



Training on Confidence Building of Women in Politics

(Duration: 5 Days)

Prepared for:

Election Commission of Bhutan

By:

The Bhutan Education and Technology Academy Park Pvt Ltd.

03 March 2021

ABOUT US

The Bhutan Education and Technology Academy Park Private Limited (The BETA Park) is a self-sustaining community thriving on creativity, inclusivity, innovation, diversity, cultural-sensitivity and collaboration through mindfully deploying appropriate technologies for education and life-long learning of people from all walks of life. Our head office is located at Chamjeykha, Kabisa under Kawang Gewog, Thimphu, Bhutan. Our business development and city branch office is in Chubachu, Thimthrom, Thimphu.

The BETA Park's main investor, Yangphel Private Limited, is a reputed sustainable business brand in Bhutan, integrating the tenets of Gross National Happiness (GNH) into its business operations and operating in several diverse businesses since 1988.

Through our international franchisor, London Institute of Business and Technology (LIBT), we bring to Bhutan internationally recognised and market-tested tertiary education programmes and professional development training courses. We provide an efficient skills development system that embraces the entire spectrum of education and training, and provides opportunities for lifelong learning.

Our other portfolios include strategic advisory and consulting services, startups advisory and business incubation, co-working community spaces, serviced offices and digital nomads hosting services to support startups and foster entrepreneurship culture and innovative spirit among students, entrepreneurs, our clients and business partners alike.

BETA APPROACH

At BETA, learners are the driver of their learning. While, traditionally the learners are taught, at BETA, learning will be **facilitated**.

Our philosophy of Learning and Development is based on an end to end approach beginning with a comprehensive training need analysis to a post-training service. With our corporate training programmes, we aim to offer courses which are:

- Strategically aligned to the business goals,
- Relevant and timely,
- Action and experience based, and
- Tailored for each problem statement.

In light of the COVID-19 pandemic situation, we conduct most of our courses virtually (as live webinars) as well as in blended modes. We also deploy microlearning modules depending on the nature and convenience of our customer segments.

BETA FACILITIES

BETA is surrounded by pristine wilderness, with the security of a gated compound, and the convenience and comfort of several amenities within the complex. The 2 buildings (with a combined 2,232 m2 space) have been refurbished and customised to accommodate the required facilities and services for the first phase of operations. Our facilities include physical state-of-the-art training rooms of all shapes and sizes to fit the needs of each stakeholder. Our training space is a place where new skills and ideas are born, ultimately translating to higher productivity and a competitive advantage for our clients and business partners alike.

BETA TRAINERS

The BETA Park's key competitive advantages include reputed local and international partners, joining hands to bring to Bhutan internationally recognized higher education content (curriculum and standards) and modern facilities, founded on the premise of academic entrepreneurship, deploying latest technologies and stimulating innovation in higher education.

The BETA Park business execution team is composed of experienced professionals who have been in numerous leadership and strategic management roles spanning across different industries and walks of life including public, private and non-profit sectors.

List of Trainers

Kinley Wangmo
Lakey Tshering
Meenu Subba
Kezang
Sherab Wangmo
Namrata Pradhan
Kunzang Wangmo

Guest Speakers (To be invited)

Dasho Dorji Choden
MP Dil Maya Rai

Note:

1. A Guest speaker (women politicians will be invited in the beginning and end of course to give key notes and share experiences).

- The training provided to the participants will be closely monitored through our Monitoring and Evaluation session designed. We will evaluate the impact of the training during the upcoming local Government elections.

DURATION

8-12 March 2021; 3 hours 30 minutes each day.

DELIVERY MODE

In-person, Instructor-led

VENUE

The BETA Park, Chamjeykha, Kabisa

PROGRAM CONTENT

Please refer Annexure A attached to this proposal for the program content.

PROGRAM FEE

Please refer Annexure B attached to this proposal for the program content.

ANNEXURE A

Programme Session

		Monday, 08/03/2021	Tuesday, 09/03/2021	Wednesday, 10/03/2021	Thursday, 11/03/2021	Friday, 12/03/2021
9:00 – 9:30 am	30 Minutes	Welcome	Recap	Recap	Recap	Recap
9:30 – 11:00 am	90 Minutes	Gender Concept	Barriers and Women Empowerment	Presentation and Communication	Campaigning Strategies	Experience Sharing
11:00 – 11:30 am	30 Minutes	Tea/Coffee Break				
11:30 – 1:00 pm	90 Minutes	Concept of a Gender and rights in Bhutanese concept	Breaking the barriers	Team Building	Campaigning Strategies	Experience Sharing

DAY 1

Title: Ice Breaker

Timing / Duration: 9:00 AM- 09:30 AM

1. Introduction (ice breaking)
2. Ground Rules
3. Pre Training Questionnaire

Title: Gender Concept

Timing / Duration: 9:30 AM- 11:00 AM

Objectives:	<ol style="list-style-type: none">1. To create greater awareness on why it is important to integrate a gender perspective in daily walks of life.2. To understand the role of gender and its need in community.
Topics covered:	<ol style="list-style-type: none">1. Sex and Gender roles (General)<ol style="list-style-type: none">1.1. Difference Between Sex and Gender1.2. Roles of Gender in communities and in decision Making2. SOGIE (LGBT) Concepts in Bhutan (the rationale behind decriminalization of LGBT in Bhutan)
Instructional Methodologies:	<ol style="list-style-type: none">1. Presentation2. Plenary group Presentation3. Group Activity (Gamified)
Assessment Method(s):	<ol style="list-style-type: none">1. Reflection2. Checklist Question

Title: Concept of a Gender and rights in Bhutanese concept

Timing / Duration: 11:30 AM- 1:00 PM

Objectives:	<ol style="list-style-type: none">1. To understand how gender account for the different end positions.2. To Identify some of the Gender issues in Bhutan and how to address it.3. To Increase awareness of women's rights in Bhutan
Topics covered:	<ol style="list-style-type: none">1. General concept on Gender equality or equity or Justice in Bhutan2. Identification of gender rights in Bhutan3. Why is gender an important issue in Bhutan?4. Gender Gap in Bhutan labour Market
Instructional Methodologies:	<ol style="list-style-type: none">1. Presentation2. Case Study (on gender inequality Situation, Bhutan)3. Group Work

Assessment Method(s):	1. Reflection
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Part 2:

Title: Gender definition

Timing / Duration: 2:00 PM- 5:15 PM

2:00 PM – 2:30 PM	Welcome and presentation of the Danish part of the programme by SPP and DIPD
2:30 PM – 3:15 PM	The gender concept globally: Presentation by gender advisor in the Social People’s Party (SPP) Anja Katrine Søndergaard and Lise Müller, deputy chairperson in SPP.
3:15 PM – 3:45 PM	Exercise: What are the links between barriers for women in politics internationally and in Bhutan?
3:45 PM – 4:00 PM	Break
4:00 PM – 4:30 PM	Presentation of group work.
4:30 PM – 5:15 PM	Gender barriers for women in politics globally: Presentation by Rachana Khadka Member of Bagmati Provincial Assembly and Central Committee Member of Nepal Communist Party (NCP) and Anika Jane Dorothy, Executive Director of the Green Congress of Kenya.

DAY 2

Title: Barriers and Women Empowerment

Timing / Duration: 9:30 AM- 11:00 AM

Objectives:	<ol style="list-style-type: none"> 1. To assess the current size of gender gaps in Bhutan 2. To understand the importance of raising the status of women 3. Women empowerment movement in Bhutan
Topics covered:	<ol style="list-style-type: none"> 1. What are the causes of gender gaps? 2. Gender gaps in percent in various areas 3. Gender gap rankings (country wise) 4. How can barriers and challenges be addressed? 5. Different ways to empower women in Bhutan
Instructional Methodologies:	<ol style="list-style-type: none"> 1. Presentation 2. Group exercise 3. Story sharing of successful women local leaders in politics in Bhutan and other countries
Assessment	<ol style="list-style-type: none"> 4. Observations

Method(s):	
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Title: Breaking the barriers

Timing / Duration: 11:30 AM- 1:00 PM

Objectives:	<ol style="list-style-type: none"> 1. To recognize and identify barriers as well as your fear and take action to overcome it 2. Enable to assess your abilities to become successful women in politics
Topics covered:	<ol style="list-style-type: none"> 1. Recognizing fear (internal and external) 2. Imposter Syndrome(Give women a courage) <ol style="list-style-type: none"> 2.1.1. Meaning of Imposter Syndrome 2.1.2. Characteristics of Imposter Syndrome Causes 2.1.3. Identifying of Imposter Syndrome 2.1.4. Coping with Imposter Syndrome 3. Significance of breaking a barrier 4. Developing resilience
Instructional Methodologies:	<ol style="list-style-type: none"> 1. Presentation 2. Self Reflection/actualization 3. Exercise on different resilience tools
Assessment Method(s):	<ol style="list-style-type: none"> 1. Experience Sharing

Part 2

Title: Barriers and Women empowerment

Timing / Duration: 2:00 PM - 4:45 PM

2:00 PM – 2:15 PM	Welcome and introduction to this part of the day by SPP and DIPD
2:15 PM – 3:30 PM	<p>Panel discussion between Danish politicians on the most important barriers for women in Politics in Denmark including Q&A</p> <p>Panelists: Rasmus Nordkvist spokesperson for international development Socialist People’s Party and Katrine Olldag, MP from the Social Liberal Party of Denmark. Facilitated by executive director of DIPD, Lisbeth Pilegaard</p>
3:30 PM – 4:00 PM	Break
4:00 PM – 4:45 PM	Exercise: What are the links between the international gender barriers that have been presented during the first two days and the gender barriers in Bhutan?

DAY 3

Title: Presentation and Communication

Timing / Duration: 9:30 AM-11:00PM

Objectives:	<ol style="list-style-type: none">1. To be able to translate and deliver efficiently to the local leaders and people in urban and rural areas2. To present in simple,brief and with clarity to any people in politics
Topics covered:	<ol style="list-style-type: none">1. Ways to improve presentation skills2. Public speaking tips to improve your presentation skills3. Essential skills for effective communication4. Translating complex policies in a easy way to make it understand by all levels such as illiterate farmers
Instructional Methodologies:	<ol style="list-style-type: none">1. Presentation2. Group Activity3. Role Play/Satire
Assessment Method(s):	<ol style="list-style-type: none">1. Demo Presentation

Title: Team Building

Timing / Duration: 11:30 A.M-1:00P.M

Objectives:	<ol style="list-style-type: none">1. To allow participants to understand the importance of working in team and trust building2. To create Awareness on the roles a team shall be playing
Topics covered:	<ol style="list-style-type: none">1. Self Awareness2. Know your team members and what's the intention behind working in team3. Why is Team and Trust building important?4. Building on team and trust (Real life situation)5. Theories of Team Building
Instructional Methodologies:	<ol style="list-style-type: none">1. Video/PPT2. Group Activity3. Trust and Team Building Game4. Situational Role play/Analysis
Assessment Method(s):	<ol style="list-style-type: none">1. Group Activity

Part 2

Title: Gender barriers in Bhutan

Timing / Duration: 2:00 PM – 5:00 PM

2:00 PM – 2:15 PM	Welcome and presentation of today's programme by SPP and DIPD
2:15 PM – 3:00 PM	Review of the Bhutanese party statutes by Emma Holten Political Consultant at The Danish Women's Council
3:00 PM – 3:15 PM	Break
3:15 PM – 4:00 PM	Exercise: Analysis of gender barriers in Bhutanese political parties

DAY 4

Title: Campaigning Strategies

Timing / Duration: 9:30 AM-1:00 PM

Objectives:	<ol style="list-style-type: none">1. To build strong and Effective Communication Strategy2. To understand how various campaigns strategies applied have been effective
Topics covered:	<ol style="list-style-type: none">1. How to build effective Campaign Strategies (tools and techniques)<ol style="list-style-type: none">1.1. Ethical Campaign1.2. Media Ethic2. Identification of skills requirement of Effective Campaigning3. Identifying the best Practises of Political Parties4. Women's Participation in political Parties
Instructional Methodologies:	<ol style="list-style-type: none">1. Presentation2. Group Exercise3. Case Studies
Assessment Method(s):	<ol style="list-style-type: none">1. Campaigning Planning

Part 2

Title: Campaigning

Timing / Duration: 2:00 PM-5:00 PM

2:00 PM – 2:15 PM	Welcome by Troels and presentation of today's programme
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2:15 PM – 4:00 PM Inspiration for campaigning led by SPP’s campaign leader Nils Brøgger.

4:00 PM – 5:00 PM Presentation on empowerment strategies by Troels Stru



DAY 5:

Title: Sharing Experience

Timing / Duration: 9:30-1:00

Objectives:	<ol style="list-style-type: none">1. To reflect on the learnings of participants (Self awareness)2. To encourage and Motivate Women's Participation in Politics3. To introduce experience of other women in politics
Topics covered:	<ol style="list-style-type: none">1. Reflection2. Experience Sharing (participants/Guest Speakers)
Instructional Methodologies:	<ol style="list-style-type: none">1. Plenary Discussion2. Talk Show
Assessment Method(s):	<ol style="list-style-type: none">1. Reflection

Part 2

Title: Sharing Experience

Timing / Duration: 2:00 PM - 4:00 PM

2:00 PM – 3:00 PM Evaluation session led by Katrine Kent, consultant and former local politician for SPP

3:00 PM – 3:30 Break

3:30 PM – 4:00 PM Diploma presentation

