Community Service Centers (CSCs) to strengthen the skills and knowledge of service providers and community volunteers. These efforts aim to enhance their ability to deliver effective support, raise awareness on key social issues, and build resilient, well-informed communities. Through these targeted trainings and activities, CSCs help ensure that those working directly with vulnerable groups are better equipped to respond to local needs and challenges.



SGBV – Sexual and Gender-Based Violence

VAW – Violence Against Women

EISR – Early Identification and Safe Referral

SRHR – Sexual and Reproductive Health and Rights

COP – Child Online Protection

CSE – Comprehensive Sexuality Education

GLIMPSES FROM THE COMMUNITY SERVICE CENTERS

Winter engagement program - Tsirang



Empowering Communities to address teenage pregnancy- Tsirang



Equipping young monks with essential resiliency skills and raising awareness about online child protection - Tsirang



Program on Resiliency and Child Online Protection- Gelephu



Sensitization program on Domestic Violence (DV), Sexual and Gender-Based Violence (SGBV), Sexual Reproductive Health and Rights (SRHR) and Child Protection - Gelephu



Prevention of Sexual and Gender based violence- Phuntsholing



Adolescents engagement program- Phuntsholing



Consultation meeting with Parents and Caregivers of SEN students. - Phuntsholing



Mentoring session to 15 DAISAN volunteers- Phuntsholing



Formation of a Multi-Sectoral Task Force -Community Based Support System (MSTF-CBSS) Volunteers Committee.- Phuntsholing



Summer engagement program, focusing on critical topics such as teenage pregnancy, STIs, mental health, crime awareness, child abuse & protection, and life skills.- Dagana



Program focused on cyber security and online harassment. - Dagana



Marking the International Day for the Elimination of Violence Against Women at Sakteng Gewog- Tashigang



Child online protection (COP)- Tashigang



Communities of Bartsam Gewog and Rangjung Thromde to raise awareness about Gender-Based Violence and Domestic Violence.- Tashigang



Community of Radhi Gewog to raise awareness about Gender-Based Violence (GBV) and Domestic Violence (DV).- Tashigang



Sensitization program at Sonamthang Central School under Panbang Drungkhag. - Zhemgang



Sessions on Child Online Protection and Resilience Building- Zhemgang



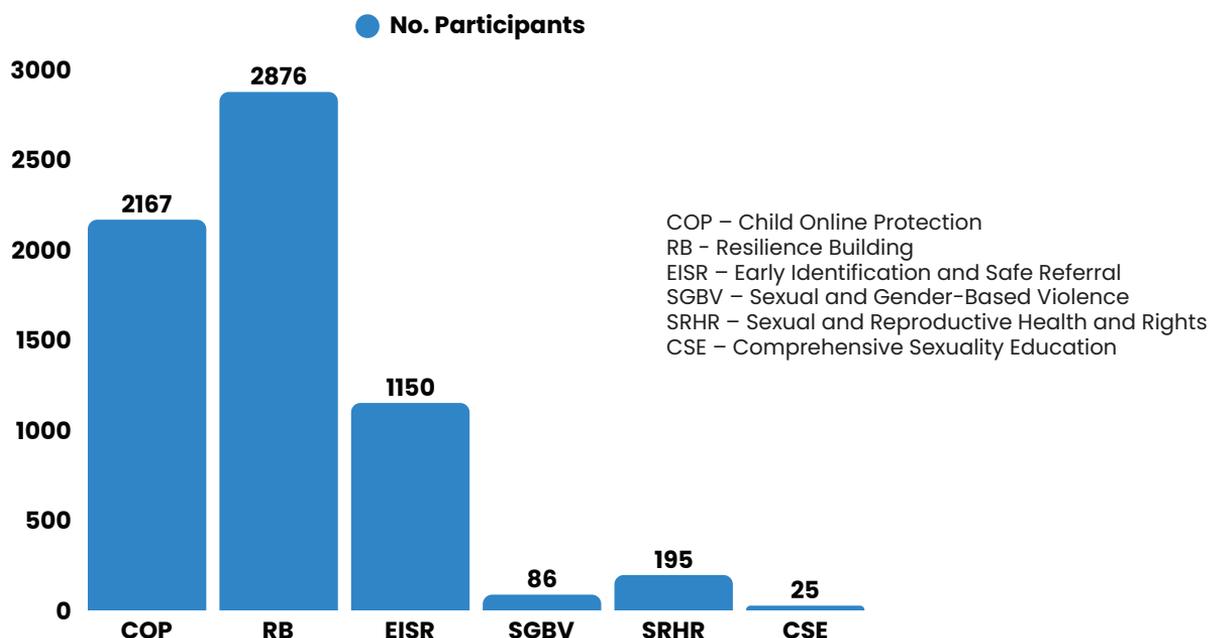
Sensitization and awareness program - Punakha



CHAPTER 3: *PROGRAMS*

Promoting highly motivated and professional service providers

PROGRAM AND TRAININGS



MENTAL HEALTH FACILITATOR (MHF) TRAINING PROGRAM



1st Batch: The Mental Health Facilitator (MHF) training program held on 15th - 19th July, brought together 36 participants from diverse professional backgrounds, including school guidance counselors, student service providers, addiction counselors, and education consultancy professionals. This comprehensive program aimed to address the growing need for community-based mental health interventions, particularly in the context of Sexual and Gender-Based Violence (SGBV). The training emphasized building skills that are adaptable to the social, cultural, economic, and political dynamics of various populations and regions.

The MHF program's core objective is to empower participants with practical and customizable mental health strategies that can effectively respond to the unique challenges faced by communities. By equipping trainees with these essential skills, the program aims to strengthen community resilience and ensure that mental health services are accessible, inclusive, and context-sensitive.

2nd Batch: The Mental Health Facilitator (MHF) training program was conducted on 9th - 13th December, at the RENEW Secretariat. This program brought together 30 participants, including School Guidance Counselors, officials from the Punatsangchhu Hydroelectric Project Authority (PHPA), and representatives from Education Consultancy Placement Firms (ECPF). The MHF training program is designed to address the growing global need for community-based mental health education. It aims to provide flexible and culturally sensitive training that aligns with the distinct social, cultural, economic, and political contexts of various populations and regions. By tailoring the program to these unique factors, the initiative ensures its relevance and effectiveness in fostering mental health awareness and support across diverse communities.



THREE-DAY CONSENSUS BUILDING INITIATIVE (CBI) MEETING



To foster stronger collaboration on addressing Sexual and Gender-Based Violence (SGBV) and advancing Sexual and Reproductive Health and Rights (SRHR), RENEW organized a three-day Consensus Building Initiative (CBI) meeting from 3rd to 4th January. This initiative brought together key stakeholders, including representatives from the Jigme Singye Wangchuck School of Law, Bhutan National Legal Institute, National Commission for Women and Children (NCWC), and the Pema Secretariat. The meeting served as a platform for dialogue and strategic planning, with participants collectively envisioning a future where teamwork and shared expertise drive sustainable efforts in tackling SGBV and promoting SRHR. The event emphasized the importance of integrated approaches and cross-sectoral collaboration in achieving these goals.

To strengthen the capacity of Mangmis and RENEW case managers in addressing domestic and gender-based violence (GBV), RENEW successfully organized a Consensus Building Initiatives (CBI) Soft Skills Training on 19th - 22nd March. This training brought together Mangmis from the districts of Punakha, Wangdue Phodrang, Gasa, Chhukha, and Haa, along with case managers from RENEW's 10 Community Service Centers.



MARRIAGE ACT ADVOCACY



Led by Natural Resources and Environment Committee (NREC), RENEW participated in a key consultative meeting to review the Marriage (Amendment) Bill 2024.

During the meeting, Dechen Choki, Legal Officer at RENEW, delivered an in-depth presentation on the proposed amendments. The focus was primarily on aligning the Dzongkha and English versions of the Act, ensuring consistency and clarity in legal language. RENEW raised concerns regarding Section 3.5, which deals with compensation and fines related to concealed marriages. It was proposed that if a third party is required to pay compensation (referred to as GAW), the spouse involved in the illicit relationship should also be held accountable for a similar financial obligation to the government. Further discussions focused on Section 5.1, which mandates that the party initiating the separation bear the associated costs. RENEW highlighted how this provision could deter women in abusive relationships from seeking separation, as they are often financially burdened by the separation costs.

Another critical issue was raised regarding Section 7.3, concerning the maintenance and expenditure for children's upbringing. RENEW officials emphasized that the current child allowance is insufficient to cover the actual costs of raising children, and this discrepancy needed to be addressed.

The NREC committee plans to continue its efforts by conducting additional consultative meetings with relevant agencies to further refine the Bill and ensure that it adequately addresses the concerns raised by RENEW and other stakeholders. This advocacy represents a significant step in aligning the Marriage Act with the evolving needs of women, children, and families in Bhutan.

LIFE SKILLS EDUCATION IN MONASTIC SCHOOLS

In June 2024, RENEW, in collaboration with the Commission for Religious Organizations of Bhutan (CROB) and with support from the UNFPA office in Bhutan, initiated a 3-day workshop aimed at integrating Life Skills Education (LSE) into the curriculum of monastic schools. The workshop, which took place in Mongar Dzongkhag starting on June 6, 2024, was designed to align LSE with the existing monastic curriculum. 16 Lams, Khenpos, and Lopens from 9 different Choedeys participated in the program, engaging in discussions and learning how to incorporate life skills into their teaching practices. The primary goal of this workshop was to equip monastic educators with the tools and knowledge to integrate LSE effectively into their institutions, fostering holistic development among students in monastic settings.



TOWARDS EMPOWERING BHUTANESE CSOs FOR GOOD GOVERNANCE AND INCLUSIVE DEVELOPMENT

Launched on 14th February 2024, the EU-funded project "Towards Empowering Bhutanese CSOs for Good Governance and Inclusive Development" is a collaborative effort led by Save the Children Bhutan, Bhutan Transparency Initiative (BTI), and RENEW. Over 42 months, the project aims to strengthen civil society organizations (CSOs) through three key objectives: 1) Supporting the engagement of CSOs with the Bhutanese Parliament, 2) Strengthening the capacity of CSOs, and 3) Improving the engagement of CSOs with the media.



SUPPORTING CSO ENGAGEMENT WITH THE BHUTANESE PARLIAMENT



Youth Engagement Forum

STRENGTHENING THE CAPACITIES OF CSOs

Strengthening CSOs as Catalysts for Good Governance and Inclusive Development

CAPACITY BUILDING FOR CSOS (17TH -18TH SEPTEMBER 2024)

RENEW facilitated a two-day training program. The training focused on parliamentary processes, good governance, and citizen engagement, with an emphasis on gender and child rights. Twenty-five participants from CSOs and youth networks gained critical skills in policy advocacy and public policy influence. The sessions highlighted the evolving role of CSOs in Bhutan's development, moving beyond operational management to active policy engagement. This initiative has empowered CSOs to contribute more effectively to Bhutan's inclusive development agenda.



Building capacities of CSOs

IMPROVING CSO-MEDIA ENGAGEMENT

Bridging the gap between CSOs and media through two major activities:

CSO-MEDIA ENGAGEMENT FORUM (29TH OCTOBER 2024)

This forum convened 50 representatives from CSOs, media institutions, and development partners to foster collaboration. As part of this initiative, RENEW introduced the CSO-Media Engagement Framework, a comprehensive guideline developed through extensive multi-stakeholder consultations to foster structured and effective partnerships. Panel discussions emphasized the importance of transparency, evidence-based journalism, and collaborative storytelling to drive social change.



IMPROVING CSO-MEDIA ENGAGEMENT

CAPACITY BUILDING FOR MEDIA (24TH–25TH JUNE 2024)

A specialized workshop trained media personnel on ethical reporting, human rights, and covering vulnerable populations. The program was held at RENEW's Happy Home to gain first-hand insights into support systems for marginalized groups. Following the capacity-building workshop, media personnel from print and broadcast media houses produced compelling narratives on pressing social issues, with particular emphasis on amplifying the voices of marginalized communities. Kuensel highlighted teenage mothers' resilience and rural challenges, along with stories on breaking cycles of violence. Business Bhutan shared an inspiring HIV/AIDS survivor's journey, Kuzoo FM shed light on the pervasive issue of gender-based violence, capturing voices from marginalized communities. Radio Valley brought attention to the critical issue of workplace sexual harassment, and BBS Radio aired Survivors' Diaries, a moving docu-drama. Funded by the European Union, these coverage enhanced public awareness and prompted engagement on pressing challenges.



CBSS-DAISAN STANDARD OPERATING PROCEDURE (SOP) ROLLOUT AND CHILD SAFEGUARDING TRAINING; PEER HELPERS - DAISAN INTEGRATION



The CBSS-DAISAN Standard Operating Procedure (SOP) rollout to integrate Peer-helpers and DAISAN Networks in Schools, accompanied by a refresher training on child safeguarding, took place from 1st to 3rd July. The training session engaged 43 participants, including school principals, counselors, DAISAN focal points, and Wellbeing focal points from 12 schools across the districts of Thimphu, Haa, Gasa, Wangdue, Punakha, and Paro, all part of the DAISAN network. In addition to the SOP and child safeguarding training, the session also included a discussion on promoting Technical and Vocational Education and Training (TVET). This session aimed to encourage a shift in mindsets and promote inclusive practices among educators and focal points, further enhancing the understanding of TVET and its role in empowering students. This initiative reflects the continued commitment to strengthening child safeguarding practices and fostering inclusive educational opportunities within Bhutan's school network.

STRENGTHENING MSTF CBSS NETWORK, ADVANCING PUBLIC HEALTH AND SOCIAL PRIORITIES AT THE GRASSROOTS LEVEL

In collaboration with the Ministry of Health (MoH), RENEW has conducted consultation meetings with the dzongkhag administrations in Bumthang, Mongar, Trashiyangtse, Tashigang, Pemagatshel, and Samdrup Jongkhar. These meetings were held to strengthen and revitalize the MSTF-CBSS network, ensuring the continued advancement of public health and social priorities at the grassroots level in Gewog and Chiwog.

The sessions were presided over by DASHO DZONGDAS and DASHO DZONGGRABS, with participation from MSTF-CBSS members and local government representatives. The MSTF (Multi-Sectoral Task Force) was established in 2001 under MoH, while the CBSS (Community-Based Support System) was created under RENEW in 2005. Both networks have been pivotal in advocating for sexual reproductive health and rights, and Gender Based Violence across the 20 districts of Bhutan. These initiatives were launched under the patronage of Her Majesty Gyalum Sangay Choden Wangchuck.

During the meetings, the team provided updates on the status of the MSTF-CBSS network in each Dzongkhag and presented new operational guidelines designed to further strengthen the network. The discussions were productive, with members unanimously acknowledging the importance of the network's strength, especially in terms of service sustainability and community engagement.

A day-long sensitization workshop was also organized for local leaders and MSTF-CBSS members. The workshop focused on gender mainstreaming, emphasizing the significance of a Gender Transformative Approach. The team also highlighted the role of Comprehensive Sexuality Education (CSE) as a key component of gender mainstreaming, presenting the findings of an assessment conducted in 21 priority schools. The assessment strongly recommended the extension of CSE to all schools and communities across the 20 districts.

BUMTHANG



MONGAR



PEMAGATSHEL



TASHIGANG



SAMDRUP JONGKHAR



TASHIYANGTSE



STRENGTHENING COMMUNITY-BASED SUPPORT THROUGH COORDINATED VOLUNTEER NETWORKS

RENEW continues to work in close collaboration with the MSTF (Multisectoral Taskforce), CBSS (Community-Based Support Systems), and youth volunteer network DAISAN (Druk Adolescents Initiative for Sexual Awareness) – Peer Helpers to address critical social issues related to gender-based and domestic violence (GBV/DV) and sexual and reproductive health and rights (SRHR).

In 2024, RENEW adopted a three-pronged approach focused on streamlining and systematizing volunteer coordination at all levels—districts, thromdes, gewogs, and chiwogs. This approach culminated in the establishment of MSTF-CBSS Coordination Networks at the district level, MSTF-CBSS Working Groups at the gewog level, and MSTF-CBSS Action Groups at the chiwog level. These structured networks will enhance the organization’s ability to deliver services and implement programs at the grassroots level across all 20 districts.

This coordinated framework will significantly contribute to a more responsive and resilient community support system, reinforcing RENEW’s mission of access to essential services for all.

36 MSTF-CBSS members comprising of local leaders, administrative officers, healthcare providers, and teachers from seven gewogs: Bongo, Getena, Geling, Bjabcho, Dungna, Methakha, and Chapcha under Chukha Dzongkhag attended two-day orientation program on Gender Equality and Gender-Based Violence including teenage pregnancy. The program was organized by RENEW in collaboration with MSTF-CBSS network in Chukha Dzongkhag.

The program aimed to enhance participants’ understanding of gender-sensitive attitudes and equip them with the skills to respond to gender related issues in the community. The members shared their experiences and challenges in dealing with social issues in their community. They pointed out that alcohol, and extra-marital affairs are the main triggering factors leading to domestic violence and other social issues. They also indicated the challenges faced by single mothers.

Further, they strongly recommended for need of a strong referral system among service providers to ensure holistic and effective services. The high light of the program was the strong commitment from local leaders to foster a community free of Violence against Women and children. We extend our heartfelt gratitude to Districts Administration and MSTF-CBSS members for their active participation and bringing together all the stakeholders from the grassroots who have committed to fostering a community free of Violence against Women and children. The program was successfully conducted with support from UNFPA.



GASA & WANGDUE

The two-day program began with an orientation on the CBSS-DAISAN operational guidelines for MSTF members of Wangdue Dzongkhag in the presence of the MSTF-CBSS chairperson. The presentation emphasized the importance of collaboration between CBSS and MSTF to ensure effective services and strengthen referral mechanism among service providers at all levels.

The Chairperson stressed the significance of working closely with various agencies and highlighted the need for a well-structured system to ensure holistic services for people in need. Following the orientation, the program continued with orientation program on gender equality and Gender-Based Violence (GBV) for 48 MSTF-CBSS members from Wangdue Dzongkhag including 22 MSTF -CBSS participants from Gasa. The program aimed to enhance participants' understanding of gender equality, the attitudes and norms towards gender equality.

The members shared their experiences and challenges in tackling social issues. The members comprised of local leaders, Gewog administration officers, teacher volunteers, and MSTF members. At the end of the two-day session, each Gewog from both districts presented the proposed members for the working group at gewog level and action group at Chiwog level.

We extend our heartfelt gratitude to the district administrations and MSTF-CBSS members for their active participation. The program was successfully conducted with support from UNFPA and the Dzongkhag administrations of Gasa and Wangdue on 11th and 12th of December 2024.



BEST PROJECT COLLABORATION; FOSTERING EQUAL OPPORTUNITIES

BEST Project Team visited several TVET institutes across Bhutan to address the underrepresentation of women in technical and vocational education. The team engaged in discussions with the Technical Training Institute (TTI) in Khuruthang, Punakha, TTI Samthang, Wangduephodrang, the Technical Training Institute in Thimphu, the National Institute of Zorig Chusum, and the Royal Institute of Tourism and Hospitality in Thimphu. These visits focused on exploring strategies for gender sensitive outreach, public awareness, and social media campaigns, with the objective of developing tailored campaigns that would engage and inspire female students to pursue technical and vocational fields.

As part of these efforts, RENEW recognizes the importance of vocational education and skills training in fostering equal opportunities. The 15th day of the 3rd month of the Bhutanese calendar serves as a reminder to honor artisans, craftsmen, and technicians whose dedication to their trades significantly contributes to the development of Bhutan's technical and vocational landscape. This celebration highlighted the value of vocational education in promoting gender equality, while acknowledging the efforts of both learners and educators in advancing technical expertise.

In addition, the Bhutan Education and Skills Training Project (BEST) organized a training session on “Marketing and Recruitment Strategies,” facilitated by Ms. Vedika Taunk, a Subject Matter Expert from Humber College, Canada. The training was attended by principals and marketing focal points from 10 TVET institutes under the Ministry of Education and Skills Development (MoESD), with the Department of Workforce Planning and Skills Development (DWPSD), MoESD, and RENEW collaborating in this effort. The session aimed to co-design and develop an integrated diversity and inclusion recruitment plan for TVET institutions, with a focus on ensuring equitable access to education and career pathways, supporting the goal of a more inclusive and diverse workforce.

Through these initiatives, RENEW, in partnership with various stakeholders, continues to promote gender equality in the TVET sector, ensuring that all students, regardless of gender or background, have the opportunity to succeed and contribute to the country’s development.

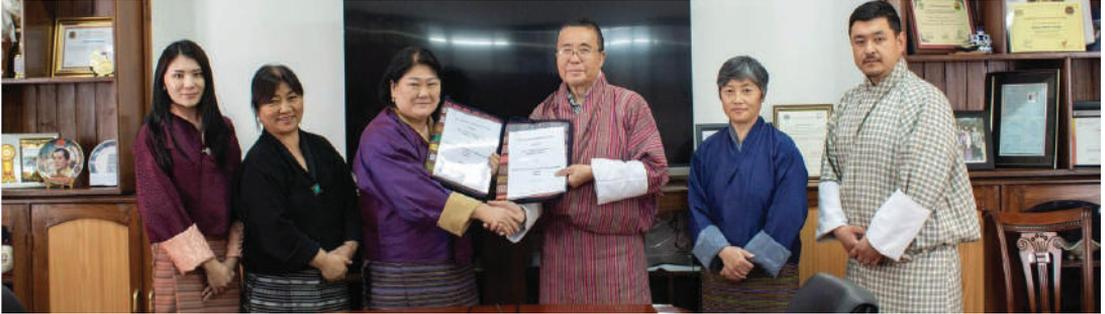




CHAPTER 4:
OPERATIONS & COORDINATION

Empowering teams and strengthening ties

MEMORANDUM OF UNDERSTANDING (MOU) SIGNED BETWEEN ROYAL THIMPHU COLLEGE AND RENEW



On 17th June 2024, Royal Thimphu College and RENEW formalized their partnership through the signing of a Memorandum of Understanding (MoU) focused on empowerment and education. This collaboration is aimed at promoting inclusive education by ensuring equitable opportunities for children across Bhutan. The MoU outlines a framework to create positive pathways for youth who have experienced maltreatment, encouraging them to continue their education and realize their full potential. By fostering a supportive environment, this partnership seeks to address barriers to education and empower young individuals to pursue academic and personal growth.

MEMORANDUM OF UNDERSTANDING (MOU) SIGNED BETWEEN ROYAL BHUTAN POLICE AND RENEW

A Memorandum of Understanding (MoU) was signed between the Royal Bhutan Police (RBP) and RENEW to enhance collaboration in addressing Gender Based Violence (GBV). This partnership aims to establish a comprehensive care pathway, providing resolution and support for individuals and families affected by GBV. The MoU underscores the commitment of both institutions to work jointly towards mitigating the impact of GBV and ensuring the safety and well being of survivors through coordinated efforts and shared resources.



SELF-LEADERSHIP TRAINING FOR RENEW STAFF

A comprehensive self-leadership training was conducted for the staff of RENEW, facilitated by the former Minister of Education, Lyonpo Norbu Wangchuk. The training focused on enhancing leadership skills within the organization while also emphasizing the importance of personal development and growth. This initiative aimed to equip participants with practical strategies to strengthen their roles as effective leaders and contributors to organizational success.



CAPACITY BUILDING TRAINING ON DIGITAL HEALTH INFORMATION SYSTEMS

RENEW participated in a capacity-building training on digital health information systems hosted by the IPPF South Asia Region in collaboration with HISP India. The training focused on the effective utilization of the District Health Information Software (DHIS2), which RENEW employs to manage healthcare data.

The DHIS2 system is instrumental in enhancing data accessibility, ensuring client privacy and anonymity, and enabling service providers to monitor and evaluate client data effectively. These features contribute to improving the quality of services delivered through RENEW's Community Service Centers (CSCs). Recognizing the need for a more efficient and accurate reporting system, service providers at RENEW's CSCs identified the importance of upgrading to a digital information management system. Master trainers from RENEW, who completed the training at the IPPF SAR office in Delhi, are now prepared to train other RENEW counselors and service providers, further strengthening the organization's capacity in digital health management.



CHAPTER 5:
*SOCIO-ECONOMIC EMPOWERMENT
PROGRAM*

Investing in people and inspiring progress

EMPOWERING WOMEN THROUGH SUSTAINABLE LIVELIHOOD SKILLS

Commencing on January 14, 2024, RENEW, in collaboration with GEF Small Grants Programme UNDP Bhutan and Jangchubshing Organic Farm, launched Oyster & Shiitake Mushroom Cultivation and management training in Kerong, Pemagatshel PemaGatshel Dzongkhag Administration. This project is geared towards empowering vulnerable women and the community of Chhokhorling, by imparting sustainable livelihood skills, addressing economic challenges, and advancing gender equality.



EMPOWERING WOMEN THROUGH MUSHROOM CULTIVATION

To foster resilience and self-reliance among women, RENEW continues its initiative on mushroom cultivation, an innovative approach to enhancing livelihoods and empowering vulnerable communities. This program underscores the importance of equipping women with practical skills that contribute to their socio-economic independence.

A 10-day training program on Shiitake and Oyster mushroom cultivation was successfully conducted in Kerong, Chhokhorling. Participants acquired hands-on knowledge and techniques essential for sustainable mushroom farming, enabling them to pursue this livelihood opportunity with confidence and competence.



The success of this initiative would not have been possible without the unwavering support of the local government stakeholders and the active participation of community members. As a gesture of appreciation, participants and stakeholders received small tokens of recognition for their valuable contributions to achieving the project's objectives. The broader goal of this project is to empower women and communities by breaking barriers to a content and fulfilling life. By imparting the right knowledge, attitudes, and practices, RENEW continues to pave the way for sustainable livelihoods and enhanced well-being.

EMPOWERING WOMEN THROUGH LIVELIHOOD SKILLS

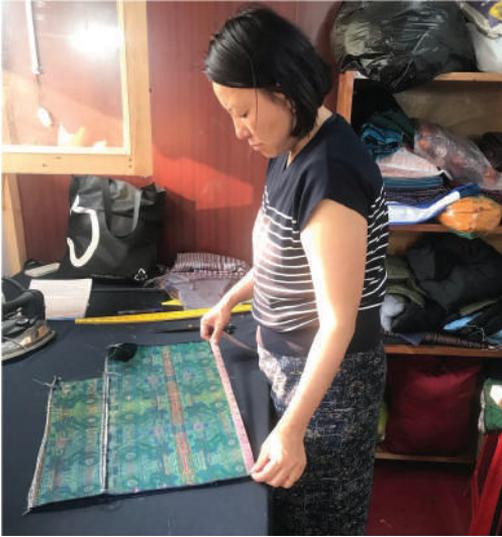


RENEW, in collaboration with the Paro Dzongkhag Administration and with support from Fida International, successfully conducted a 4-month basic tailoring training program for women in Drukgyel. This initiative aimed to equip participants with essential self-employment skills, enhancing their socio-economic status and fostering sustainable livelihoods.

The closing event was graced by Hon'ble Thrizin Dasho Tshering Dorji, with participation from the Gups of Luni and Tshento Gewogs, RENEW officials, and Community-Based Support System (CBSS) volunteers.



NEW TAILORING VENTURES IN PARO FOLLOWING TRAINING



Through RENEW's livelihood tailoring training program, beneficiaries in Paro have successfully launched their own weaving and tailoring center. Equipped with new skills and confidence gained from the training, these entrepreneurs have created a dedicated space where they can produce traditional and contemporary garments, support their families, and contribute to the local economy. This initiative reflects the impact of capacity-building efforts in empowering individuals, especially women to become self-reliant and sustain their livelihoods through craftsmanship and creativity.



CHAPTER 6:
FINANCIAL STATEMENT

OUR DONORS

Takin Circle (Donation above Nu. 1,000,000)

- Pilots - Druk Air

Blue Poppy Circle (Donation above Nu. 100,000)

- Dasho Singye Palden Yonten
- Ms. Rosemary Phelan
- IMTRAT

Cypress Circle (Donation above Nu. 10,000)

- Friends of RENEW, USA.
- Dhensel Research Consulting
- Karma Analysis & Research
- 8 Eleven
- Tashi Tours

Contribution made to RENEW by Drukair Pilots

SI No	Name	CID Number	Total
1	Yab Dhondup Gyaltshen	11 41 0001 661	73,200.00
2	Tshering Penjore	10805001127	30,500.00
3	Kuenga Yarphel	10702001561	36,600.00
4	Sanga Dorji	11107005739	36,600.00
5	Sonam Choeda	11 51 2005065	73,200.00
6	Chenda Wangchuk	11006001469	73,200.00
7	Chhimi Dorji	10806001857	73,200.00
8	Tshering Galey	11705001951	73,200.00
9	Tsering Norbu Jigme	10808000094	36,600.00
10	Sonam Yonten Wangchuk	11703001006	36,600.00

11	Thinlay Norbu	10102002540	36,600.00
12	Tandin Wangchuk	10811001131	36,600.00
13	Tashi Tshering	11402000278	36,600.00
14	Yosel Rangdrol	11410002590	36,600.00
15	Jigyel Jamtsho	10811002043	36,600.00
16	Ugyen Dema	10806000894	73,200.00
17	Kencho N Dradul	11503000251	36,600.00
18	Yeshey Dhendup	11410002772	36,600.00
19	Chuni L haden Dorji	10203001398	36,600.00

SI No	EMP No	Name	CID Number	Total
20	1886	Pema Rangdol	11608001836	36,600.00
21	1921	Tenzin Namgyal	10503000635	73,200.00
22	1931	Tshering Sonam	10809000135	73,200.00
23	1932	Kelzang Wangchuk	11410000739	73,200.00
24	1933	Choki Wangchuk	11410000742	36,600.00
25	1934	Dendup Tashi Namgyel	10811001795	36,600.00
26	1935	Jigme Thinley	10503000256	36,600.00
27	2060	Sonam Lhamo	11902000085	73,200.00
28	2059	Karma Shedup Tshering	10805002161	73,200.00
29	2066	Namgyal Wangchuk	11502001903	73,200.00
30	2036	Tshering Penjore	11106003879	73,200.00
31	2037	Yeshey Jamphel Dorji	11410002594	73,200.00
Grand Total				1,640,900.00

**RESPECT, EDUCATE, NURTURE AND EMPOWER WOMEN
RECEIPTS AND PAYMENTS STATEMENT
FOR THE PERIOD FROM 1 JANUARY 2024 TO 31 DECEMBER 2024**

RECEIPTS	SCHEDULE	AMOUNT (NU)		PAYMENTS	SCHEDULE	AMOUNT (NU)	
		2023	2024			2023	2024
Opening Balance:							
i. Cash at Bank	1	14,504,923.68	33,142,061.38	Expenditure			
ii. Cash at Hand		77,942.42	-	i. Project Expenses	6	62,917,306.31	57,905,704.30
				ii. Administration Expenses			
Fund Received				a. Employment Benefits	7	18,044,484.33	25,782,531.40
Grant Received	2			b. Other Administrative	8	4,205,092.27	4,922,385.43
Cash				Remittance	4	11,834,668.99	8,121,419.92
Kind				Advance	5	26,752,348.01	36,531,952.80
Other Income	3	35,346,294.72	26,423,855.52	Closing Balance	9		
Recoveries	4	11,822,322.99	10,908,844.52	i. Cash at Bank		33,142,061.38	33,479,686.16
Adjustment	5	26,545,471.01	36,422,769.49	ii. Cash at Hand		-	12,341.30
		156,895,961.29	166,756,021.31			156,895,961.29	166,756,021.31


Kuenzang Namgyal
(Sr. Finance Officer)


Tsering Dolkar
(Executive Director)


Rosy Chettri
(Partner)



OUR PARTNERS



Funded by
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