



2014

## YI training- January

The Youth Initiative for Debate, Deliberation and Development (YIDDD) is an **educational training** workshop where a group of 20 youth learn about public policy, **research**, and problem-solving.

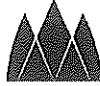
After a rigorous 10-day training on deliberative communication skills and democratic problem-solving, the group will host a debate and deliberation session on Friday, 17<sup>th</sup> January during which they will deliberate on the following issues from a youth perspective:

- *Bhutan should reduce the imports of junk food in order to promote local industry and lower non-biodegradable waste production.*
- *The **public and private** sectors need to take collaborative measures to improve the employment opportunities for differently-abled persons.*
- *The National Teaching Council of Bhutan should be formed to improve the **quality of education** in Bhutan.*

The YIDDD gives a **select group** of youth practical, hands-on experience in deliberating on national issues and taking community-based action with a non-partisan approach.

Following the training, the Representatives broke up into **committees** to research issues related to social justice, community vitality, and education. After the deliberation on Friday, observers will also be given an opportunity to offer feedback.

The main goal of this event is to provide the Youth with a platform to discuss and debate issues and arrive at resolutions. It is part of an experiential process whereby the YIDD hopes to be able to learn how to integrate democratic problem-solving into future educational initiatives. By giving youth these platforms, we believe that we they can become compassionate and **visionary** leaders capable of bringing positive social change.



## YI Public Sitting- January

**FRIDAY, JANUARY 17, YDF Hall:** After two weeks of intense training, reflection, and research, YIDDD Youth Representatives held a public session during which they deliberated on three resolutions relating to farmers, the disabled, and teachers.

With the session, we aimed to demonstrate to the audience – comprising of 20 representatives from education, the UN, and local government – that youth *are* capable of engaging in civil conversations about national issues and can come up with creative solutions.

18 of the 19 Youth Reps were present to critically examine resolutions, or proposals, they had formulated in their respective committees during the five-day research period. Each proposal described an issue that the Youth Reps felt needed to be urgently addressed, while advancing a solution and strategy for addressing the issue. Prior to proposal formulation, each committee attempted to understand the issue better through consultation with relevant stakeholders and a thorough literature review. ([See the proposals here](#))

Phub Dorji, YIDDD co-founder, began the session by introducing YIDDD and his inspiration for taking it forward.

“The idea of YIDDD started from the year 2011; however it wasn’t till 2013 that work on forming it started seriously,” he said. “This organization was formed with the fundamental idea that, as a democracy grows, it is important that the voice of every section of the population be included.”

“We hope this project will motivate young people to recognize and take their chances in intervening and participating in the shaping of policies and thus making their voices heard.”

---

He then introduced the YIDDD speaker, Kezang Dorji, who took over to moderate the debates.

The Community Welfare committee began by issuing their proposal to support local farmers and reduce the import of packaged foodstuffs (popularly known as junk food). The group argued that, due to Bhutan’s negative balance of trade and limited investment in agriculture, it is



in the country's best interests to substitute non-essential and unhealthy imports for healthier alternatives that would support Bhutan's smallholding farmers.

Youth Reps questioned the committee's means for moving towards a trade embargo on junk food items. Could Bhutanese products be priced competitively with foreign goods made by multinationals? And why should we limit people's choice?

The committee defended their proposal, while agreeing to assess the feasibility of phasing out junk food items in more detail. After a group vote, the motion passed with 13 votes.

The Social Justice Committee, led by Yonten Phuntsho, then presented their proposal to develop a separate National Policy addressing the needs of persons with disabilities through intervention and engagement in mainstream development. While there has been much progress in the provision of opportunities for those with physical, hearing, speaking, and visual impairments, barriers persist in the form of popular attitudes about the capacities of disabled persons and non-inclusive infrastructure.

Perhaps the most polished of the proposals, the group received limited opposition from the group. The majority of the questions focused on clarifying definitions and the role of advocacy. The proposal subsequently passed with unanimous approval (18 votes).

The Education Committee, led by Ngawang Gyeltshen, rounded out the agenda with their proposal for the establishment of an autonomous Teaching Council that would recruit, retain and motivate teachers. Central to the group's proposal was their claim that, under the RCSC, teachers were being overburdened and treated like bureaucrats, and therefore required an independent management body to oversee their activities.

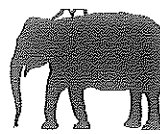
Due to the limited definition of the "Teaching Council"'s functions, the committee met strong opposition from the group. Other Youth Reps questioned the necessity of such a body and how it would improve the quality of education. With only 10 votes, the motion failed with the caveat that the group look at alternative means of recruiting more quality teachers.



At the event's closure, audience members were invited to offer feedback to the group. Many sang praises for the high level of discourse that the Youth Reps displayed. One audience member commented that it was "like we were watching future MPs in action!" Members were encouraged to not stop at the "planning phase" and to continue to put their proposals into action.

In his closing remarks, the YIDDD president Dechen Rabgyel reiterated to the group in his closing remarks that the Representatives remain steadfast in their commitment to bringing positive change.

The members will meet throughout the year to see these proposals through.



- To collectively arrive at a decision through a mock parliamentary sitting

## Results and Impact

*Deep Reflections through Dialogue:* Every morning began with “circle of trust” styled dialogues on topics that youth inevitably think about: issues of conformity, love and relationships, dealing with parents, pursuing a career, etc. While initially dominated by a few voices, in a few days, youth grew comfortable sharing deeply personal stories and views about issues. TsheringYangzom, one of the youngest representatives, reported finding the dialogues to be therapeutic in helping her build her confidence “to open up and express [her] self”. As trust grew, so did participants’ comfort levels with each other. DechenRabgyel, the YIDDD president, found this “space” to be the “essence of democracy”.

*An Understanding of the Democratic Process in Bhutan:* By meeting with leaders, framers of the Constitution, and policymakers, participants began to understand how change works in a democracy – at a theoretical level. The deeper learning occurred through their personal research and investigation into issues, which involved knocking on office doors, going through protocol, and finding obstacles to putting their solutions into action. Following the training, participants reported understanding “what democracy is” and the responsibilities of different sectors of society.

*Improved Debate and Deliberation skills:* The first week involved three rounds of practice debates on the Tobacco Control Act, Responsibility, and Pedestrian Day. By applying some of the basic principles of active listening, argumentation (“Assertion – Reasoning – Evidence”), the four-step approach to refutation, and ways to analyze evidence, Youth Representatives learned how to critically engage an issue and collectively arrive at a decision. An impromptu demo debate between Phub and Manny on Corruption showed how these principles work at a higher level. Most significantly, YouthReps learned the importance of having *empirical* data and multiple sources to back up one’s arguments, and to not just generalize based on one’s opinions or personal experience. This played a huge role in motivating them to review as much literature and conduct as many interviews as possible.

*Cultivating Habits of Inquiry:* While not an intended outcome, an observable change occurred in participants’ thinking process. During dialogues, participants’ began to question the world around them – why there was inequality, the economic system of Bhutan (whether it was capitalist or socialist), and how decisions were made. By viewing perspective-changing films during most evenings (such as *Thank You for Smoking*), playing the *Global Economy* game (designed by Manny and Phub), and interacting with speakers who challenged them (such as Michael and DashoNeten), participants deepened ability to analyze the world along with their role in it.

*An Appetite for Exploring and Researching Issues:* During the training, participants self-selected into one of three issue committees: Social Justice, Community Welfare, and Education. Within these groups, the participants identified and focused on a singular issue for which they sought to change. The ownership of this process motivated participants to search high and low for whatever information they could get. Two nights before the session, two committees stayed up until 3 am to finish a draft of their proposal. Such hard work and commitment testified to the motivation of the youth to push themselves to find a workable solution.

*A Strong, Inspired Team:* A palpable sense of camaraderie grew over the two weeks, largely due to the residence-based component and the number of team-based activities integrated throughout

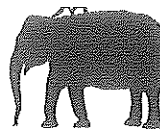
### **A Collaboration between**

E-mail: [bhutanyiddd@gmail.com](mailto:bhutanyiddd@gmail.com)

Phone: +02-327-903

Web: [www.yiddd.org](http://www.yiddd.org)





The initiative encourages youth to study public policy, debate with a non-partisan approach, and use democratic problem-solving skills.

---

*A Collaboration between*

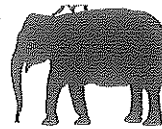


འབྲུག་འབྲུག་དྲན་དྲམ་མཁའ་ལོ་སྒྲིག་ལྷན་ཁང་།  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

*E-mail: [bhutanyidd@gmail.com](mailto:bhutanyidd@gmail.com)*

*Phone: +02-327-903*

*Web: [www.yidd.org](http://www.yidd.org)*



### Appendix III: Report on First Sitting

**FRIDAY, JANUARY 17, YDF Hall:** After two weeks of intense training, reflection, and research, YIDDD Youth Representatives held a public session during which they deliberated on three resolutions relating to farmers, the disabled, and teachers.

With the session, we aimed to demonstrate to the audience – comprising of 20 representatives from education, the UN, and local government – that youth *are* capable of engaging in civil conversations about national issues and can come up with creative solutions.

18 of the 19 Youth Reps were present to critically examine resolutions, or proposals, they had formulated in their respective committees during the five-day research period. Each proposal described an issue that the Youth Reps felt needed to be urgently addressed, while advancing a solution and strategy for addressing the issue. Prior to proposal formulation, each committee attempted to understand the issue better through consultation with relevant stakeholders and a thorough literature review. (See the proposals here)

PhubDorji, YIDDD co-founder, began the session by introducing YIDDD and his inspiration for taking it forward.

“The idea of YIDDD started from the year 2011; however it wasn’t till 2013 that work on forming it started seriously,” he said. “This organization was formed with the fundamental idea that, as a democracy grows, it is important that the voice of every section of the population be included.”

“We hope this project will motivate young people to recognize and take their chances in intervening and participating in the shaping of policies and thus making their voices heard.”

He then introduced the YIDDD speaker, KezangDorji, who took over to moderate the debates.

The Community Welfare committee began by issuing their proposal to support local farmers and reduce the import of packaged foodstuffs (popularly known as junk food). The group argued that, due to Bhutan’s negative balance of trade and limited investment in agriculture, it is in the country’s best interests to substitute non-essential

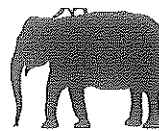
*A Collaboration between*



འབྲུག་འཛུགས་རྒྱུ་རྒྱུ་རྒྱུ་རྒྱུ་རྒྱུ་  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

E-mail: [bhutanyidd@gmail.com](mailto:bhutanyidd@gmail.com)  
Phone: +02-327-903  
Web: [www.yidd.org](http://www.yidd.org)





and unhealthy imports for healthier alternatives that would support Bhutan's smallholding farmers.

Youth Reps questioned the committee's means for moving towards a trade embargo on junk food items. Could Bhutanese products be priced competitively with foreign goods made by multinationals? And why should we limit people's choice?

The committee defended their proposal, while agreeing to assess the feasibility of phasing out junk food items in more detail. After a group vote, the motion passed with 13 votes.

The Social Justice Committee, led by YontenPhuntsho, then presented their proposal to develop a separate National Policy addressing the needs of persons with disabilities through intervention and engagement in mainstream development. While there has been much progress in the provision of opportunities for those with physical, hearing, speaking, and visual impairments, barriers persist in the form of popular attitudes about the capacities of disabled persons and non-inclusive infrastructure.

Perhaps the most polished of the proposals, the group received limited opposition from the group. The majority of the questions focused on clarifying definitions and the role of advocacy. The proposal subsequently passed with unanimous approval (18 votes).

The Education Committee, led by NgawangGyeltshen, rounded out the agenda with their proposal for the establishment of an autonomous Teaching Council that would recruit, retain and motivate teachers. Central to the group's proposal was their claim that, under the RCSC, teachers were being overburdened and treated like bureaucrats, and therefore required an independent management body to oversee their activities.

Due to the limited definition of the "Teaching Council" 's functions, the committee met strong opposition from the group. Other Youth Reps questioned the necessity of such a body and how it would improve the quality of education. With only 10 votes, the motion failed with the caveat that the group look at alternative means of recruiting more quality teachers.

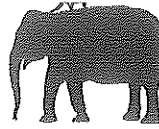
At the event's closure, audience members were invited to offer feedback to the group. Many sang praises for the high level of discourse that the Youth Reps displayed. One audience member commented that it was "like we were watching future MPs in action!" Members were encouraged to not stop at the "planning phase" and to continue to put their proposals into action.

***A Collaboration between***

*E-mail: [bhutanyidd@gmail.com](mailto:bhutanyidd@gmail.com)*

*Phone: +02-327-903*

*Web: [www.yidd.org](http://www.yidd.org)*



In his closing remarks, the YIDDD president DechenRabgyel reiterated to the group in his closing remarks that the Representatives remain steadfast in their commitment to bringing positive change.

The members will meet throughout the year to see these proposals through.

---

*A Collaboration between*

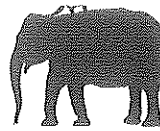


འབྲུག་གི་འགྲུབ་དང་དཔལ་ལེན་གྱི་ལྷན་ཁང་།  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

*E-mail: [bhutanyidd@gmail.com](mailto:bhutanyidd@gmail.com)*

*Phone: +02-327-903*

*Web: [www.yidd.org](http://www.yidd.org)*



## Appendix IV: PhubDorji's Opening Remarks

Good afternoon, Youth representatives to YIDDD, honorable Steering Committee members and the audience. I am PhubDorji and for the past year, with BCMD, I worked to start an association of Youth dedicated to training it's members to make reasonable and democratic debates. Today is the first round of such debates.

The idea of YIDDD started from the year 2011; however it wasn't till 2013 that work on forming it started seriously. This organization was formed with the fundamental idea that, as a democracy grows, it is important that the voice of every section of the population be included.

In the early months of 2013, Manny and I started working on the documents for this association. With little or no experience between the two of us, it was a task working on the necessary papers; nevertheless, we pulled through. The months of September, October and November were the most crucial for us. In September, we met with concerned people from various agencies and talked to them about what they felt this association should/would look like. October was the month for more meetings and public consultations as we went around different organizations talking to the public about our idea. These organizations included some schools and institutions from which we now have members. The initial plan had been to include as many schools as possible but at the same time limit the number of seats in the sitting. During our meetings with the Principals, some schools decided to not be a part of this. But, the support we received from most schools, principals, teachers and students have been overwhelming.

In the month of November, we went on to select or elect our Youth representatives. And as you can now see, we have 18 members presently in the initiative.

Here is an excerpt from our original pitch proposal about this initiative to give you an idea of the ideals and intentions YIDDD was started with *"We hope this project will motivate young people to recognize and take their chances in intervening and participating in the shaping of policies and thus making their voices heard. The model will involve local and national authorities as well as civil society and provide the opportunity for students' ideas to be discussed, considered and implemented."*

Whilst starting the organization with set ideals was easy, we realized that it would be difficult to maintain these ideals within the organization. To help us achieve the said goal of perennial idealism, a Steering Committee was set up. This would act as a guiding body for the young minds. Every member in the Steering Committee has registered themselves in their individual capacity.

Let me now talk a bit about the events of YIDDD after the election of the members: On the 13<sup>th</sup> of December, YIDDD attended a Youth Forum together, which started building teamwork spirit between all of them.

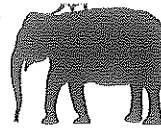
On the 3<sup>rd</sup> of January 2014, the Youth-Reps convened at the DYS campus to begin their training. Over the course of a fortnight, the members were trained in three basic ideas: 1. Communications 2. Bhutanese Democracy and 3. Research.

**A Collaboration between**

E-mail: [bhutanyiddd@gmail.com](mailto:bhutanyiddd@gmail.com)

Phone: +02-327-903

Web: [www.yiddd.org](http://www.yiddd.org)



For the first 4 days, the members were trained in democratic debates. During these trainings, they learned about debate and deliberation. They were given various exercises to help them understand debate. All the YIDDD youth-reps agree that this part of the training helped them become outspoken. However, the clear direction was to not just train them to speak but to make them reasonable and practical debaters.

The next 5 days was spent to make them understand about democracy, policy making, active citizenry and advocacy. It was important that our members understood about the different facets of our country's beautiful democracy.

For these 9 days, we had various speakers coming in to talk to them. These speakers were well versed in their own subjects. We would like to thank these speakers for not only talking to these brilliant young minds, but also agreeing to be a part of our audience today.

If you ask anyone who had been observing our trainings, they would tell you that the next 5 days of the training seemed very light. But ask any member and they will tell you that these 5 days were the most exhausting of all. So I guess, Einstein's geometry was correct in predicting that based on an observer's point of observation and frame of reference, a single event can be perceived in multiple ways. [Haha! Didn't get that. Okay, sorry. Let me go on]. So what was so exhausting? Research. You see, on the 9<sup>th</sup> day of trainings, the members were divided into different committees based on their own preferences. And in those committees, they worked on certain policy issues they wished to talk about. So basically, the core training had ended on the 9<sup>th</sup> day; however, like we said, we wanted to train them to become reasonable and practical debaters. So, in order for them to be well versed in their arguments and proposals, they were asked to spend 5 days on research. That they did and now, after 2 weeks, they are ready to debate in parliamentary fashion.

I can feel your thoughts at about this moment. And so let me answer that question. "No!" We didn't make them study a lot. It was nothing like a school session. Throughout the training sessions, here's the schedule that was followed. 9am breakfast. 10am: meditation and dialogue [this was used to get the members talking within themselves about different youth issues]. At about 11am every morning, we would have speakers coming in to talk about different subjects, like the NC's policy-making approach, Corruption and Democracy, etc. At 1pm every day, we had lunch from the canteen right there. After lunch, there was usually only one activity, mostly talks again. However, let me reiterate that, our days were not boring [or at least I hope they weren't. I never found the courage to ask them for the fear of getting an answer I didn't want.] No. Honestly! Listen. Once we decided to hike up to KuenselPhodrang for a picnic. That has to be literally the worst lunch of all time [and that is saying something because I have eaten what I cooked and that wasn't good. At all]. To start with, after about 2 minutes of opening the hot cases filled with food, the cruel cold atmosphere on top of the hill took away the heat and we were left to munch on cold hard food. Things got funny after that. We decided to hike up the forest in hopes of having some time with the trees there. We got lost! That's it. That's the punchline of the joke. We got lost. In the most crowded city in the country, near the most famous landmark in the city, we got lost! So what did we

***A Collaboration between***

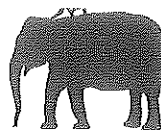
*E-mail: [bhutanyiddd@gmail.com](mailto:bhutanyiddd@gmail.com)*

*Phone: +02-327-903*

*Web: [www.yiddd.org](http://www.yiddd.org)*



འབྲུག་གི་མཐུན་རྒྱུ་རྒྱུ་རྒྱུ་རྒྱུ་  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY



do? Well, we used science and Math of course. I used my physics and math knowledge to develop complex algorithms to help us get out of the woods. It wasn't easy and we needed a lot of variables that was hard to get but we managed. Just kidding. We decided to keep going downhill. We found the road there.

Anyways, I will not keep you here longer. I hope that you guys will have fun listening to these youth debate about issues they feel important. And we hope that you understand and participate in the session. Now, we will watch a 3 minute video on YIDDD.

---

*A Collaboration between*

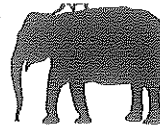


འབྲུག་གི་མཚན་འཛིན་གྱི་ལྷན་ཁག་གི་ལྷན་ཁག་  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

*E-mail: [bhutanyiddd@gmail.com](mailto:bhutanyiddd@gmail.com)*

*Phone: +02-327-903*

*Web: [www.yiddd.org](http://www.yiddd.org)*



## Appendix V: DechenRabgye's Closing Remarks

### Closing Remarks

Good Evening,

Honourable Speaker, Representative to Youth Initiative for Debate, Deliberation and Development (YIDDD), Distinguished Guests, and Ladies and Gentlemen,

At the very outset, I on behalf of the YIDDD Group would like to thank Bhutan Centre for Media and Democracy (BCMD) – AumPek and the team for the initiative. Over the course of time, I have discovered BCMD as a Civil Society Organisation, as proactive, omnipresent and energetic, consisting of dedicated team of staff committed to change Bhutan for better through Media Literacy, Civic Engagement and Democratic Discourse. Thank you BCMD!

We also would like to thank Founders – Manny Fassihi and PhubDorji for the initiative and the subsequent platform that we got and the result we saw this afternoon. Muchas Gracias Manny and KadrinchePhub!

To Distinguished Guests and Observers, thank you all for your insightful comments and constructive feedback that would help us consolidate and strengthen our proposal.

To all the interviewees, stakeholders, there are only few interviewees who have come for today's sitting, the YIDDD Group would like to share our heartiest regard for their time, thoughts, expert's views and resources.

To the YIDDD Group, as decided by the voting and confirmed by the Speaker, resolutions of Community Welfare Committee and Education Committee did not get through. This does not mean that it has come to an end rather it is an opportunity for you to come even stronger. To the Social Justice Committee, the Committee to which I belong, the fact that your resolution came through does not provide room for complacency for we have got to practice what we preach.

YIDDD is a year-long Project for us as a member; however, we are expected to take beyond it so that it has greater positive ripple effect in the community we live in and the Country at large. As a group, it has no time bound and will continue and grow as we have intention and plan to take it to other parts of the Country too.

As a pilot project, it is important for every one of us to make conscious effort and set realistic target in order to set good precedent for the future YIDDD group and the wisdom they would bring in. The action however, need not have to be big for small step

*A Collaboration between*

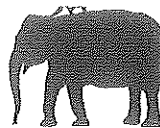


འབྲུག་ལྗང་མཚན་དཔྱད་དཔྱད་མངའ་གཞིའི་རྒྱུ་ལ།  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

E-mail: [bhutanyiddd@gmail.com](mailto:bhutanyiddd@gmail.com)

Phone: +02-327-903

Web: [www.yiddd.org](http://www.yiddd.org)



that we take; if properly planned and designed will have major positive impact to our community. So, respective Committees, beside your Proposal may come up with Action Plan that would further and strengthen our stand. Towards this end, I suggest, every Committee to come up with your Action Plan during the upcoming and the follow up meeting on 23<sup>rd</sup> January, 2014 after our visit to the Opening Session of the Second Session of the Second Parliament of Bhutan on 22<sup>nd</sup> January.

For the Follow up meeting, we will discuss on projects the respective Committees would undertake and confirm the date for our Monthly Meeting. Beside these, other agendas of our concern will be tabled and deliberated.

Thank you and TrashiDelek!

---

*A Collaboration between*

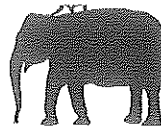


འབྲུག་ཡུལ་གྱི་མཐོ་རིམ་གྱི་  
BHUTAN CENTRE  
FOR MEDIA AND DEMOCRACY

*E-mail: [bhutanyidd@gmail.com](mailto:bhutanyidd@gmail.com)*

*Phone: +02-327-903*

*Web: [www.yidd.org](http://www.yidd.org)*



## Appendix VI: DechenRabgyel's Reflections

Are Bhutanese youths really belligerent? Are they problematic? No! Were the answers and comments reiterated by Speakers who came and spoke on different topics during the two week training for the 20 member Youth Initiative for Debate, Deliberation and Development, a project of Bhutan Centre for Media and Democracy. Rather, they commended the potential of the youth if they were given the platform. Nurturing youth today is the area worth investing for it will usher us brighter future.

The Representatives were given training on Meditation and Mindfulness, and engaged in discussions on Constitution, Democracy, Governance, Public Policy, Education, Employment and Youth, Drugs and Mental Health. Elaborate and extensive training on debate, deliberation and democratic problem solving was provided where Representatives got to debate and come to consensus on the issue concerned. Hike to KuenselPhodrang provided the ideal opportunity for the group to solve problem democratically when we were stuck in the woods. Amid differing views on which way to take to return to our Camp, the group after discussion and decision, reached safely to the Camp. Yet, the task was far from being delivered for the Group had major task to be deliberated on the issues they have raised on 17<sup>th</sup> January, 2014.

The group was divided into three Committees, viz. Community Welfare, Education and Social Justice, each committee having one issue at hand. For three days, we did literature review, went to field – to interview, observe and collect resources.

For the first sitting of the YIDDD amid few distinguished observers, notably among Civil Society Organizations circles, UN agencies and interviewees, three issues one each from three Committees were tabled. Community Welfare presented two proposals – to help farmers and to set up potato chips factory to address trade deficit and control waste. The Committee's proposal to help farmers did not get through while the latter was adopted. Social Justice Committee's proposal to have National Policy for Disability was adopted unanimously while Education Committee's proposal to have autonomous Accreditation Council for Teachers did not get through.

After the deliberation, Observers expressed their appreciation and commended the Group of their efforts and work they have been doing for last two weeks. Recommendations were also made to improvise and strengthen the proposal. As the

### *A Collaboration between*



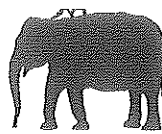
འཕུལ་པ་ལྷན་ཁག་གི་འཛིན་སྐྱོང་།  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

E-mail: [bhutanyiddd@gmail.com](mailto:bhutanyiddd@gmail.com)

Phone: +02-327-903

Web: [www.yiddd.org](http://www.yiddd.org)





sitting adjourned, congratulatory words from the Observers instilled us the motivation to work harder for us to be seen as an agent of change for better. Identifying problems, providing solutions through consultations, discussions and debates backed by evidence based research and findings along the lines of constructive feedback and refutation were the highlights of the training and subsequent session. It is privilege for me to be part of YIDDD Group and should be for all other representatives for it provides us platform to know oneself better in conjunction with others and the community at large.

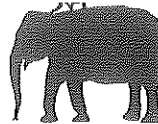
---

*A Collaboration between*



འགྲུབ་ལས་ཁུངས་ཀྱི་མཉམ་སྲུབ་ལྷན་ཁྲིམས་ལྷན་ཁུངས་  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

*E-mail: [bhutanyidd@gmail.com](mailto:bhutanyidd@gmail.com)  
Phone: +02-327-903  
Web: [www.yidd.org](http://www.yidd.org)*



## Appendix VII: Action Proposals

### Community Welfare Proposal: Focusing on Farmers

#### Issue

According to Bhutan Trade Statistics 2012 Bhutan is an import oriented economy. The balance of trade in 2012 was negative Nu 24.673 billion with imports worth Nu 53.093 billion and exports worth Nu 28.420 billion. The top ten imports of our country are very essential for our country as they are mainly raw materials and requirements of industries and petroleum fuel.

#### Present Policy

But what is alarming is that we have spent Nu 7.36 billion on imported food stuff including vegetables, cereals, animal products, beverages and other food items. (Refer appendix I page 1) Of these imports Nu 2.75 billion was incurred on vegetable products and Nu 1.7 billion on prepared food stuff. Based on this we have two proposal to solve this issue. The first one is related to the import of food and vegetable imports and the second regarding the import of packed food.

#### **1. Food and Vegetable Import**

Bhutan has the potential to produce more agricultural products but our import of food and agricultural products compared to export exceeded by 65,257 metric tons amounting to 1985 million Ngultrum trade deficit. This is because our lands are underutilized. Bhutan has a total agricultural land of 1,125.5 km<sup>2</sup> which is 2.93% of the total land. Of the 1,125.5 km<sup>2</sup>, 682.55 km<sup>2</sup> is dry land, 123.8 km<sup>2</sup> is orchards or plantation and 319.11 km<sup>2</sup> is wet land.

There are a range of reasons to why Bhutan does not produce enough. Some of the major reasons are the decreasing population in the rural parts where most of the agricultural activities take place and the need for more support to farmers and entrepreneurs.

#### Goal Statement

We would like to propose that our farmers be enabled to produce more through better government support.

#### Strategy

In order to achieve this we have to make better use of our agricultural land i.e. increase our farm products through government support and encouragement to our farmers. We have to expand our cooperatives or establish more cooperatives in Bhutan. The stakeholders of the farm products must promote and market local products in Bhutan. There should be a cold storage facility to store our own products like potatoes sufficient for Bhutan during the off-season as we normally buy at that time. Farmers should have friendlier loans and grants to enhance their activities. If more effort and resources are channeled into improving agriculture in Bhutan the trade deficit incurred through import of food and agricultural products will ultimately go down.

#### **2. The import of packed food**

The import of prepared food stuff includes packed food stuff popularly known as junk food which cost Nu 604 million in 2011. This category of food is non-essential as it is not vital for our survival. According to a Waste Management Survey that our group carried out, among 96 people we interviewed 56 people said "they were ok if the import of junk food is banned in Bhutan."

#### Goal Statement

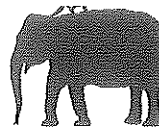
With this we would like to make our first proposal. We propose the promotion of local industries to produce alternative products and gradually decrease the import of junk food. This

#### **A Collaboration between**

E-mail: [bhutanyidd@gmail.com](mailto:bhutanyidd@gmail.com)

Phone: +02-327-903

Web: [www.yidd.org](http://www.yidd.org)



will lead to an increase in the economic activity and create job opportunities.

### Strategy

In order to achieve this we will start by promoting potato based industries as Bhutan produces potatoes in surplus. The products of these industries will mainly be potato chips with which we can stop the import of some chips like lays.

This has many advantages for our people as it firstly creates a market for potatoes within Bhutan. Secondly, these firms will create employment opportunities for our people and ultimately a reduction in the import of junk food. Instead of spending the 604 million on importing food products, we believe that it will be easier and more beneficial for our farmers to work to earn that money. This will work towards helping the nation reduce the already-rising trade deficit.

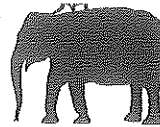
---

**A Collaboration between**



འབྲུག་འབྲུག་ལྗོངས་འཕེལ་རྒྱུ་ལྷན་ཁུངས་  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

**E-mail: [bhutanyidd@gmail.com](mailto:bhutanyidd@gmail.com)**  
**Phone: +02-327-903**  
**Web: [www.yidd.org](http://www.yidd.org)**



## Proposal for National Policy for Disability

### Issue

Inclusiveness is inherent human right enshrined in various International Conventions and the Constitution of the Kingdom of Bhutan. With 21, 894 persons of disability (hearing, speaking, visual and mobility impairment) from total population of 6, 34, 982 as per the Population and Housing Census of Bhutan, 2005, making up to 3.4% of the population (Disability in the South-East Asia Region, 2013, Regional Office for South-East Asia, World Health Organization), inclusion of persons with disabilities at various level of development is not proportionate to their population.

According to Ministry of Labour and Human Resources and Gross National Happiness Commission (11<sup>th</sup> Five Year Plan Document, Vol. 1), there is no specific National Policy addressing the needs of the persons with disabilities. Interventions by Civil Society Organisations such as Draktsho Vocational Training Centre for Special Children and Youth and Disabled People's Association of Bhutan do not in itself cater all the needs of the persons with disabilities. Attitudinal barriers, such as, considering persons with disability a burden and incompetent, environmental barriers such as unfavourable work place, public spaces and infrastructure act as an obstacle for persons with disabilities to engage with (Chophel, Tshomo&Wangchuk, 2014).

### Present Policy

The 11<sup>th</sup> Five Year Plan, Vol. 1: Main Document provides for intervention in the lives of vulnerable groups, however, does not have specific strategies and approach designed for intervention.

Labour and Employment Act, 2007 provides for non-discrimination on the ground of disability for employment, however, attitudinal and environmental barriers are not taken into consideration.

Special Education Section, ECCD and SEN Division under Department of School Education, Ministry of Education oversees the Educational needs of the persons with disabilities (visual, hearing and mobility impairment) in eight schools across the country. The total number of students enrolled in these schools stands at 343 (203 male and 140 female), (Annual Education Statistics, 2012)

Civil Society Organizations, namely, Draktsho, Disabled Persons Association of Bhutan and Ability Bhutan Society intervene in the lives of persons with disabilities for their growth and development.

To be drafted National Social Protection Policy ensures "Disability Insurance" in case the normal employee becomes disabled (Ministry of Labour and Human Resources).

### Statement of Goal

The *Goal* of this proposal is to develop a separate National Policy addressing the needs of the persons with disabilities through intervention (advocacy and legal protection), and engagement (employment) in mainstream development at the same time ensuring protection for rights of persons with disabilities.

1. The policy will be guided by the principles of
  - a) Individualism and human dignity;
  - b) Non-discrimination;
  - c) Participatory and inclusive growth; and
  - d) Accessibility.

### Strategy

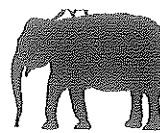
National Policy for Disability needs to be developed in consultation with experts, Civil Society Organisations, Corporate, Private Companies and disabled persons. The Policy shall have provisions for:

#### *A Collaboration between*

E-mail: [bhutanyidd@gmail.com](mailto:bhutanyidd@gmail.com)

Phone: +02-327-903

Web: [www.yidd.org](http://www.yidd.org)



1. Government:
  - 1.1 Shall diversify educational resources and facilities to all types of disabilities,
  - 1.2 Shall provide training and opportunities for persons with disabilities to enhance their employability, and
  - 1.3 May give incentives, grant tax holidays and exemptions for private companies that employ persons with disabilities.
2. General Obligations:
  - 2.1 Government, Corporate, Private, Civil Society Organisations and Media Houses shall initiate awareness and advocacy programmes,
  - 2.2 Come up with 'Universal Design' to ensure accessibility to all types of disabilities,
  - 2.3 Corporate and Private Enterprises through Corporate Social Responsibility shall contribute towards disability engagement and inclusion,
  - 2.4 Employers through 'Positive Action' and 'Positive Discrimination' may employ persons with disabilities during tie-break situation,
  - 2.5 The Monitoring Body shall ensure that there is proportionate remuneration for the persons with disabilities for the income they have generated to the organization or company as an employee, and
  - 2.6 Strengthen the existing institutions through certain level of independence at the same time there shall be constant communication among stakeholders regarding plans, policies and projects targeted towards integration, inclusiveness and engagement of persons with disabilities in mainstream development.

### **Implementation, Monitoring and Reporting**

For the implementation of this Proposal, new Department of Social Welfare shall be created under the Ministry of Labour and Human Resources that will oversee the drafting of the National Policy for Disability.

A Monitoring Body, Disability Inclusion Authority (DIA) shall be established under the Department of Social Welfare to assess and monitor the implementation of the Policy. The Authority besides regular staff shall have Board Members, comprising:

- 1) Director of Department of Social Welfare representing the government,
- 2) Representative from Civil Society Organization as determined by Civil Society Organization Authority of Bhutan,
- 3) Representative from Corporate Sector as determined during Corporate Board Meeting,
- 4) Representative from Private Sector as determined during Private Sector Board Meeting, and
- 5) Representative from the persons with disabilities as determined by the Civil Society Organisations working for engaging and empowering persons with disabilities.

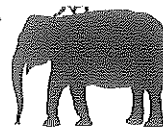
The Authority shall make annual report on the implementation and assessment of the Policy to the Government and shall be accessible for all the stakeholders and the general public.

*A Collaboration between*



འབྲུག་གི་མཐུན་སྲུང་དཔལ་འབྲོག་ལྷན་ཁག་གི་ལྷན་ཁག་  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

E-mail: [bhutanyidd@gmail.com](mailto:bhutanyidd@gmail.com)  
Phone: +02-327-903  
Web: [www.yidd.org](http://www.yidd.org)



## Proposal for the establishment of National Teaching Council of Bhutan

### Synopsis

Education remains one of the key policy areas where young people can develop livelihood values, skills and attitudes that will prepare them to successfully engage with the changing global environment and contribute to national development and prosperity (DYS, 2011, p. 16) Teachers play a vital role maintaining the standard of education. According to the Annual Educational Statistics 2013, ‘Ministry of Education believes that a high quality teaching force is the most important factor for success of the education system.’ This is further aided by the report of Royal Education Council (REC) on the quality of education which emphasized on the three critical reasons for the persistence of ineffective class-room practices across schools, two of the critical reasons being- conceived on the teachers i.e. under-prepared teachers and poor instructional leadership and in-service training.

### Present practices/policies

The teaching profession, despite of its vital role in nation building, is one of the least appreciated professions in the Bhutanese society. With added duties that the teachers have to perform, such as co-curricular activities and as a civil servant, teachers in Bhutan professionally over-worked; leading to reduced effectiveness of service delivery. These circumstances not only de-motivate in-service teachers but also result in failing to attract potential graduates, ultimately making teaching the last career choice. According to Annual Education Statistics 2013, between 2008 and 2013, 750 teachers voluntary resigned. This is one of the topics the youth need to ponder about.

Currently, teachers form a part of the human resource of the Ministry of Education as Civil Servants under Bhutan Civil Service Rules and Regulations 2012. Chapter 2, section 8.3.3 and 8.4.4 of BCSR 2012 defines MoE to be responsible for professional and capacity development of teachers. Again under chapter 2, section 8.5.3 and 8.5.4 of BCSR 2012, the Human Resource Division of MoE is responsible for suspension, retirement, leave, recruitment, promotion, training and disciplinary actions.

According to the interviewed participants of the consultative meeting being held in Thimphu among the education officials, a ‘Teacher HR policy’ is being drafted that will focus specifically on teachers “for setting benchmarks, recruitment, deployment, promotion etc.”

Logically speaking, teaching is different from bureaucracy because Bureaucrats are mostly found working in offices; however by definition one cannot call a class room an office. It would rather be defined better as field. Categorizing the teaching profession under Civil Service – which is primarily bureaucracy – hinders the professional service delivery of teachers.

This point is further emphasized in the press release in Kuensel, The consultative meeting has decided to grant autonomy to schools and empower them to set their own strategies in improving the quality of education and learning outcomes. Department of School Education’s director, Karma Yeshe, “[the purpose of ‘granting autonomy to schools is] to enhance efficiency and delivery of services by reducing bureaucracy, and to improve the quality of educational practices and student learning outcomes through empowerment, autonomy and flexibility.”

*A Collaboration between*

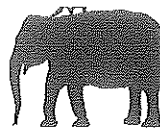


འཕུལ་པར་སྐྱོད་དང་དཔལ་ལྷན་གྱི་འཛིན་སྐྱོང་།  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

E-mail: [bhutanyiddd@gmail.com](mailto:bhutanyiddd@gmail.com)

Phone: +02-327-903

Web: [www.yiddd.org](http://www.yiddd.org)



And we believe that establishment of an autonomous body will significantly reduce the bureaucracy involved and encourage our teachers which will hence lead to enhance efficiency of service delivery.

### Recommendation

“Good teaching is perhaps the most critical part of a solid education. In fact, the deleterious effects of just one ineffective teacher may jeopardize the entire educational success of a young person, regardless of how many effective teachers she might subsequently have” (Wright, Horn and Sanders, 1997) “Teachers have the sacred duty of grooming the future of our nation. Teachers are... the linchpins on which the success of the Bhutanese education system hinges”(MoE, 2013, p.23).

We believe that the establishment of an autonomous body (tentatively) called ‘National Teaching Council of Bhutan’ will help address the issues we have mentioned above.

The proposed functions of the ‘National Teaching Council of Bhutan’ (NTCB) are as follows:

- ✓ To develop, implement and maintain professional standards for teachers.
- ✓ Accreditation and registration of teachers teaching in private and state-sector schools.
- ✓ Develop and implement the teaching career structure for Bhutanese teachers.
- ✓ Devise and implement a salary and promotion structure which is appropriate to the teaching profession.
- ✓ To work cooperatively with institutions in matters related to teaching/teachers.
- ✓ Develop and implement policies for the recruitment, deployment and retention of teachers.
- ✓ To work cooperatively with Royal Civil Service Commission (RCSC) to encourage transferability between the civil servants and teaching service.

The National Teaching Council of Bhutan (NTCB) will be responsible for “recruitment, motivation and retention” of the teachers in Bhutan.

### Goal statement

We propose to the Royal Government of Bhutan to establish an autonomous body responsible specifically for the teachers called (tentatively) ‘National Teaching Council of Bhutan’ with the above proposed functions which will result in motivating the teaching work force of Bhutan, professionalization of the teachers and significant enhancement of efficiency and delivery of service in the field of education. In order to achieve this, we propose the following strategy:

1. Research on international models of teaching council for understanding the functions and its impact on the quality of education.
2. To hold consultative meetings with Teachers and NIE students to understand their view on the current system and their feedbacks on the establishment of an autonomous body responsible specifically for the teachers called (tentatively) ‘National Teaching Council of Bhutan’.
3. To hold consultative meetings with relevant stake holders including Ministry of Education, Royal Education Council, Ministry of Finance, Royal Civil Service Commission.
4. To advocate and promote ‘The dignity of teaching’ among high school students and the general public.

*A Collaboration between*

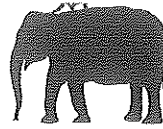


འབྲུག་གི་མཐོ་རྒྱུ་རྒྱུ་རྒྱུ་རྒྱུ་རྒྱུ་རྒྱུ་  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

E-mail: [bhutanyidd@gmail.com](mailto:bhutanyidd@gmail.com)

Phone: +02-327-903

Web: [www.yidd.org](http://www.yidd.org)



---

*A Collaboration between*



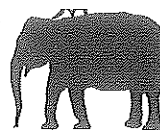
འབྲུག་མཆོད་སྐྱོད་དྲུག་མཆོད་སྐྱོད་ལྷན་ཁང་།  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

*E-mail: [bhutanyidd@gmail.com](mailto:bhutanyidd@gmail.com)*

*Phone: +02-327-903*

*Web: [www.yidd.org](http://www.yidd.org)*





## Appendix VIII: Minutes of the First Session

### Minutes of the 1<sup>st</sup> Sitting of the Youth Initiative for Debate, Deliberation and Development held on 17<sup>th</sup> January 2014

**Venue:** YDF Hall  
**Time:** 2 PM  
**Conclusion:** 5 PM

**Founders of YIDDD:**

1. PhubDorji
2. Manny Fassihi

**Executive Members:**

1. DechenRabgyal: President
2. KezangDorji: Speaker

**Youth Representatives**

1. Ghan Singh Ghalley
2. NgawangGyeltshen
3. PuranBhiswa
4. PunashaChhetri
5. TsheringYangzom
6. TsheringWangchuk
7. YontenPhuntsho
8. Geden
9. ZiwangGurung
10. KenchoDorji
11. SangayThinley
12. TsheringPelden
13. SumanSamal
14. SonamJamtsho
15. KinleyDorji
16. SangayBidha

### Welcome address and report by the Co-founder PhubDorji

The co-founder extended a very warm welcome to the Youth Representatives, Steering Committee Members and the observers of the first sitting.

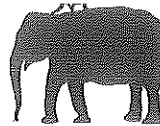
He submitted on the formation of YIDDD as follows:

*A Collaboration between*

*E-mail: [bhutanyiddd@gmail.com](mailto:bhutanyiddd@gmail.com)*

*Phone: +02-327-903*

*Web: [www.yiddd.org](http://www.yiddd.org)*



1. The idea of YIDDD was conceived in 2011 with an objective of helping democracy grow.
2. However, he started working on the documents with Manny in the early months of 2013.
3. The idea was consulted with schools and relevant organizations in the latter part of the year
4. Youth Representatives for the first sitting were elected or selected from their respective schools/institutes/organizations.
5. On the 13<sup>th</sup> of December, YIDDD attended a Youth Forum together, which started building teamwork spirit between all of them.

He also shared about the fortnight training given to the Youth Representatives from 3<sup>rd</sup> to 16<sup>th</sup> January. He submitted that the members were trained in:

1. Communications,
2. Democracy, and
3. Research

The members were taught the basic skills of debate and deliberation in the first four days with daily exercises on issues. They learned about democracy, active citizenry, policy making and advocacy in the next five days. The Representatives were taught how to research and they started researching on their topics for the sitting in the rest of the days.

He expressed his hope for a participatory debate and deliberation and submitted the floor to the speaker.

### **A 3 minutes video clip on YIDDD was presented to the audience**

#### **Debate and deliberation**

The Speaker welcomed the Members of the Steering Committee, Youth Representatives and the Audience to the first sitting. He apprised the floor about the three committees of YIDDD:

- 1. Community Welfare Committee**
- 2. Social Justice Committee**
- 3. Education Committee**

#### **The topics of the committees were announced as follows:**

- 1. Community Welfare Committee**- "*Bhutan should promote agricultural production and local industry in order to reduce import of foodstuff with a long term goal of achieving food self-sufficiency which will aid in the 11<sup>th</sup> FYP.*"
- 2. Social Justice Committee** - "*Proposal for National Policy for Disability*"
- 3. Education Committee** - "*Proposal for the establishment of National Teaching Council of Bhutan.*"

#### **The Youth Representatives were familiarized with the rules of the sitting.**

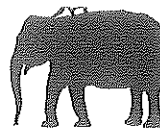
1. Each agendum is allotted a total of 45 minutes. The presentation is to be done in the first eight minutes and the remaining time is for the deliberation.
2. Audience participation will be entertained only if the deliberation on the issues ends

**A Collaboration between**

E-mail: [bhutanyiddd@gmail.com](mailto:bhutanyiddd@gmail.com)

Phone: +02-327-903

Web: [www.yiddd.org](http://www.yiddd.org)



before 45 minutes.

3. Towards the end of the deliberation the Speaker shall call for a vote. A proposal passes only if it gets a majority of two-third of the total votes.
4. The Speaker announces the recommendations from the deliberations and the action plan for the committees through the voting.
5. Youth Representatives who did not vote for a proposal shall state the reasons for their stand.
6. The main objective of the deliberation is to find out the support of the majority on the proposals which will consequently lead to cancellation or pursuance of the proposal.

After this the Speaker invited the representatives of the committees to present their proposals. The proposals were presented in the following order.

1. **Community Welfare Committee**-*"Bhutan should promote agricultural production and local industry in order to reduce import of foodstuff with a long term goal of achieving food self-sufficiency which will aid in the 11<sup>th</sup>FYP."*

Community Welfare Committee presented that:

- ✓ Bhutan is an import oriented economy. According to Bhutan Trade Statistics 2012, the balance of trade in 2012 was negative Nu 24.673 billion
- ✓ Bhutan's import of food items alone cost Nu 7.36 billion in 2012
- ✓ One of the reasons for the imports is underutilization of agricultural land
- ✓ The import of junk food was worth Nu 604 million

In this regard, the committee made two proposals:

1. Farmers be enabled to produce more through better government support.
2. Promotion of local industries to produce alternative products and gradually decrease the import of junk food. Establish/support potato chips factory in particular.

#### **Comments**

Most of the comments and questions asked were regarding the second proposal made by the committee. Some of the notable deliberations were as follows:

Q1. *How do we substitute the need of the consumers?*

ans-The need of the consumers will be substituted with the local products. People have to be educated on the advantages of going local. If there is enough awareness the consumers will be fine with the local products.

Q2. *Starting industries will have environmental impacts. How are you balancing it?*

ans- Environmental impacts will be there but we have to see the advantages of it. It increases the productivity of the economy and it also creates job opportunities.

After a long deliberation the Speaker called for the vote. The votes cast were as follows:

1. Farmers be enabled to produce more through better government support.

**Yes:10No:8**

2. Promotion of local industries to produce alternative products and gradually decrease

*A Collaboration between*

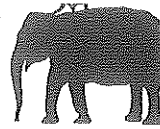


འབྲུག་གཞི་རིམ་གྱི་གྲོ་སྐྱོད་དང་འགྲུབ་སྐྱོད་ལྷན་ཁག་གི་འཛིན་སྐྱོང་།  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

E-mail: [bhutanyiddd@gmail.com](mailto:bhutanyiddd@gmail.com)

Phone: +02-327-903

Web: [www.yiddd.org](http://www.yiddd.org)



the import of junk food. Establish/support potato chips factory in particular.

**Yes:16 No:2**

The committee was to explore the possibility of establishing a potato chips factory.

## 2. **Social Justice Committee** – “*Proposal for National Policy for Disability*”

The committee presented as follows:

- ✓ Inclusion of people with special ability not proportionate with population
- ✓ There is specific policy for the disabled in our country
- ✓ There is attitudinal and environmental barriers
- ✓ The present policy for disability is as follows-
  1. The 11<sup>th</sup> Five Year Plan, Vol. 1: Main Document provides for intervention in the lives of vulnerable groups, however, does not have specific strategies and approach designed for intervention.
  2. Labour and Employment Act, 2007 provides for non-discrimination on the ground of disability for employment, however, attitudinal and environmental barriers are not taken into consideration.
  3. Special Education Section, ECCD and SEN Division under Department of School Education, Ministry of Education oversees the Educational needs of the persons with disabilities (visual, hearing and mobility impairment) in eight schools across the country. The total number of students enrolled in these schools stands at 343 (203 male and 140 female), (Annual Education Statistics, 2012)
  4. Civil Society Organizations, namely, Draktsho, Disabled Persons Association of Bhutan and Ability Bhutan Society intervene in the lives of persons with disabilities for their growth and development.
  5. To be drafted National Social Protection Policy ensures “Disability Insurance” in case the normal employee becomes disabled (Ministry of Labour and Human Resources).

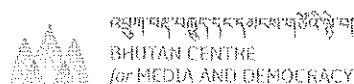
In this regard, the committee proposed:

1. For development of a separate National Policy addressing the needs of the persons with disabilities through intervention (advocacy and legal protection), and engagement (employment) in mainstream development at the same time ensuring protection for rights of persons with disabilities.

The policy will be guided by the principles of

- ✓ Individualism and human dignity;
- ✓ Non-discrimination;
- ✓ Participatory and inclusive growth; and
- ✓ Accessibility.

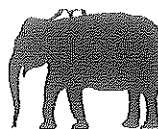
*A Collaboration between*



*E-mail: [bhutanyidd@gmail.com](mailto:bhutanyidd@gmail.com)*

*Phone: +02-327-903*

*Web: [www.yidd.org](http://www.yidd.org)*



## Strategy

National Policy for Disability needs to be developed in consultation with experts, Civil Society Organizations, Corporate, Private Companies and disabled persons. The Policy shall have provisions for:

### Government:

- ✓ Shall diversify educational resources and facilities to all types of disabilities,
- ✓ Shall provide training and opportunities for persons with disabilities to enhance their employability, and
- ✓ May give incentives, grant tax holidays and exemptions for private companies that employ persons with disabilities.

### General Obligations:

- ✓ Government, Corporate, Private, Civil Society Organizations and Media Houses shall initiate awareness and advocacy programs,
- ✓ Come up with 'Universal Design' to ensure accessibility to all types of disabilities,
- ✓ Corporate and Private Enterprises through Corporate Social Responsibility shall contribute towards disability engagement and inclusion,
- ✓ Employers through 'Positive Action' and 'Positive Discrimination' may employ persons with disabilities during tie-break situation,
- ✓ The Monitoring Body shall ensure that there is proportionate remuneration for the persons with disabilities for the income they have generated to the organization or company as an employee, and
- ✓ Strengthen the existing institutions through certain level of independence at the same time there shall be constant communication among stakeholders regarding plans, policies and projects targeted towards integration, inclusiveness and engagement of persons with disabilities in mainstream development.

## Implementation, Monitoring and Reporting

*A Collaboration between*

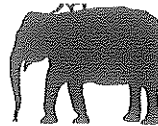


འབྲུག་གི་འགྲུབ་འདུག་པའི་མཁའ་མཁོ་སྒྲིག་ལྷན་ཁག་  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

E-mail: [bhutanyidd@gmail.com](mailto:bhutanyidd@gmail.com)

Phone: +02-327-903

Web: [www.yidd.org](http://www.yidd.org)



For the implementation of this Proposal, new Department of Social Welfare shall be created under the Ministry of Labor and Human Resources that will oversee the drafting of the National Policy for Disability.

A Monitoring Body, Disability Inclusion Authority (DIA) shall be established under the Department of Social Welfare to assess and monitor the implementation of the Policy.

The Authority besides regular staff shall have Board Members, comprising:

- 6) Director of Department of Social Welfare representing the government,
- 7) Representative from Civil Society Organization as determined by Civil Society Organization Authority of Bhutan,
- 8) Representative from Corporate Sector as determined during Corporate Board Meeting,
- 9) Representative from Private Sector as determined during Private Sector Board Meeting, and
- 10) Representative from the persons with disabilities as determined by the Civil Society Organizations working for engaging and empowering persons with disabilities.

The Authority shall make annual report on the implementation and assessment of the Policy to the Government and shall be accessible for all the stakeholders and the general public.

After a long deliberation, most of which were in favor of the proposal the speaker called for the vote. The proposal got through with all of the representatives supporting it.

3. **Education Committee** - *"Proposal for the establishment of National Teaching Council of Bhutan."*

The education committee presented as follows:

3. **Our teachers are demoralized. According to Annual Education Statistics 2013, between 2008 and 2013, 750 teachers voluntary resigned.**
4. **Teaching profession is the second option for many graduates.**

In this regard, the committee proposed for the establishment of National Teaching Council of Bhutan (NTCB).

The functions of 'NTCB' are as follows:

- ✓ To develop, implement and maintain professional standards for teachers.
- ✓ Accreditation and registration of teachers teaching in private and state-sector schools.

*A Collaboration between*

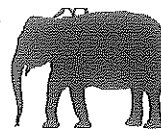


འབྲུག་གི་མཐོ་རྒྱུ་རྒྱུ་རྒྱུ་རྒྱུ་  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

E-mail: [bhutanyiddd@gmail.com](mailto:bhutanyiddd@gmail.com)

Phone: +02-327-903

Web: [www.yiddd.org](http://www.yiddd.org)



- ✓ Develop and implement the teaching career structure for Bhutanese teachers.
- ✓ Devise and implement a salary and promotion structure which is appropriate to the teaching profession.
- ✓ To work cooperatively with institutions in matters related to teaching/teachers.
- ✓ Develop and implement policies for the recruitment, deployment and retention of teachers.
- ✓ To work cooperatively with Royal Civil Service Commission (RCSC) to encourage transferability between the civil servants and teaching service

The committee proposed the following strategy for the establishment of NTCB

- ✓ Research on international models of teaching council for understanding the functions and its impact on the quality of education.
- ✓ Hold consultative meetings with Teachers and NIE students to understand their view on the current system and their feedbacks on the establishment of an autonomous body responsible specifically for the teachers called (tentatively) 'National Teaching Council of Bhutan'.
- ✓ Hold consultative meetings with relevant stake holders including Ministry of Education, Royal Education Council, Ministry of Finance, Royal Civil Service Commission.
- ✓ Advocate and promote 'The dignity of teaching' among high school students and the general public.

The presentation was followed by a long debate. Some of the points raised in the debates were as follows:

Q1. Establishing a separate council when we already have many other councils related to education would be just adding to a new one and have conflicts of interested. Therefore, it would be better if the responsibility is given to already existing agencies like the Royal Education Council.

ans – The functions of NTCB will be completely different from already existing agencies. It will solely focus on teachers whereas the current agencies are mostly focused on curriculum development and other educational issues.

Q2. When it comes to making agencies autonomous we have to be very critical as autonomy has its implications. There are some institutions that are autonomous but they are showing signs of failures.

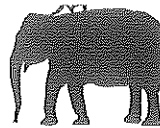
ans – We cannot assume that an agency which is not even formed will fail based on assumptions. Therefore we have to be very optimistic.

*A Collaboration between*



འབྲུག་གི་འགྲུབ་འདུན་མཁའ་མགོན་ཆོས་ལུགས་སྐྱོང་ཁུངས་  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

E-mail: [bhutanyiddd@gmail.com](mailto:bhutanyiddd@gmail.com)  
Phone: +02-327-903  
Web: [www.yiddd.org](http://www.yiddd.org)



Q3. It was mentioned that the good teachers will be segregated. How would you rate a teacher as good or bad and what is the logic behind the segregation?  
ans – We don't mean that we are going to segregate.

After the deliberation the Speaker called for the vote and the result was as follows:

**Yes:9 No:9**

The proposal did not get through as it could not secure the majority vote required to pass.

The Speaker closed the deliberations by thanking the committees for presenting their proposals and all the representatives for actively participating in the deliberations. The audience was invited to give their feedback on the first sitting. The feedback was very positive with most of them commending YIDDD. The observers who were especially abled specifically expressed their appreciation for including their issue in the first sitting.

The sitting ended with the closing remarks by the President. DechenRabgyal congratulated the committees that got through and encouraged the ones that were let down to do more research and come back stronger.

**PhubDorji**  
Co-founder  
Speaker

**Manny Fassih**  
Co-founder

**DechenRabgyal**  
President

---

*A Collaboration between*



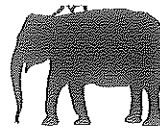
འབྲུག་གི་མཐུན་རྒྱུ་དྲུག་ལྷན་ཁག་གི་འབྲུག་ལྷན་ཁག་  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

*E-mail: [bhutanyiddd@gmail.com](mailto:bhutanyiddd@gmail.com)*

*Phone: +02-327-903*

*Web: [www.yiddd.org](http://www.yiddd.org)*





- Interviews/surveys to elicit understanding

**Outcome 2:** Increased knowledge and understanding about a civic issue, concern, topic, or opportunity

*Indicator:* Citations and applications of new information and data

- Interviews/surveys to elicit understanding

*Indicator:* Change in how an issue is defined (cause & effect) and framed

- Interviews/surveys to elicit understanding

*Indicator:* Ability to view issues from alternative, multiple, or wider perspective

- Interviews/surveys to elicit understanding

**Outcome 3:** The cultivation of a strong motivation and aspirations for civic engagement

*Indicator:* Expressions of possibility, direction, hope, or vision

*Indicator:* Feeling of confidence or empowerment

*Indicator:* Evidence of self- or collective-efficacy to take action

**Outcome 4:** Intentional collective action to bring about social change in support of or opposition to an issue or cause

*Indicator:* Quality of advocacy/intensity of efforts (frequency, sustainability)

*Indicator:* Effectiveness of the action or strategy

**Outcome 5:** Youth express their views through reasoned, evidence-based, and empathic approaches to communication

*Indicator:* Applied debate and argumentation skills during open discussions

*Indicator:* Applied listening and deliberation skills for reaching a decision

*Indicator:* Nature or quality of the communication (balance of perspectives, tone, or civility)

**Outcome 6:** Increased and improved youth representation in Bhutanese society

*Indicator:* YIDDD recognised by Leaders/members of authority as a viable source/outlet for youth voice

*Indicator:* Youth Reps receive positive media representation

*Indicator:* Youth reps are in contact with government/ civil society/ development partners and decision-making agencies

---

### **Introduction**

1. These rules shall be titled "Rules of Procedure of the YIDDD of Bhutan"
2. They will come into force on the 13<sup>th</sup> of December 2013 coinciding with the inauguration of this informal association.

**A Collaboration between**

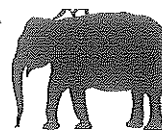


འཕྲིན་མཁུ་སྤྱོད་ལྷན་ཁག་གི་འཛིན་སྐྱོང་ལྷན་ཁག་  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

*E-mail:* [bhutanyidd@gmail.com](mailto:bhutanyidd@gmail.com)

*Phone:* +02-327-903

*Web:* [www.yidd.org](http://www.yidd.org)



## Appendix IX: Participant List

#	Name	Constituency	Gender	Phone #	Email
1	Ghan Singh Ghalley	Babesa	M	17973522	----
2	DechenRabgyal	RIM	M	17967539	dechen.rabgyal@gmail.com
3	NgawangGyeltshen	Motithang HS	M	17430710	gyeltshen666@gmail.com
4	PuranBhiswa	Rinchen HS	M	17949285	----
5	PunashaChhetri	Pelkhil HS	F	77600201	punasha_chhetri@yahoo.com
6	TsheringYangzom	Loselling	F	77646364 / 17594685	tsheringyangzom789@yahoo.com
7	TsheringWangchuk	RTC	M	77444589	tsheringgangchuk731@gmail.com
8	YontenPhuntsho	RTC	M	17720579	yoenten.bt@gmail.com
9	Geden	RTC	M	17230542	gaedenchophel@gmail.com
10	ZiwangGurung	RTC	M	17711858	ziwangtluskey@gmail.com
11	KenchoDorji	GYG	M	17723467	kencho_07@hotmail.com
12	SangayThinley	GYG	M	17327942	bhutanthinley@gmail.com
13	TsheringPelden	GYG	F	17895816	tpthias@yahoo.com
14	SumanSamal	Bhutan Youth Foundation	F	16938243	suzansamal@gmail.com
15	SonamJamtsho	Differently Abled	M	17288347	somnga3@gmail.com
16	KinleyDorji	Employed	M	17944927	kinleysam_99@hotmail.com
17	KezangDorji	Employed	M	17940221	kezangdorji@dhi.bt
18	SangayBidha	Rinchen HS	F	17670677	sangaybumchubidha@gmail.com
19	Tenzin Namgay	--	M	17750215	tnmonkeyking@gmail.com

### YIDDD Target Outcomes

**Outcome 1:** Increased awareness and understanding about the political process in Bhutan

*Indicator:* Blog posts written (review and content analysis)/Facebook Interaction?

- Track posts - assign post for every month

*Indicator:* Understanding of which organizations to approach for a particular issue

**A Collaboration between**

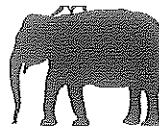


འབྲུག་གི་འགྲུབ་འདུག་ལས་ཁུངས་ལྷན་ཁྲིམས་ལྷན་ཁུངས་  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

*E-mail:* [bhutanyidd@gmail.com](mailto:bhutanyidd@gmail.com)

*Phone:* +02-327-903

*Web:* [www.yidd.org](http://www.yidd.org)



3. The YOUTH REPRESENTATIVEs will be presented with a Dhar and their election certificate in the form of an YOUTH REPRESENTATIVE handbook on the day of inauguration. This shall mark the formal start of term for the YOUTH REPRESENTATIVE.
4. Each YOUTH REPRESENTATIVE is expected to fill in the profile that is set by the Steering Committee.
5. The contents of the profile will be decided by the Steering Committee but, it should include
  - a. The interests of the YOUTH REPRESENTATIVE
  - b. Names of inspirational leaders to individual YOUTH REPRESENTATIVEs
  - c. Capabilities of each YOUTH REPRESENTATIVE
6. The YIDDD will assemble at least twice a year. One in the winter and another in the summer.
7. The YIDDD will discuss the issues that concern the Youth of Bhutan.
8. In keeping with the aim to remain “apolitical”, the YIDDD will thus far follow the National Council procedures.

### ***Session***

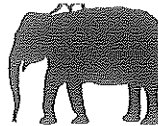
9. The Steering Committee members will decide the exact dates of every session.
10. Before taking his/her seat in the YIDDD, each member shall note their attendance in the roll call of members.
11. A YOUTH REPRESENTATIVE shall obtain leave from the YIDDD, from the training or the session or other meetings, through an application addressed to the Steering Committee specifying the period of leave, indicating the date of commencement and the termination of such leave and the grounds for it.
12. The Steering Committee will determine the order in which the members shall be seated during the session.
13. The Steering Committee shall determine the number of days of session, date of session, length of each day during the session and in case of one, date of adjournment and recommencement of session.
14. In case of change in the day, time and program of session, the Steering Committee will notify the YOUTH REPRESENTATIVEs.

### ***Election of President and vice-President***

15. On the last day of training or when necessary to fill a vacancy, the YOUTH REPRESENTATIVEs shall elect a President and a vice-President of the YIDDD from among its members.
16. Any YOUTH REPRESENTATIVE interested to stand for elections shall do so by registering with the Youth member on the day before the elections.
17. Each registered candidate shall speak to the Parliament. A YOUTH REPRESENTATIVE isn't allowed to campaign anywhere else or in any other form but this speech.
18. The candidate who receives the most votes shall be declared as President of the YIDDD; the one securing the second most votes shall be declared the vice-President.
19. There will have to be more than one nomination for the election of the President

#### ***A Collaboration between***





- and vice-President. In event that there is only one, the Steering Committee will hold off the elections till fresh nominations come in.
20. The President and vice-President shall hold office until the end of term for the YIDDD. In case of death, resignation or removal during term, a new member shall be elected to the vacant post.
  21. The election of the President and vice-President of the YIDDD shall be conducted in accordance with the above rules of procedure. The Steering Committee shall see to this effect.
  22. In order to maintain a lawful election, the following rules shall be in place:
    - a. No registered candidate is allowed to campaign outside the Parliament/training.
    - b. Before the actual election, each registered candidate shall speak to the YOUTH REPRESENTATIVEs for a length of 4 minutes. This speech shall be the only form of campaign for the candidate.
    - c. Each YOUTH REPRESENTATIVE shall have 1 vote; YOUTH REPRESENTATIVEs shall avoid discrimination and not dispense any special favors to any person on grounds of gender, race, religion or any other reason.

### ***Roles and Responsibilities of President and vice-President***

23. The President shall conduct the sessions of the YIDDD and have the sole authority to call members to debate in accordance with these Rules.
24. The President shall preserve the dignity and decorum in the YIDDD and maintain discipline among members.
25. The President, like every other YOUTH REPRESENTATIVE shall sign Bills, resolutions and recommendations passed by the YIDDD.
26. The vice-President shall take over the roles of the President in case the latter is unable to perform function through sickness or otherwise.
27. In case of death, resignation or removal of the President, the vice-President will officiate the former post till an election can be held.
28. The removal of President or vice-President shall take place with votes from not less than ½ the total members of the YIDDD.
29. The vice-President will take over the roles of the President till a new election can be held; the election shall have to be carried out within 10 days of removal of the last President.

### ***Proceedings in the YIDDD***

30. The proceedings of the YIDDD shall be open to the public.
31. As stated in section 12, a member shall obtain leave of absence from the Steering Committee before addressing the Parliament.
32. The proceedings of the YIDDD shall be conducted in either Dzongkha or English.
33. The President may intervene if a member addressing the YIDDD deviates from the subject matter.
34. All YOUTH REPRESENTATIVEs are expected to be present for the sitting. In case of presence of less than two-third of the Parliament, the Steering Committee will either adjourn or suspend the sitting till a time when the needed number of

***A Collaboration between***

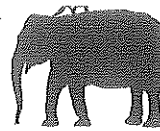


འཕུལ་འཛུགས་ལྷན་ཁག་གི་འཛིན་སྐྱོང་གི་ཁག་  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

E-mail: [bhutanyidd@gmail.com](mailto:bhutanyidd@gmail.com)

Phone: +02-327-903

Web: [www.yidd.org](http://www.yidd.org)



YOUTH REPRESENTATIVES is present.

35. At least three-fourths of the Parliament must be present to vote on a bill/in the election for President/vice-President and on motions.
36. BCMD will document and record all proceedings in the sitting of the YIDDD.
37. The record of proceedings and the report on the elections of YOUTH REPRESENTATIVES and report on trainings shall constitute the Official Report of the YIDDD.
38. The Steering Committee shall distribute the official report to the general public within 7 days of end of the session.
39. On the 10<sup>th</sup> day, the Steering Committee will hold discussions with the general public to receive reviews on the official report and progress of YIDDD.
40. A bill to the YIDDD can come through the following channels:
  - a. A YOUTH REPRESENTATIVE may introduce the bill to the YIDDD. But for this to happen, the YOUTH REPRESENTATIVE will firstly have to write to the Steering Committee with reasons supporting the bill;
  - b. The Steering Committee members will decide the issues/motions to be held in the YIDDD
41. After the bill is admitted into the YIDDD, such bill will be debated and put to vote in the Parliament.
42. In order that a motion may be admissible, it shall satisfy the following conditions:
  - a) It shall focus on a definite issue;
  - b) It shall not refer to the conduct or character of persons except in their public capacity;
  - c) It shall not revive discussion of a matter which has been discussed in the same session; and
43. The Steering Committee shall decide the admissibility of a motion and may disallow a motion or a part thereof when it does not comply with these rules.
44. Any resolution on any bill must express the position of the YIDDD.
45. In order that a resolution may be admissible, it must fulfill the conditions stated in section 42.
46. While the YIDDD is sitting, a member shall:
  - a. Always address the President;
  - b. Maintain silence when not speaking in the YIDDD;
  - c. Not interrupt any member while speaking by disorderly expression or noises or in any other disorderly manner;
  - d. Not leave the YIDDD hall when the Chairperson is addressing the Parliament;
  - e. Not obstruct proceedings, hiss or interrupt when speeches are being made in the YIDDD.
47. A member while speaking shall not:
  - a. Make a personal charge against a member;
  - b. Use offensive expressions or defamatory words;
  - c. Use his/her right of speech for the purpose of obstructing the business of the YIDDD.
48. A member shall speak only after the YIDDD calls him to do so.

*A Collaboration between*



འབྲུག་ཡུལ་གྱི་འགྲུལ་འདྲུལ་ལྷན་ཁང་།  
BHUTAN CENTRE  
for MEDIA AND DEMOCRACY

E-mail: [bhutanyidd@gmail.com](mailto:bhutanyidd@gmail.com)

Phone: +02-327-903

Web: [www.yidd.org](http://www.yidd.org)