

Annual Report 2022



Bhutan National Legal Institute







“As underpinned in our old-age saying “the golden yoke of secular laws,” accountability must henceforth become the cornerstone of governance. We must correct those who deviate, be firm with those who do not deliver, replace those who are incompetent and terminate those who underperform and have therefore become a liability to our system and nation. We must not hesitate to expose those who engage in corrupt practices so that we send a strong signal to deter others from doing so.”

His Majesty’s Address on the 114th National Day, 2021

“Now when we talk about holding agencies and individuals accountable, it does not mean that we want to create a system driven by punishment and fear. We have to ask ourselves, whom do we serve? Not any agency or individual. But the people. Those in leadership positions and responsible for public service delivery must be held accountable. That is the only way to ensure the well-being of our people and our continued progress as a country.”

His Majesty’s Address to the Nation at the Opening Ceremony of the 8th Session of the Third Parliament on November 4, 2022

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DIRECTOR GENERAL'S FOREWORD

The Bhutan National Legal Institute (BNLI) is pleased to present its Annual Report for the calendar year 2022. The report outlines the progress made during the year in fulfilling our mandates of being the research and training wing of the Judiciary. We present with the hope that this report will be informative and provide a comprehensive view of the works undertaken by the Institute in fulfilling the mandates towards creating a center for excellence in judicial education, research and training.

It has been another successful year and our success is the result of the work done together as a team and through enhanced collaboration with our relevant stakeholders in meeting new regulatory challenges. One of the key milestones in 2022 was the establishment of the Legal Aid Center under the Royal Command. The Center was established with financial support from the Royal Government of Bhutan and the United Nations Development Programme (UNDP, Bhutan). Several studies and consultations with the relevant stakeholders were carried out for the establishment of the Legal Aid Center and the Legal Aid documents. Following the establishment of the Center, the sensitization

programs on the Legal Aid System were also carried out with the relevant stakeholders and the general public.

The Institute continued its effort to provide access to justice services through the provision of training, workshops, seminars, meetings, etc., for the judicial personnel and other relevant stakeholders. Mediation training for the Bench Clerks and the LG Leaders (Mangmis) has been another major activity carried out by the Institute. The Institute also focused on research and case studies.

In keeping with our institutional core values of excellence, professionalism, synergy, integrity and knowledge, we will set the basis for our way forward and strive to achieve the optimal impact within the limited resources allocated to us. We look forward to achieving much more in the coming years.

(Pema Needup)



We endeavor to become a center of excellence in judicial education for a free, fair and just civil society.

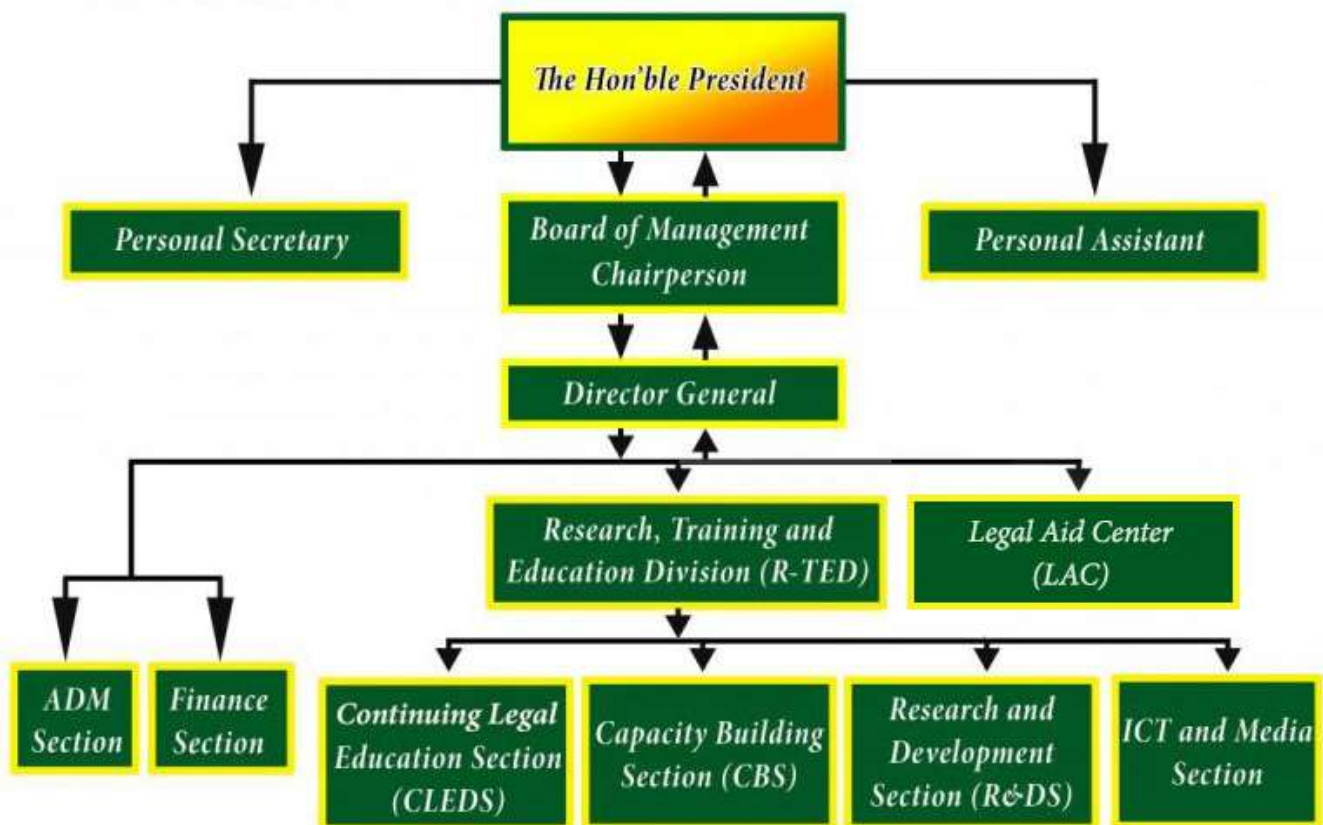


Promote legal literacy, deliver professional services, enhance judicial independence, and inspire public trust and confidence in the justice system.

CORE VALUES



ORGANOGRAM



To create a center for excellence in judicial education, research and training, the Institute functions as per its organizational structure as mirrored above. The President is the head of the Institute, and the Board of Management in consultation with the President oversees the plans and policies of the Institute. Administration and management of the Institute are vested with the Director General who acts as per the guidelines formulated by the Board.

The Institute consists of one Division, six Sections and a Legal Aid Center (LAC). While the Administration and Finance Sections are under the direct supervision of the Director General, however, Continuing Legal Education Section (CLEDS), Capacity Building Section (CBS), Research and

Development Section (R&DS), and Information Communications and Technology (ICT) and Media Sections under the administrative supervision of the Research, Training and Education Division (R-TED).

Research, Training and Education Division (R-TED)

The Research, Training and Education Division is the core academic component of the Institute.

I. Continuing Legal Education Section (CLES)

The CLES provide and conduct pre-and in-service courses and training for judicial personnel. It is to enhance the capacity of the judicial personnel and to ensure that throughout their career, they keep abreast with law and jurisprudence, maintain the ethics of the profession and enhance the standards of the practice of law. This Section has two major functions - Mandatory Continuing Judicial Education (MCJE) and Specialized Training.

II. Capacity Building Section (CBS)

The CBS looks after building the capacity of the judicial personnel, legal fraternity and relevant stakeholders. The major role of the Institute, as mandated by the Act, is being carried out by this Section. The following briefly provides the mandates of this Section:

- a. Create a forum for the exchange of views and ideas on judicial or legal matters amongst the Courts;
- b. Organize and hold meetings, conferences, lectures, workshops, symposiums and seminars to improve the professional expertise, knowledge and skills of the Judicial Service Personnel;
- c. Formulate and conduct training in various aspects of the administration of justice;
- d. Conduct legal dissemination and awareness programs; and
- e. Explore the exchange of ideas, experience, and programs with other similar institutions both within and outside Bhutan.

III. Research and Development Section (R&DS)

This Section is responsible to formulate, direct, and coordinate all research and development programs. The R&DS also introduce new legal developments and processes into the overall strategy of the Institute and make recommendations for the improvement in the administration of justice. More importantly, this Section is responsible to identify and streamline training needs for judicial personnel through constant research. Following are the brief outlines of the areas of research under this Section:

- a. Review and analysis of important court judgments;
- b. Performance analysis of the courts;
- c. Comparative analysis of the judicial notification;
- d. Research on Emerging Legal Issues, Bills, and legislations passed by the Parliament;
- e. Research and publication;
- f. Research Services to the courts; and
- g. Translation of legal materials.

IV. ICT and Media Section

The ICT and Media Section strive toward achieving the following activities of the Institute:

- a. Provide for and organize periodical Information Communication and Technology (ICT) training; and
- b. Provide library facilities and other educational and technological materials for the Judiciary.

V. Administration Section

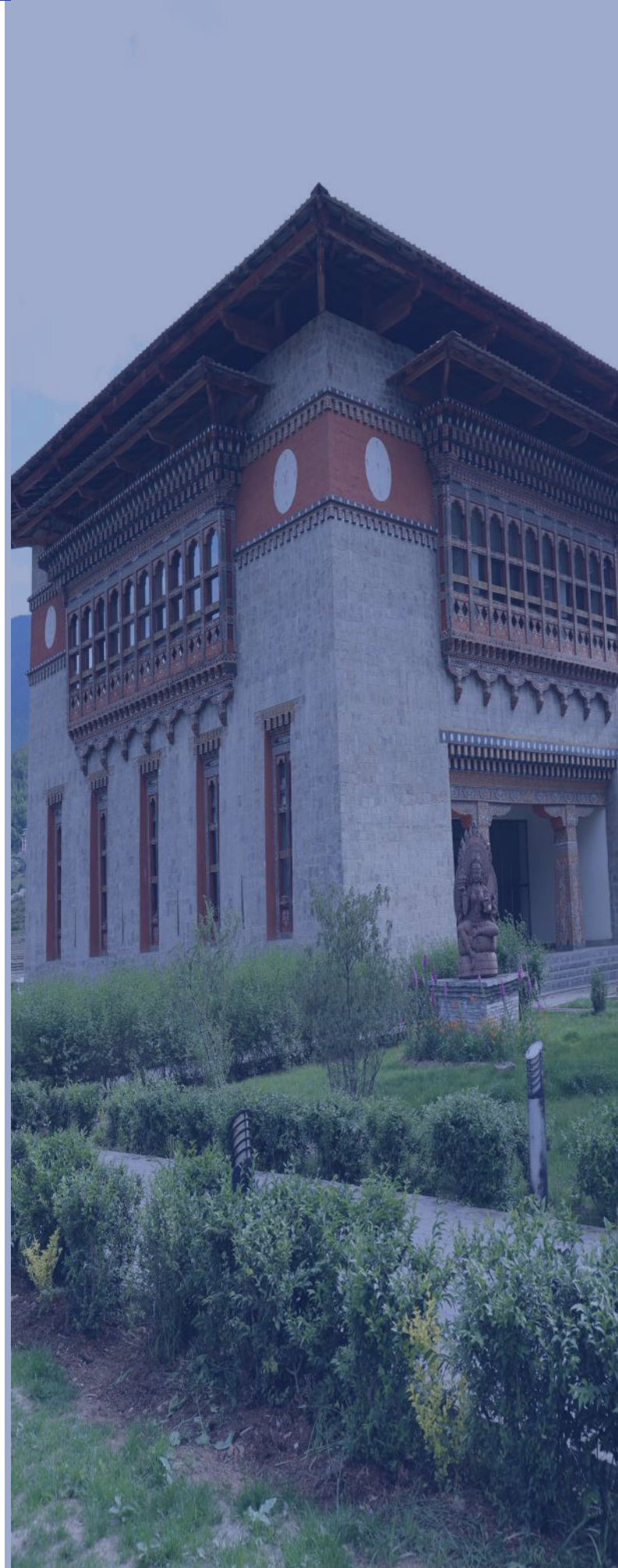
Like any other Section, Administration Section is very important for the Institute to grow and develop. Administration Section looks after the overall administrative matters of the Institute and includes human resource management. The administration is responsible for providing all possible support to other sections. The division strives to provide adequate human resources in order to function in other Sections uninterrupted. This Section ensures effective management of the general administration of the Institute, personal administration, office properties, etc. and maintains communication or communicate with other relevant organizations in regard to administrative matters.

VI. Finance Section

Finance Section is crucial to carry out the plans and activities of the Institute. This Section strives to provide adequate finances and equipment and tools in order to function the divisions function smoothly and efficiently. Apart from its regular functions, the Finance Section assists other Sections with the estimation of budget requirements for their project and activities.

VII. Legal Aid Center (LAC)

The Center provide assistance to the most needy, who cannot afford legal services. Those persons who are eligible often do not understand the legal processes and complexities of law and lack equitable access to legal counsel, which affects the administration of justice. In such a situation, the Centre helps the needy to better understand legal and Court processes enabling exercise of their rights to settle disputes, and seek remedies for grievances, and enjoy equal protection of the law. In essence, legal aid is aimed at minimizing the gap created by economic and social disparity.



PROGRAMS AND ACTIVITIES



1. TRAINING AND WORKSHOPS

1.1. Capacity Development Training & Workshop for Judicial Personnel

Judicial Personnel needs training and other means of continuing education to upgrade their knowledge and skills, thereby equipping themselves

with the necessary tools to tackle challenges to ensure efficient service delivery. The BNLI, being the training branch of the Judiciary, continued to conduct relevant training on different areas and themes to enhance the knowledge and skills of the Judges and other judicial personnel.

Sl. No.	Training/ Workshop	Participants	No. of participants		Date & Venue	
1	Judicial Induction & Orientation Program	Court Registrars & Bench Clerks	13 (5 Registrars & 8 Bench Clerks)		6 - 7.01.2022 at Hotel Ludrong, Thimphu	
2	Virtual Training on Child Justice	Judges	32		19 - 21.01.2022, BNLI Office	
3	Virtual Training on Court-Annexed Mediation (Phase VI)	Bench Clerks	20		4 - 9.04.2022, BNLI Office	
4	Sensitization Workshop on Amendment and New Legislations (Virtual)	Bench Clerks	Batch I: 82	247	08.09.2022	
			Batch II: 79		09.09.2022	
			Batch III: 86		20.09.2022	
5	Sensitization Program on Legal Aid (Virtual)	Judges, Judicial Officers & Bench Clerks	Judges, Registrars and Bench Clerks		04.11. 2022, BNLI Office	
6	Training on Trafficking in Persons	Judges and Judicial Officers	36		23 - 24.12.2022, Phuentsholing	

1.1.1. Judicial Induction and Orientation Program (JIOP)



Considering the crucial role of the judicial officers and the Bench Clerks, the Institute acknowledged the value of preparing the new appointees to execute their responsibilities efficiently. Hence, the institute organized a two-day programme on Judicial Induction and Orientation Program (JIOP) for the Court Registrars and Bench Clerks. The program was conducted with the objective to

enhance judicial officers through the provision of education and training. This program focused on developing the particular knowledge, judicial skills and attitudes required for delivering justice. A total of 13 appointees - 5 Court Registrars and 8 Bench clerks attended the program. The four Bench Clerks attended the program virtually from their respective places.



1.1.2. Virtual Training on Child Justice

The BNLI in collaboration with the National Law University, Jodhpur organized training on Child Justice for Judges from 19 - 21 January 2022 as part of the fourteenth Week of the NLUJ - eITEC Training Program. The primary intent of the training program was hinged on providing a strong conceptual foundation for the Judges to various approaches designed for the benefit of all children in contact with the justice system to ensure that they are better served and protected so that the same may be adequately appreciated during the pronouncement of the decision. Secondly, the training program also focused on providing information on the latest developments taking place in the realm of child rights and child justice, which would act as a refresher to the existing knowledge base and thus allow the Judges to be apprised about the current position of laws, the recent amendments and the judicial trends. A total of 32 participants attended the training.

1.1.3. Virtual Training on Court-Annexed Mediation (Phase VI)

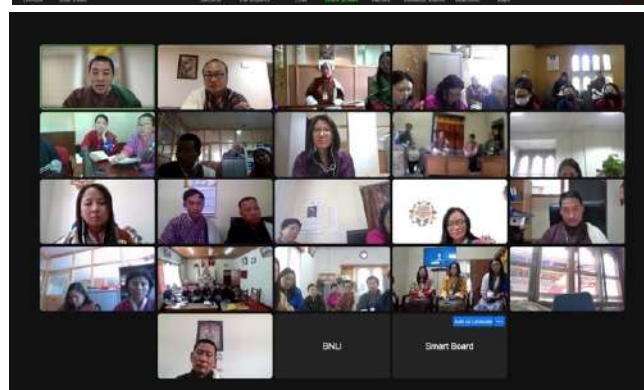
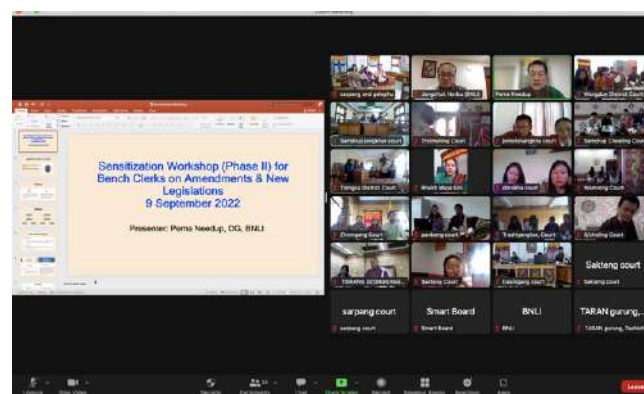


A total of 20 Bench Clerks attended a six-day virtual training on “Court-Annexed Mediation”. The training aimed to enhance access to justice through mediation services within the court premises. The cases can be referred to the Mediation Unit either at the request of any parties or by a judge if he believes that there is a good reason to do so with the consent of the parties. The training was facilitated by Justices from the High Court of Bhutan and the faculties from the Institute.

1.1.4. Sensitization Workshop on Amendment and New Legislations

A one-day Sensitization Workshop for the Bench Clerks on amendments and new legislations passed during the 7th Session of the Third Parliament held from 2nd June to 5th July 2022 was conducted on 8th, 9th and 20th September 2022 respectively. The workshop was conducted virtually in three different phases.

The Workshop covered the Anti-Corruption (Amendment) Act of Bhutan 2022, Biodiversity (Amendment) Act of Bhutan 2022, Fiscal Incentives (Amendment) Act of Bhutan 2022, Goods and Services Tax (Amendment) Act of Bhutan 2022 and Tourism Levy (Amendment) Act of Bhutan 2022. The Workshop also covered the Rules, Guidelines and Standard Operating Procedures adopted by the Supreme Court of Bhutan in line with the Judiciary Strategic Plan (2022 - 2032).



1.1.5. Sensitization Program on Legal Aid

The Legal Aid Center organized a sensitization program for the Judges, Judicial Officers and Bench Clerks on the role of Courts in facilitating legal aid and supporting the Center in monitoring service providers and performance. They were briefed on the eligibility criteria, application process and types of legal aid services provided by the Center. The program also solicited support and cooperation from the Royal Courts of Justice in referring indigent persons to the Center and also facilitating the Center in the assessment of applicants. A coordinated approach will not only ensure that the needy in remote areas have access



to legal aid services but also help the assessment process thereby expediting the service delivery.

1.1.6. Training on Trafficking in Persons (TIPs) for Judges and Judicial Officers



Trafficking in Persons (TIPs) is a heinous crime that violates basic human rights, undermines the rule of law, and most importantly the dignity and worth of a human person. It deprives people of their freedom and other basic human rights, particularly of women and children. It has been condemned as a threat to freedom and a growing transnational organized crime.

As we witnessed rapid development, increased commercial transactions, and the movement of

our people in search of economic opportunities in the globalized world, TIPs is a growing concern in Bhutan. Due to the emergence of this new crime, a need is felt to sensitize and train law enforcement officials, prosecutors, and judicial officers, who deal with human trafficking cases to ensure an expeditious justice delivery process.

The Institute acknowledged the severity of the transnational crime and its impact on the country. This concern for the country and the victims of the crime has

precipitated this collaborative awareness training on Trafficking in Persons for judicial officials. The third phase of training on Trafficking in Persons for the judges and judicial officers was conducted by the Department of Law and Order, Ministry of Home and Cultural Affairs (MoHCA) in collaboration with the BNLI, with support from the United Nations Office on Drugs and Crime (UNODC) from 23 - 24 December 2022 at Phuentsholing.

The training aimed to equip the judicial officers to establish a criminal justice system that respects and restores the human rights and needs of trafficked victims. It also aimed to enhance the skills of the participants to adequately detect trafficking cases,

identify trafficking victims and implement anti-trafficking legislation in line with national laws. A total of 36 participants attended the training.

1.2. Mediation Training for Local Government (LG) Leaders (*Mangmis*)

Training	Batch	Dzongkhag	No. of participants	Date & Venue
Training on Mediation Skills and Techniques for LG Leaders	Batch I (Virtual)	Paro, Punakha and Wangdue Phodrang	21	9 - 14.05.2022, BNLI Office
	Batch II (Virtual)	Dagana, Sarpang and Tsirang	37	30.05 - 03.06. 2022, BNLI Office
	Batch III (Virtual)	Lhuentse, Monggar, and Tashigang	40	20 - 24.06.2022, BNLI Office
	Batch IV	Bumthang, Chhukha, Samtse & Trongsa	33	26 - 30.09.2022, Thimphu Residency, T/phu
	Batch V	Pema Gatshel, Samdrup Jongkhar & Trashhi Yangtse	27	14 - 18.11.2022 Conference Hall, S/Jongkhar Thromde Office
<i>Total number of 3rd Round LG Leaders (Mangmis) trained so far</i>			158	

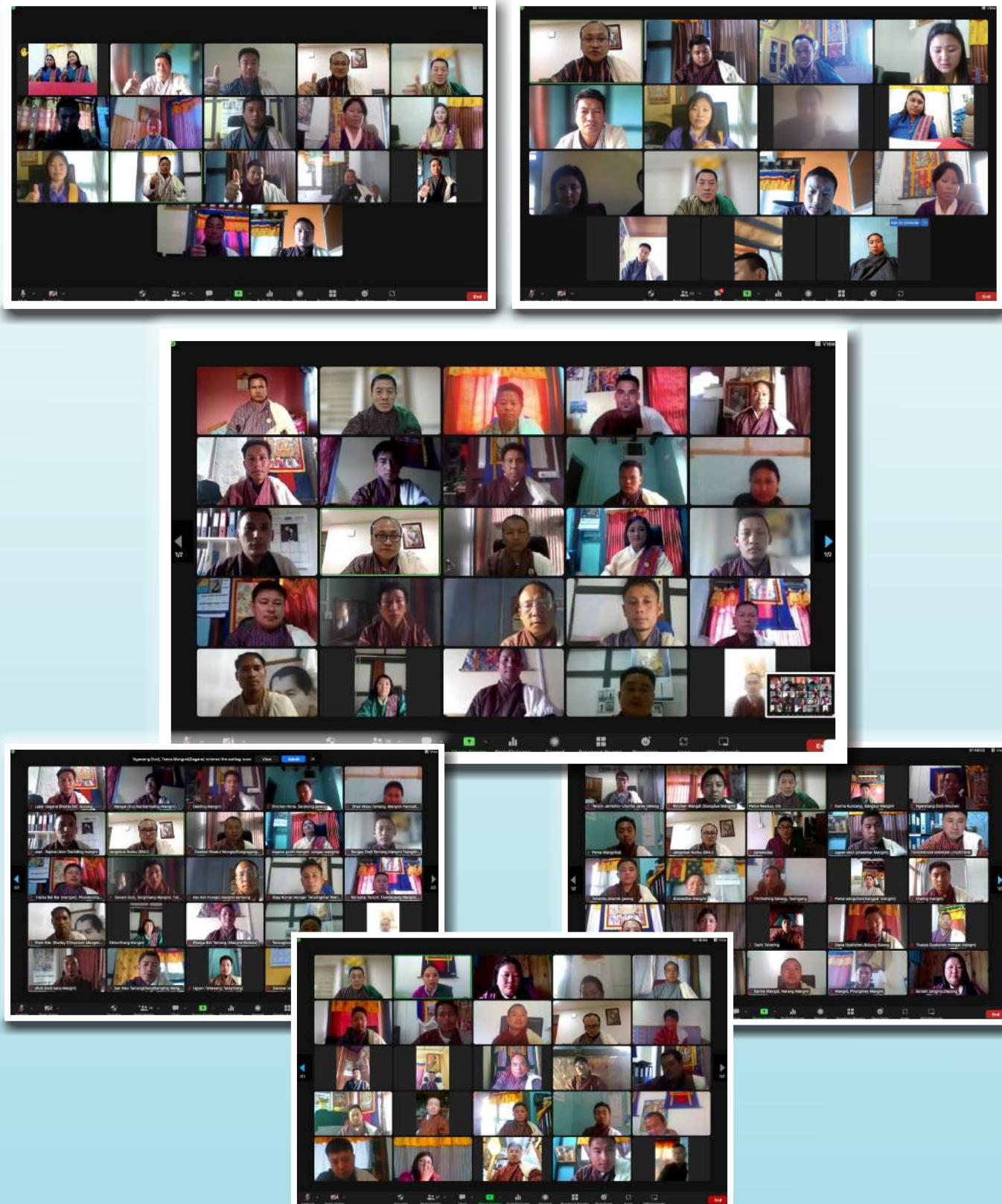
As the Bhutanese proverbial goes, “*even the scoops and stirring spoons get into conflicts when kept together for a long time*”; conflicts and disputes are inevitable and persuasive aspects of life. And a conflict-free harmonious society is impossible. Hence, mediation is one of the modes for the attainment of peace and harmony in society. It has gained immense popularity as an effective mode of dispute settlement in recent years thus enhancing access to justice. Besides, reducing the number of civil cases reaching the Courts, it also saves time and resources for the people and allows them to live happily as families, friends and neighbours - ensuring a free, fair and just civil society. Thus, mediation is useful in strengthening community vitality and enhancing access to fair justice.

A part of the capacity-building training was aimed at imparting mediation skills to the LG leaders to mediate and conciliate disputes of civil nature referred by the people in the Gewog under Section 84(i) of the Local Government Act 2009. Therefore, the Institute conducted mediation training for the LG Leaders of the third round of the LG election. A six-day online mediation course was attended by 98 *Mangmis* from Paro, Punakha, Wangdue Phodrang

(Batch I), Dagana, Sarpang, Tsirang (Batch II), Lhuentse, Monggar and Trashigang (Batch III) from May 9 -14 2022, May 30 - June 3 2022, and June 20 - 24 2022 respectively. The Institute opted for online courses to minimize in-person meetings and mass gatherings of participants given the prolonged pandemic and to encourage local leaders to leverage digital technology to bring about greater efficiency and resource optimization. Later, face-to-face training was organized when the pandemic situation improved. A total of 60 *Mangmis* from Bumthang, Chhukha, Samtse, Trongsa (Batch IV), Pema Gatshel, Samdrup Jongkhar and Tashi Yangtse (Batch V) attended the training from September 26 - 30 2022 and November 14 - 18 2022 at Thimphu and Samdrup Jongkhar respectively. So far, the Institute has trained 158 *Mangmis*. The training will soon be continued for the 6th and final batch of *Mangmis* from Thimphu, Haa, Gasa and Zhemgang Dzongkhags.

The training provided the participants with an in-depth understanding of the mediation process and equipped them with the necessary skills required to resolve disputes in the communities. It was designed in conformity with international standards which require a minimum of 40 hours of sessions to qualify

as a mediator. The course was facilitated by Judges from the respective Dzongkhags and faculties from the Institute under the financial assistance of the Royal Government of Bhutan (RGoB) and the Austrian Development Agency (ADA).





**Training on
 “Mediation Skills & Techniques”
 for LG Leaders (Mangmis)
 Organized by Bhutan National Legal Institute**

ནང་ཁ་ནང་འགྲིགས་ཀྱི་ཐབས་ལུགས་དང་ རིག་ཚུལ་སྦྱང་བརྒྱུད།



1.3. Course and Workshop for Post Graduate Diploma in National Law (PGDNL) Trainees

1.3.1. PGDNL Course for Law Graduates (25th Batch) at the Royal Institute of Management (RIM)

The Judiciary of Bhutan has always considered human resources as a critical component of the development and progress of any institution. Therefore, among the significant judicial reforms, the introduction of the National Legal Course was one such milestone. The former *Thrimchi Lyonpo* Sonam Tobgye initiated it in 1995 under the Royal Command of His Majesty the Fourth *Druk Gyalpo*.

The National Legal Course has been re-christened as the Post-Graduate Diploma in National Law (PGDNL). The PGDNL was the pre-requisite course for judicial service entry as well as for the private practice of law in Bhutan. The course was designed to provide the trainees with a thorough understanding of the national laws, the legal system and the Bhutanese values and ethos. The training included courses in Bhutanese laws as well as Buddhist literature and grammar. འགྲུབ་སྐྱོད་ (Ngag-Droen-Terminology), ལྷན་ལྟགས་ (Sumtag-Grammar), ལྷོ་ལྟགས་ (Choen-Jug-Philosophy), ཚན་མོན་ (Tshema-Logics), ལྷོ་ལྟགས་ (Nyen-Ngag-Poetry) and other contemporary subjects were taught - thereby forming an integrated and intensive curriculum for

global acceptance and national relevance - a blend of western principles and Bhutanese jurisprudence.

BNLI in addition to several customized training for the judiciary, legal professionals and other stakeholders, the Institute also served as the Visiting Faculty for the PGDNL at the Royal Institute of Management. This helped to ensure professional input of modern pedagogical methods of teaching to our students, and build their legal careers through information and guidance. In the class of 2022 (25th Batch), a total of 22 law graduates have passed out. The course was jointly administered by the RIM and the BNLI.

In the past, the Royal Institute of Management (RIM) and the Bhutan National Legal Institute collaborated to offer PGDNL Courses at the RIM. The Institute provided human resources for the core legal subjects and other assistance to the RIM and the trainees. In keeping with the transformation exercise in the civil service, the Royal Civil Service Commission (RCSC) has discontinued the PGD courses at RIM. In line with this, the BNLI decided in its 87th HRC Meeting that the Institute would not be in a position to facilitate the course from 2023 onwards due to inadequate human resources and infrastructure.



Adjunct Visiting Faculty at the RIM



Thrimchi Lyonpo Chogyal Dago Rigdzin, Chief Justice of Bhutan was a Visiting Faculty at the Royal Institute of Management, Simtokha, Thimphu. Lyonpo taught *Constitutional Law* to the PGDNL trainees.



Justice Norbu Tshering, Supreme Court of Bhutan was a Visiting Faculty at the Royal Institute of Management (RIM), Simtokha. He taught *Constitutional Law* to the PGDNL Trainees.



Justice Sangay Khandu, Supreme Court of Bhutan was a Visiting Faculty at the Royal Institute of Management (RIM), Simtokha. He taught the *Law of Evidence and the Moveable and Immovable Property Act*.



Justice Duba Drukpa, Chief Justice of the High Court was a Visiting Faculty at the Royal Institute of Management (RIM), Simtokha. He taught *Constitutional Law* to the PGDNL trainees.



Justice Kinley Dorji, High Court of Bhutan was a Visiting Faculty at the Royal Institute of Management (RIM), Simtokha. He taught *Legal Drafting and Research Writing*.



Drangpon Phurba Dorji, Royal Court of Justice, Registrar General, High Court of Bhutan was a Visiting Faculty at the Royal Institute of Management (RIM), Simtokha. He taught *Moot Court and Trial Advocacy Skills*.



Drangpon Pema Needup, Director General, BNLI was a Visiting Faculty at the Royal Institute of Management (RIM), Simtokha. He taught the *Civil and Criminal Procedure Code*.



Drangpon Wangchuk Drukpa, Commercial Bench, Thimphu District Court was a Visiting Faculty at the Royal Institute of Management (RIM), Simtokha. He taught the *Law of Contract*.



Mr. Karma Yeshey, Registrar of Companies, Company Registry Division, Ministry of Economic Affairs was a Visiting Faculty at the Royal Institute of Management (RIM), Simtokha. He taught *Company Law*.



Mr. Kinzang Chedup, Dy. Chief Legal Officer, Bhutan National Legal Institute was a Visiting Faculty at the Royal Institute of Management (RIM), Simtokha. He taught *Criminal Laws*.

1.3.2. Mediation Workshop for PGDNL Trainees

The Institute conducted a three-day Workshop on “*Mediation Skills and Techniques*” for PGDNL Trainees from 21 - 23 November 2022. The workshop, as a part of the PGDNL Course, was designed to equip the trainees with the knowledge, skills and professional techniques appropriate to the practice of Mediation and other Alternative Dispute Resolution (ADR) methods. It was a basic awareness program and the participants were made aware of ADR

mechanisms and ultimately aiming towards increasing access to justice through ADR. The workshop gave trainees the necessary skills of solving disputes amicably. The trainees were provided with necessary and basic skills, procedures and methods of mediation in our context. Thus, it enabled the young lawyers to appreciate and revitalize the age-old practice of amicable resolution of disputes in the country. The workshop was attended by 22 trainees.

2. LEGAL AID CENTER (LAC)

Sl. No.	Program/ Activity		Date & Venue	Remark
1	Royal Command on Establishment of LAC		17.06.2022	-
2	Consultation Workshop with relevant Stakeholders		6.09.2022	Attended by 22 participants
3	Establishment of LAC		19.10.2022, BNLI Office	-
4	Launching of Legal Aid Inception Document and Legal Aid Rules 2022		19.10.2022, Legal Aid Center	-
5	Coordination Meeting on Legal Aid		27.10.2022, BNLI Office	With Bar Council of Bhutan and Jigme Singye Wangchuck School of Law
6	Sensitization Program on Legal Aid	For General Public through BBS	31.10.2022	Aired through BBS
		For Judges, Judicial Officers & Bench Clerks	04.11. 2022, BNLI Office	Conducted virtually
		For LG Leaders (Gups & Mangmis)	28.11.2022, BNLI Office	
		For Paralegals	08.12.2022, BNLI Office	

2.1. Consultation Workshop with relevant Stakeholders

A one-day Consultation Workshop with relevant Stakeholders was conducted at Hotel Osel on 6th September 2022. A total of 22 participants from different organizations including the Judiciary, Royal Bhutan Police, Bar Council of Bhutan, Office of the Attorney General, Jigme Singye Wangchuck School of Law, Anti-Corruption Commission, The Pema Secretariat, National Commission for Women and Children; Respect Educate Nurture and Empower Women, and representatives from

different Civil Society Organizations attended the workshop.

The stakeholder consultations were carried out to discuss various provisions of the Legal Aid Rules so that it is informed and participatory. The discussions were intended to ensure that the Legal Aid Rules should serve the people and enable access to Justice. All relevant stakeholders were invited to discuss the Rules and crease any inconsistencies so that it is effective, efficient, and purposeful. This was aimed at enhancing the consistency of Legal Aid Rules.



2.2. Establishment of Legal Aid Center



The Legal Aid Center was established following the Royal Command on 19 October 2022 at the Supreme Court Complex with financial support from the Royal Government of Bhutan and the United Nations Development Programme (UNDP, Bhutan). The inaugural event was graced by Her Royal Highness Princess Sonam Dechan Wangchuck, the Honourable President of BNLI, and the Chief Justice of Bhutan.

Legal aid is indispensable, especially for indigent persons, to have fair and full access to the justice system. With the establishment of the Center, legal aid services are provided in an organized, systematic, and purposeful manner to best serve the needs of the people. Legal aid services provided by the Center include legal advice, assistance, and representation subject to both means and merits tests.

The Center provides legal aid services in both civil and criminal cases, with funding support from the State. In terms of civil cases, legal aid services only subsume legal advice and assistance, with legal representation being granted only if the interest of justice so requires. Whereas, in criminal cases, all three types of legal services are available. For now, criminal legal aid services are only available to the indigent accused charged with offences which are a felony in nature. Legal aid services are also available

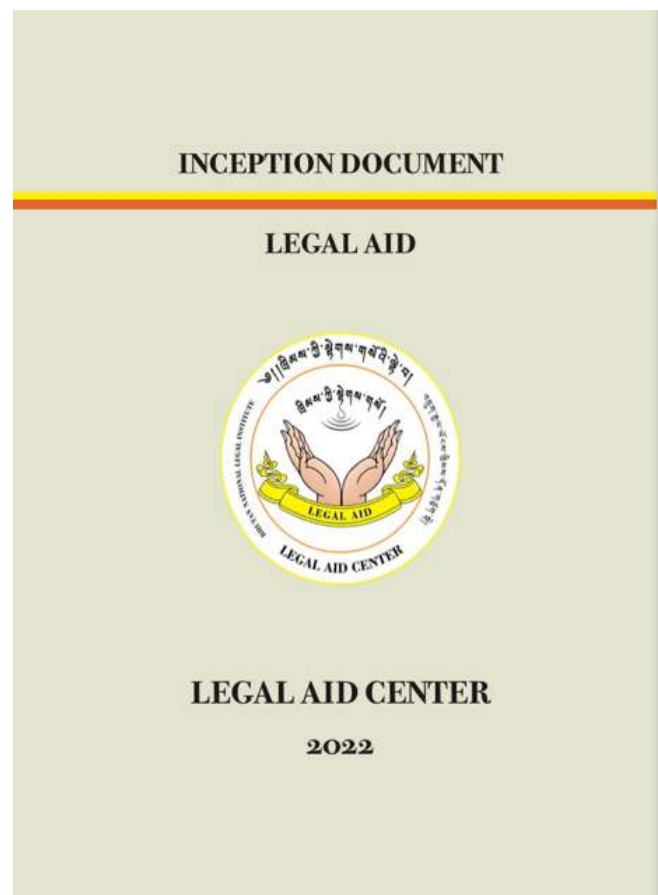
to the victims and vulnerable persons who require legal advice and assistance.

In the absence of a formal legislative framework, the Center is guided by the Legal Aid Rules 2022. The Rules cover all aspects related to the delivery of legal aid services such as the determination of eligibility criteria, application and review process, assignment of service providers, and service standards.

Since the establishment of LAC, 24 people have availed legal aid services. The Center in coordination with the Bar Council of Bhutan has been able to provide the legal representation by the private lawyers registered under Bar Council of Bhutan, on *pro bono* basis. So far, five of them have availed legal representation on the criminal matter, eight of them on legal advice and assistance, and eleven of them on legal information including copyright infringement, fraudulent cheque writing, commercial, monetary and land-related disputes.

2.3. Legal Aid Inception Document

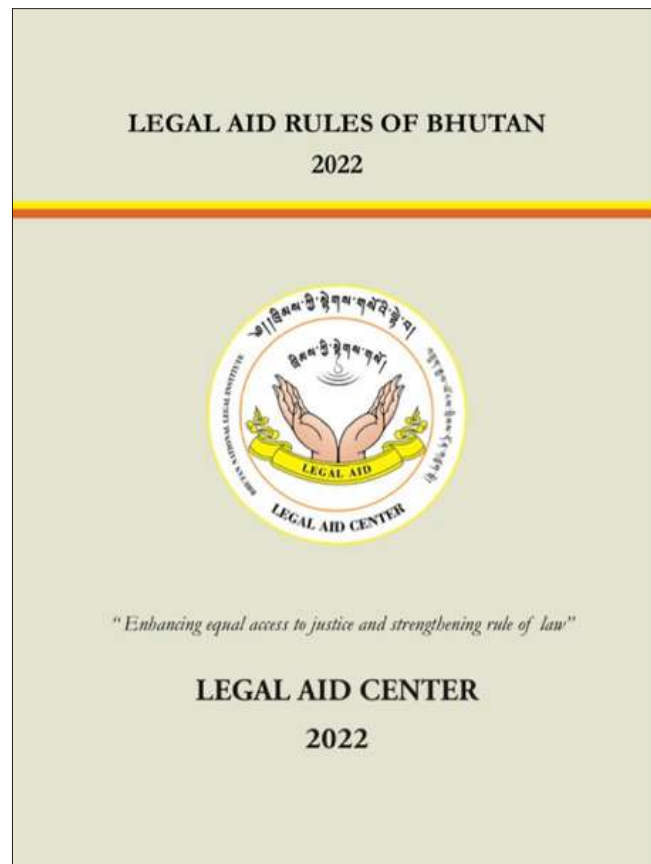
Along with the inauguration of the Center, the Legal Aid Inception Document was launched on



19 October 2022. The purpose of the Inception Document is to lay down a clear framework for the institutionalization of legal aid, which is sustainable, effective, and efficient in its implementation and in assisting people who need legal aid services the most. The inception document lays down eligibility criteria for availing legal aid services; defines the scope of legal aid services; develops collaborative approaches among stakeholders with specific roles; standardizes legal aid services; and maps out a way forward for feasible service delivery.

2.4. Legal Aid Rules 2022

The *Legal Aid Rules 2022* was also launched on 19th October 2022. In the absence of a formal legislative framework, the Legal Aid Center is governed by the Legal Aid Rules 2022. The Rules cover all aspects related to the delivery of legal aid services such as the determination of eligibility criteria, application and review process, types of legal aid services, assignment of service providers, service standards, legal aid application form, and other important aspects of legal aid services.



2.5. Coordination Meeting on Legal Aid Service

Following the establishment of the Legal Aid Center, the Center held its first coordination meeting with the Bar Council of Bhutan and Jigme Singye Wangchuck School of Law on 27.10.2022. The meeting was held with the object to solicit support, cooperation, and understanding of the two institutes. Representatives from the private lawyers, and council members of the Bar, faculties from JSW Law, and the legal officers from BNLI attended the meeting. Among others, the discussion primarily focused on the service delivery standards with a requirement to have a clear modality and procedure for the appointment of service providers, and monitoring of service. Issues on the fee structure for the service providers were also discussed.



2.6. Sensitization Program on Legal Aid Services

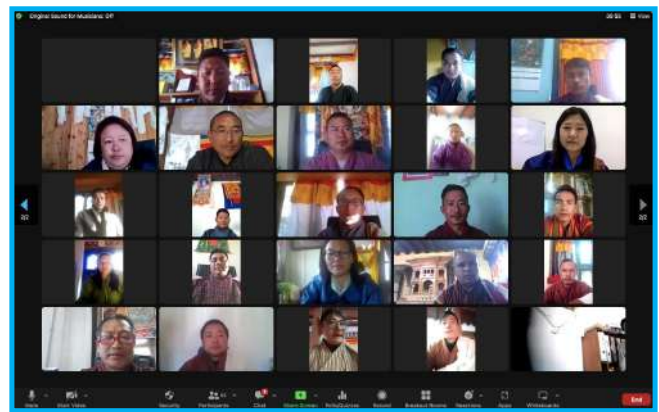
The Institute conducted Sensitization Programs on the legal aid system to the following relevant stakeholders:

- a. Judges, Judicial Officers and Bench Clerks;
- b. LG Leaders; and
- c. Paralegals.

The Legal Aid Center held its sensitization program for Judicial personnel, LG Leaders and paralegals on 4.11.2022, 28.11.2022 and 8.12.2022 respectively. They were briefed on the eligibility criteria, application process and types of legal aid services provided by the Center. The meeting also solicited support and cooperation from the relevant stakeholders in referring the indigent persons to the Center and also facilitating the Center in the assessment of the applicants. Such a coordinated

approach will not only ensure the needy in remote areas have access to legal aid services but also help

the assessment process thereby expediting the service delivery.



3. DISSEMINATION PROGRAM

Sl. No.	Program	Participant	Acts Covered/ No. of participant	Date and Venue
1	<i>Thrimzhung Leyrim - Know the Law</i>	General Public	Child Adoption Act of Bhutan 2012; Tenancy Act of Bhutan 2015; Domestic Violence Prevention Act of Bhutan 2013	Every Friday at 7:00 PM through BBS Radio (<i>Tshangla</i>)
2	Standard Operation Standard for Child in Conflict with the Law	Relevant Stakeholders – Judiciary, RBP, Schools, Media, CSOs, Youths, LG Leaders, Thromde Thuemis, etc.	Batch I: 24	19.11.2022, S/ Jongkhar
			Batch II: 22	21.11.2022, Phuentsholing
			Batch III: 59	19.12.2022, Thimphu
			Batch IV: 44	30.12.2022, Punakha

3.1. *Thrimzhung Leyrim* (Know the Law)

The Judicial Service Act of Bhutan 2007 mandates the BNLI to create and provide a forum for the exchange of views and ideas on judicial and legal matters. Section 91(g) of the Act defines empowering the Institute to strongly recognize and take a keen interest in informing the public about the laws through legal dissemination and awareness programs.



Legal empowerment fosters development through empowering and strengthening the voices of the people at the grassroots level. As a part of the continuous effort to fulfil the aspirations of the people in bringing laws to their doorsteps, and promoting positive changes in our rural communities, the Institute has identified key aspects of legal empowerment of the people through voice and information. It is believed that the people in rural areas need information on the legal and judicial system, which is accessible to make their legal entitlements practical, enforceable and meaningful. It is seen as grassroots justice - to ensure that laws are not confined within the Courtrooms but are available to the ordinary people. Unlike traditional rule of law orthodoxies, legal empowerment views our citizens residing in



different parts of the country as our partners of justice.

Against this backdrop, the Institute carried out legal dissemination and awareness programmes for rural communities since 2013. Later, the Institute carried out the dissemination of laws through media such as television, Kuzoo FM and Radio FM owing to its efficacy, convenience and mass coverage. This year, the Institute continued the advocacy and awareness

programmes for the general public via Bhutan Broadcasting Service (Radio FM) covering some Acts such as the Child Adoption Act of Bhutan 2012; the Tenancy Act of Bhutan 2015 and the Domestic Violence Prevention Act of Bhutan 2013. The Program has been aired through Radio in the *Tshangla* language at 7:00 PM, every Friday and it is an ongoing program.

The Institute in its efforts to materialize the noble objective of taking justice to every doorstep of the people in rural communities and empowering them with legal education and knowledge is committed to continuing with the dissemination program.

3.2. Sensitization Program on Standard Operating Procedure for Children in Conflict with the Law

The BNLI in coordination with the National Commission for Women and Children (NCWC) carried out the dissemination of Standard Operating Procedure (SOP) for the Children in Conflict with the Law (CICL) at Samdrup Jongkhar, Phuentsholing, Thimphu and Punakha on 19th November 2022, 21st November 2022, 19th December 2022 and 30th December 2022 respectively. A total of 149 participants from relevant stakeholders including the Judiciary, Royal Bhutan Police, Schools, Civil Society Organizations, Youths, Media, LG Leaders, Thromde Thuemis, etc. attended the program.

Children are the future of any nation and they have the highest potential in contributing to the growth of the nation and the society. However, they are also exposed to circumstances that force

them to be involved in criminal activities. The Child Care and Protection Act of Bhutan, 2011 was enacted by Parliament as a means to strengthen the child justice system through child-friendly mechanisms, and to ensure care and protection in matters relating to a child in conflict with the law and child in difficult circumstances. The SOP for dealing with children in conflict with the law was developed in 2018. However, it did not contain provisions relating to children coming in contact with the law as witnesses, victims or complainants. Thus, the current SOP has been developed to cover the gaps. This SOP standardized the procedure to

deal with both children coming in conflict with the law and those who come in contact with the law.

The aims and objectives of creating awareness of this SOP for CICL were to sensitize the relevant stakeholders about their responsibilities and the procedures in place that need to be followed. It was also to disseminate the rights of those children who come in conflict with the law, along with the rights of those children who are in difficult circumstances and those children who come in contact with the law as witnesses and victims. The program was resourced by officials from the BNLI, NCWC and the JSW Law.



4. SCHOOL LAW CLUB

Sl. No.	Program	Topic	Speaker	Date & Venue
1	Guest Lecture	Sexual Harassment - A Need for Awareness	Respective Dzongkhag Judges	May 2022 at Respective School Law Clubs
2		Peer Mediation	BNLI Officials	21.10.2022 at Zilukha Lower Secondary School

4.1. Guest Lecture on Sexual Harassment

The Guest Lecture among other activities was prioritized as one of the core activities of the School Law Club. In the year 2022, the Institute has chosen “*Sexual Harassment - A Need for Awareness*” as the theme for the Guest Lecture.



Sexual Harassment is both a social as well as a legal problem. As more people understand the letter and the spirit of the laws; and use laws as a tool for both safeguards as well as for defence, the sexual harassment issue, unless appropriate solutions are taken, can remain a pervasive phenomenon. The offence of sexual harassment is a multi-dimensional issue. It touches on the important dynamics of law, relationships, workplace security, men-women relations in society, work culture and personal rights to privacy, to account for a few. It can also be examined through individual existence, intimacy and secrecy, personal autonomy, family life and self-determination. Thus, the Institute, in its quest to ensure the protection of all children in their best interest and also to make our children understand the characteristics of sexual harassment from a legal perspective, has initiated the Guest Lecture on the above-mentioned theme.

The School Law Clubs were fortunate to have the Judges from respective jurisdictions deliver a talk in the month of May 2022. The Judges delivered two-hour-lecture adopting their method of

delivery and interaction. The talk dwelled on the intersection of sexual offences and youth, including child molestation; statutory rape; child rape; incest; sextortion; and digital citizenship and etiquette. These facets of the talk were elucidated with real-life proceedings that the Judges presided over at the Bench. Through these examples, the students understood the gravity of sexual offences and the corresponding consequences they would entail. To make the event interactive, the students were encouraged to ask questions. The talk was attended by all the Law Club members in their respective schools.

Out of 47 School Law Clubs, 43 of them have successfully conducted Guest Lectures under the support and guidance of the Institute, however, four of the School Law Clubs could not conduct due to some unavoidable circumstances.



4.2. Guest Lecture on Peer Mediation

Peer Mediation helps students to resolve conflict in peaceful ways. The students work with their peers to uncover the root causes of their disputes and decide on fair ways of resolving a conflict. It is a means that helps students build their empathy while they also fine-tune their problem-solving skills.

Peer mediation helps switch a campus' disciplinary focus from punishment to conflict resolution. The harsh truth is that for the vast majority of conflicts between students, punishment doesn't need to be severe. The students are growing and learning new skills every day. Just like we get into fights, scuffles, or conflicts with our co-workers, friends, and family, students do too. Also, just like us, the students are perfectly capable of coming up with forms of resolution that aren't punitive-based.

To help students resolve their differences with their

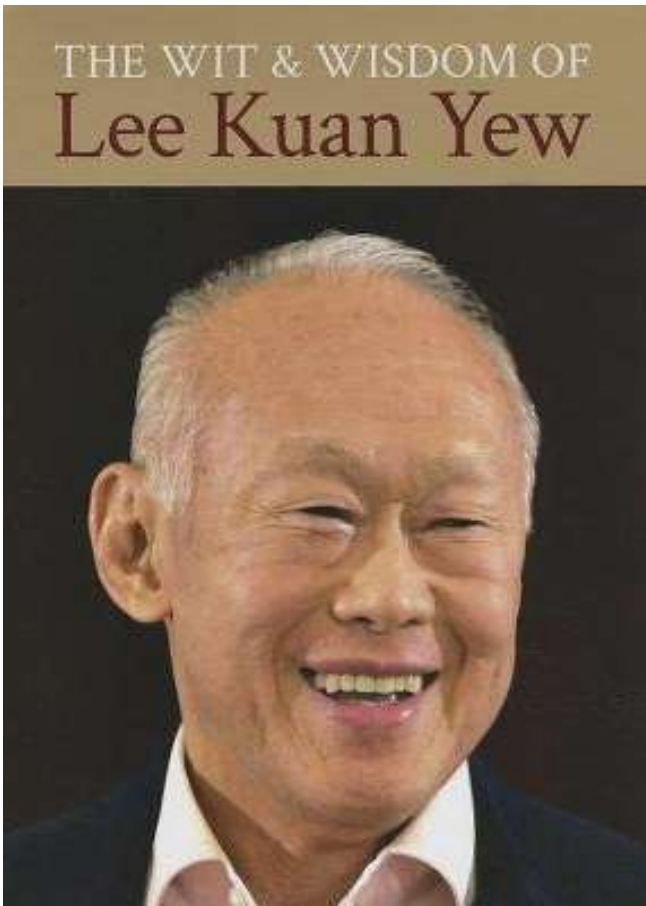
peers, the Institute organized a lecture on Peer Mediation for the law club members of Zilukha Lower Secondary School on October 21, 2022. The lecture was attended by 29 club members.



5. JUDGES' BOOK CLUB

Sl. No.	Session	Book & Author	Reviewed and presented by	Date
1	82 nd	"The Wit and Wisdom of Lee Kuan Yew" by Lee Kuan Yew	Judge Pema Needup, Director General, BNLI	26.8.2022
2	83 rd	"Poison is Medicine: Clarifying the Vajrayana" by Dzongsar Khyentse Rinpoche	Mr. Kinzang Chedup, Dy. Chief Legal Officer, BNLI	29.9.2022
3	84 th	"What Money Cant Buy: The Moral Limits of Markets" by Michael J. Sandel by	Ms. Sonam Palden, Legal Officer, BNLI	28.10.2022
4	85 th	"The Psychology of Money: Timeless Lessons on Wealth, Greed, and Happiness" by Morgan Housel	Judge Sangay Chedup, Gasa District Court	30.12.2022

5.1. 82nd Session of Judges' Book Club: "*The Wit and Wisdom of Lee Kuan Yew*" by Lee Kuan Yew



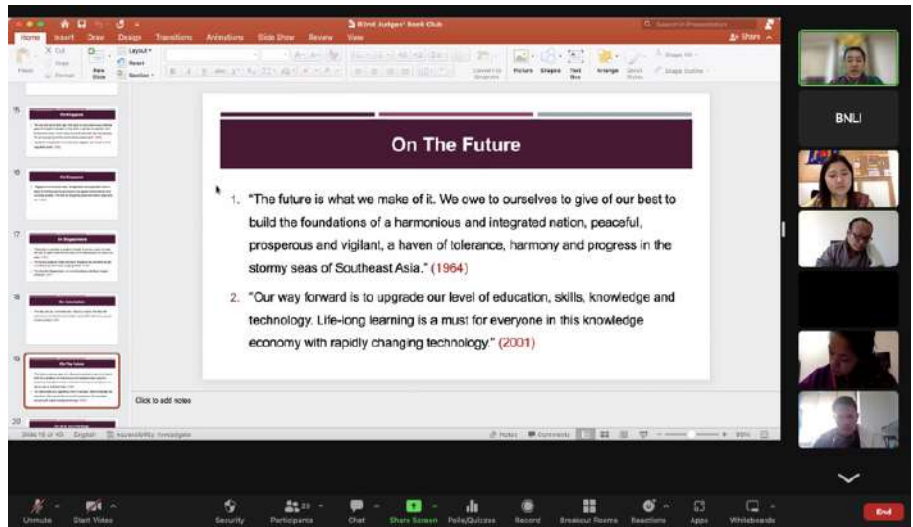
The Director General, Judge Pema Needup reviewed the Book, "*The Wit and Wisdom of Lee Kuan Yew [1923-2015]*" by Lee Kuan Yew on 26 August 2022 virtually. The virtual session was aimed at expanding the audience and creating a larger pool of readers, who can connect and discuss virtually. This enhances the readership base and accessibility.

Lee Kuan Yew became the first Prime Minister of the Republic of Singapore to govern for three decades (31 years). He had been pivotal in reforming Singapore as a modern state-ushering in transformative nation-building. After Singapore separated from Malaysia in 1965, he had been actively involved in reforming Singapore, with a modern military, and use of language, thus creating a modern Singapore.

Throughout this surprising and at times painful journey, he had proved a charismatic and occasionally controversial leader. Lee was a very far-sighted leader and politician who provided a firm basis for national reformation. His speeches are unambiguous, characterful, and eminently quotable. In "*The Wit and Wisdom,*" he provides a plethora of quotations that provides a compelling summary of his views on a wide range of subjects from Singapore's past, present, and future. This provides and supports his development philosophy of Singapore-governed by far-sighted and steadfast leadership, thus transforming the national polity, the administration of Justice, enhancement of rule of law, and strengthening the legal system.

The book provides a view of his thoughts on development, political theory, national development paradigms, politics, democracy, leadership, corruption, and other national paradigms - to ensure that Singapore gives primacy to the basic tenets of development, and national building

based on modern goals. The book provides both wit and wisdom on important aspects of democratic modernization. His book provides a firm basis for a contemporary nation based on modern values. The book provides the greatest insight into modern development thinking, innovation and economic prosperity. It provides a distinct and unique approach to modern nation-building, governance and rule of law - to balance an inclusive development approach based on principles of prosperity, international comity and innovation, to name a few. He also stresses changing workplaces, demands from workplaces, the concept of the welfare state, and values, thus topically encapsulating the [most] holistic view



of modernization and industrialization. His book provides the genesis of a society based that sees the past, analyzes the present and predicts the future. It gives a glimpse of how the nation can be - and how a nation can be nurtured to foster a just society by bringing in all relevant principles of socio-economic development.

5.2. 83rd Session of Judges’ Book Club – “Poison is Medicine: Clarifying the Vajrayana” by Dzongsar Khyentse Rinpoche



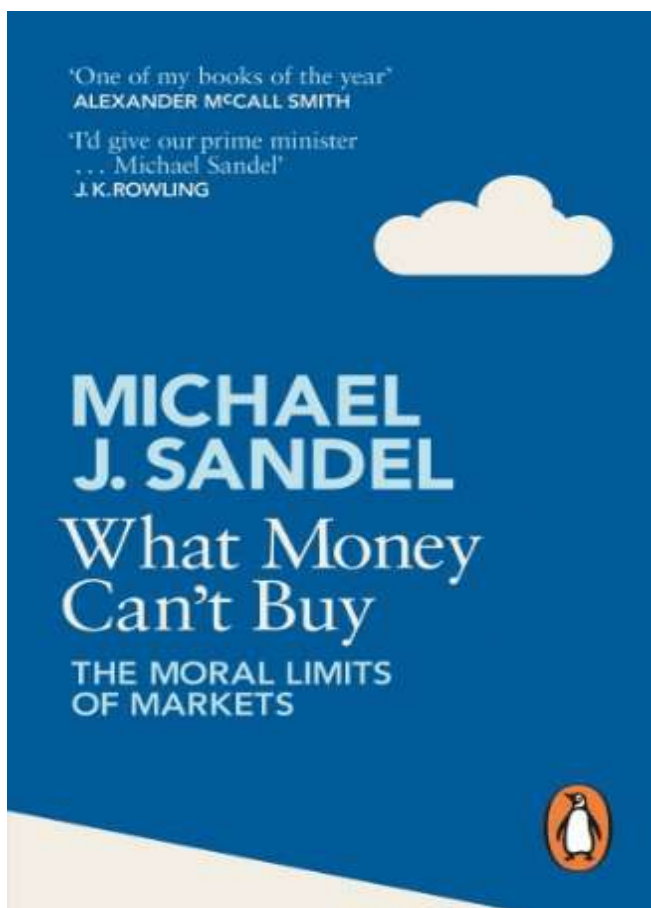
Mr. Kinzang Chedup, Dy. Chief Legal Officer of the Institute reviewed and presented the book “*Poison is Medicine: Clarifying the Vajrayana*” by Dzongsar Khyentse Rinpoche on 29 September 2022.

Poison is Medicine: Clarifying the Vajrayana is a book written in response to the misunderstandings and misapprehensions about the Vajrayana that exposed the Vajrayana guru-related scandals in 2010. The book is not an introduction to the Vajrayana path, but a consolidation of the four talks Dzongsar Jamyang Khyentse Rinpoche gave at the Rigpa Center in Berlin, Paris, Lerab Ling, and London in early 2018. The book consolidates the view on Guru, sensationalism when interacting with western students, Buddha Dharma, and Culture amongst other very relevant ideals on student-Guru relationship and dynamics. It portrays the best standards of Buddhism and enacts a scenario to proliferate the best Buddhist practices based on value, understanding, and clarity guided by pure precepts of Buddhism.

The book also addresses the basic issues of Guru and Guru selection to further student guru-

relationship. The book further presents the phenomenal teachings of Buddhism and Buddhist precepts with a modern outlook and practices to ensure that Buddhism is adaptive and contextual without losing the essence transferred for many centuries. It gives modern values to interaction and selection and provides a legalistic view on student-guru interactions to promote harmonious relationships and best ideals to further Buddhism as a method and skill to realize the perfect dream of human perfection. The book corrects the distortions of religion and capitalizes on the values of Buddhism as an ideal path to perfect wisdom and method.

5.3. 84th Session of Judges' Book Club: "What Money Can't Buy: The Moral Limits of Markets" by Michael J. Sandel



Ms. Sonam Palden, Legal Officer of the Institute reviewed and presented the book "*What Money Can't Buy: The Moral Limits of Markets*" written by Michael J. Sandel on 28 October 2022.

Michael J. Sandel teaches political philosophy at Harvard University. He is best known for the Harvard course "Justice", which is freely available online. He is also known for his critique of John



Rawls' "A Theory of Justice" in his first book, "Liberalism and the Limits of Justice" (1982). He was elected a Fellow of the American Academy of Arts and Sciences in 2002. His books have been international bestsellers and have been translated into 27 languages. His BBC series "The Public Philosopher" explores the philosophical ideas lying behind the headlines with participants from around the world.

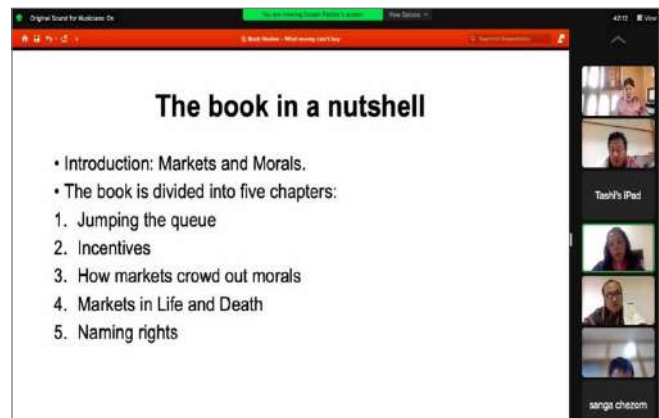
Sandel's book "What Money Can't Buy: The Moral Limits of Markets" questions one of the most important aspects of today's world: What are the moral limits of the market? What should be the role of money and the market in our society? Sandel points out in his book that we have drifted from having a market economy to being a market society. The difference is, a market economy is a tool for organizing productive activity. However, a market society is different. It is a place where almost everything is put up for sale. It is a way of life, where market thinking and market values reach into spheres of life previously governed by other non-market values.

Today, there are fewer and fewer things that money can't buy. A non-violent offender in California can pay and buy a prison cell upgrade if he is not happy with the standard of accommodation. In Washington DC, if you do not have time to stand in line for a congressional hearing or a hearing at the Supreme Court, you can go to a line-standing

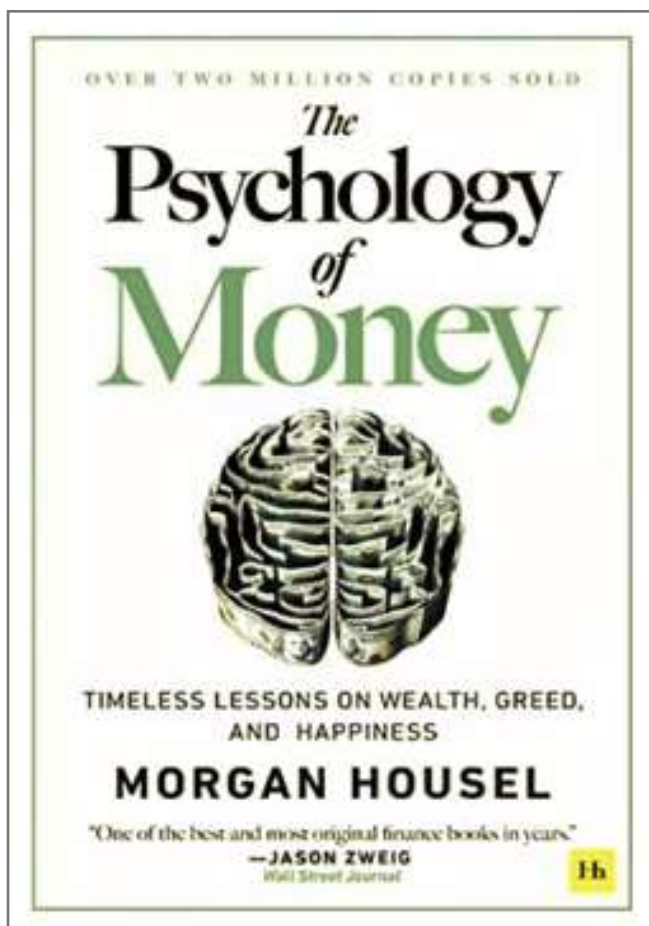
company and they will hire a person to stand in line for you.

Similarly, there are companies established who provide cash incentives of \$300 to drug-addicted women to undergo sterilization or long-term birth control, to solve the social issue of giving birth to drug-addicted children. Some countries pay soldiers or private military companies to fight wars for the country. Some schools pay kids to get good grades or to read more books.

Sandel closely looks at the moral implications for a society where everything is up for sale and where the market economy is used to allocate everything from health to education to public safety and criminal justice.



5.4. The 85th Session of Judges' Book Club: "The Psychology of Money: Timeless Lessons on Wealth, Greed, and Happiness" by Morgan Housel



Judge Sangay Chedup, Royal Court of Justice, Gasa reviewed and presented the book "The Psychology of Money: Timeless Lessons on Wealth, Greed, and Happiness" written by Morgan Housel on 30 December 2022.

Morgan Housel is an investor, historian, and psychologist. He is a recognized expert on behavioural financing and investing history. He integrates psychology and neurology to help investors deal with risks and turn risk into productivity. He is a two-time winner of the Best in Business Award from the Society of American Business Editors and Writers, winner of the New York Times Sidney Award, and a two-time finalist for the Gerald Loeb Award for Distinguished Business and Financial Journalism.

In this book, "the Psychology of Money", the author provides a descriptive narrative of how money makes each individual pursue their goals, the never-enough nature of money, and the risks associated with money and finance. It states that getting wealthy may be a journey: staying wealthy and protecting and accumulating wealth take and involve persistent and continuous effort.

The book examines personal finance through the lens of human behaviour. Housel's conviction is that behaviour trumps other considerations in the pursuit of financial success. "Doing well with money has a little to do with how smart you are and a lot to do with how you behave." Engage in the right behaviours and you are likely to succeed. Similarly, no amount of intelligence, savvy, or inside information will save you from the wrong set of behaviours. It explains human behaviour



towards money and provides us with lessons on how to keep and ensure that money is a relevant tool in the pursuit of a just human cause. People use wealth as a benchmark for admiration and ensure that wealth serves as a substitute for love, affection, and genuine human feelings.

In this context, the author brings in many paradoxes of wealth, allowing thoughts to streamline wealth as a source of positivity. Wealth like any other subject in this world is a relative concept: how we view wealth depends on how individuals perceive and use wealth as a sign. The premise of this book is that doing well with money has little to do with how smart you are and a lot to do with how you behave.

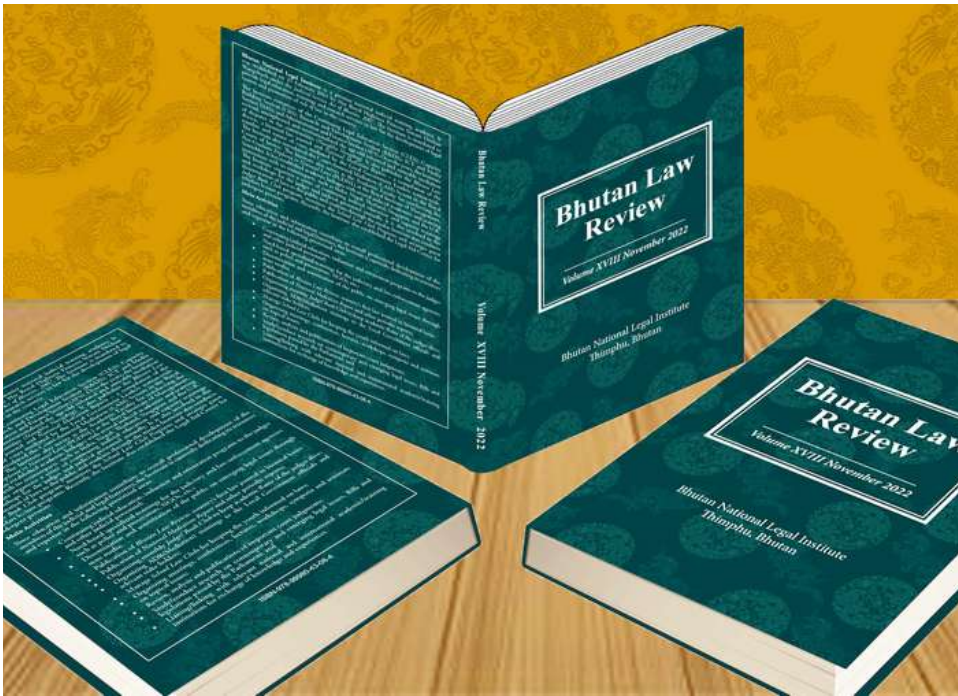
This book categorically discusses how wealth has to be viewed. In line with the development paradigm of Gross National Happiness (GNH), this book discusses on values of human behavior and how humans should remain human despite being wealthy and financially stable. It sustains the importance of positive human behaviorism, human thinking, and human positions so that wealth bridges 'positive elements of growth' and how money should engender good values. Besides the 'all-pervading value of money,' the author discusses the importance of human values by contradicting that when people say they want to be millionaires, what it really means is that they want to spend a million dollars.



6. RESEARCH AND PUBLICATIONS

Sl. No.	Research & Publication	Date
1	Bhutan Law Review, Vol. 17 & 18	21 st Feb & 11 Nov. 2022
2	Annual Activity Report 2021	January 2022
3	National Mediation Report 2021	January 2022
4	Court-Annexed Mediation Report 2021	January 2022
5	Mediation Training Manual	April 2022
6	Guidelines for Preventing and Responding to Sexual Harassment at Workplace, June 2022	June 2022
7	Judgment Compilation & Case Study	Jan. - Dec. 2022

6.1. Bhutan Law Review - Volume 17 and 18



Bhutan Law Review (BLR) is by far the only Law Review in the country and thus, we consider it to be the most important law review. Since the first-ever publication of BLR, it has tremendous impact on the people to understand the law and its emerging issues in society. With the realization of its importance to continue the publication, the Institute has worked on further improving the previous publications and has initiated the publication of BLR bi-annually since 2015. The Institute continues to seek relevant and good articles from potential writers that benefit the people to understand emerging legal issues. This

has helped people to have access to legal information as well.

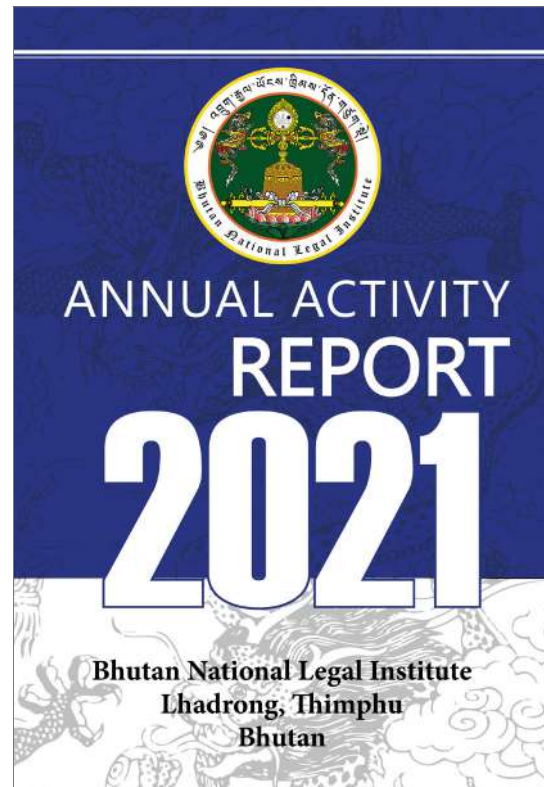
Commemorating the Royal Birth Anniversary of His Majesty the Fifth and Fourth Druk Gyalpo, the Institute launched the 17th and 18th Volumes of the Bhutan Law Review on 21st February and 11th November 2022 respectively. The Journal intends to create a pool of academic legal resources to uphold the organizational culture of academic knowledge creation and

sharing. It aspires to combine knowledge and information to enhance the ability to create and share legal information and knowledge for a professional and informed legal service environment. Through this Journal, the Institute hopes to encourage our writers and readers by creating a forum of professional legal academia for a just society, based on rule of law, information, and service.

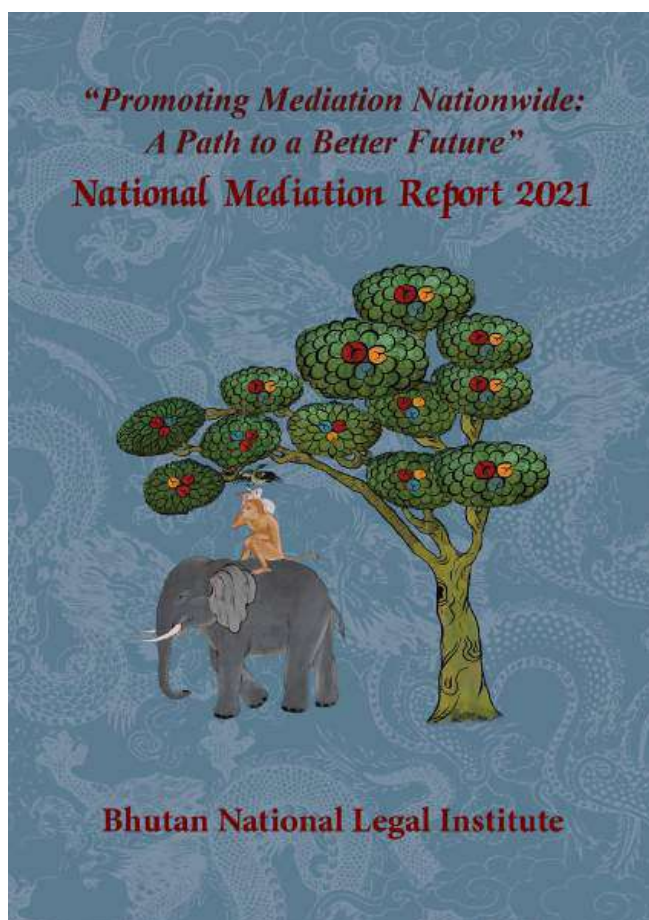
6.2. Annual Reports

6.2.1. Annual Activity Report 2021

The Institute's Annual Activity Report 2021 was published in January 2022. It outlines the major activities undertaken by the Institute including training, workshops, seminars conducted for judicial personnel and other relevant stakeholders, and research & publications made in 2021. It also highlights some of the major initiatives of the Institute in fulfilling the Institutional mandates toward creating a center for excellence in judicial education, research and training.



6.2.2. National Mediation Report 2021



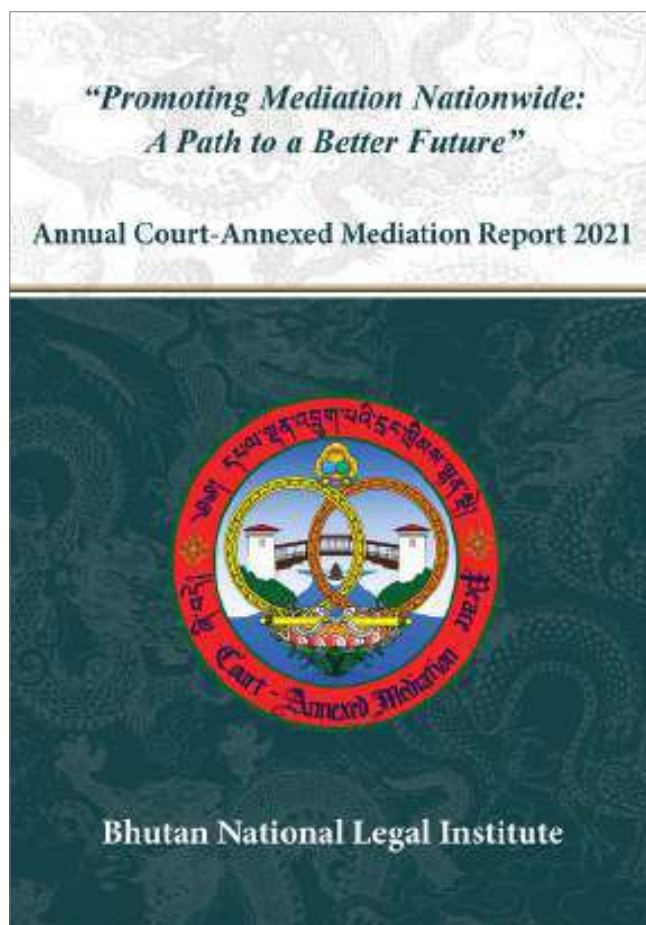
The *National Mediation Report*, an annual publication is an attempt to study the impact of the nationwide mediation of disputes in preserving social harmony and strengthening community vitality. This also serves to assess the efficacy of the training as well as the efficiency of the LG leaders in the mediation of disputes in the communities.

The Institute has published its Annual Report 2021 in January 2022 with the financial assistance of the Royal Government of Bhutan. Since the mediation of disputes provides much-needed alternative relief to the people of lesser means to access justice inexpensively and expeditiously, the primary objective of the compilation of the Annual Mediation Report is to educate, inform and guide people to use mediation, save resources and preserve relationship - and promote peace and happiness in the country. Further, the Report was launched with the hope that it will help deepen the understanding of the benefits of mediation and revive and strengthen the age-old customary system. By weaning some cases off the litigation system, it is hoped that the judiciary is spared scarce judicial time and resources in adjudicating trivial, frivolous, and minor civil cases. Ultimately, it is expected to help preserve the relationship and social harmony in the communities.

6.2.3. Court-Annexed Mediation Report 2021

The Court-Annexed Mediation Unit in every Courts were established on 28 October 2019. The CAM or the judicial mediation services is a significant judicial reform in recent years aimed at keeping justice as inexpensive and expeditious as possible, in addition to strengthening the community vitality, preserving the relationship between the people and promoting Gross National Happiness. In the Court-Annexed Mediation System, the judge refers appropriate civil cases to the CAMUs for judicial mediation; alternatively, the parties also request the judges to adjourn the cases and refer their cases to in-house judicial mediation service after the registration of the cases; any time, before the judgments are rendered.

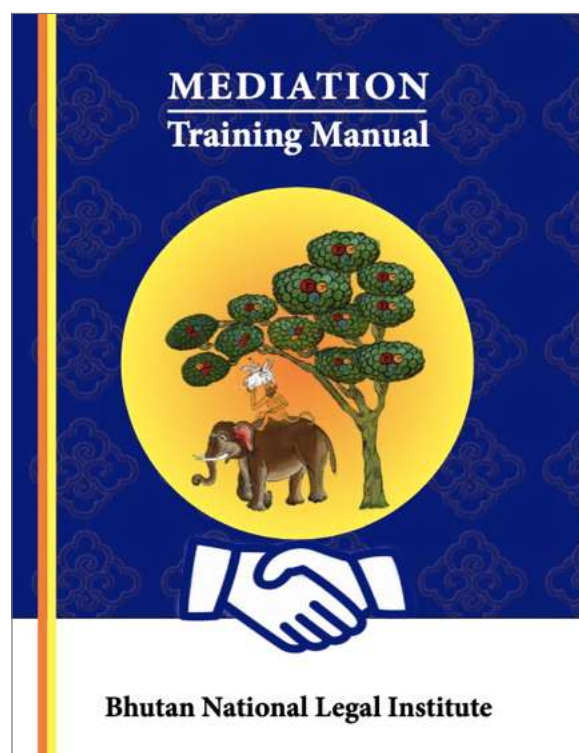
The Institute has published its second CAM Report in January 2021. The objective of the report is to assess the nationwide impact of CAM training and to determine the cases resolved through mediation in the CAMU, by subject matter in respective courts. The Institute also hopes to gauge the challenges and constraints faced during the mediation process and explore the scope of further improving and promoting the CAM system in the Courts. The compilation of a report such as this is also to educate, inform and guide people to avail of CAM services, save resources and preserve relationship- and to promote peace and happiness in society.



6.3. Mediation Training Manual

Mediation is one of the modes for the attainment of “Peace and Harmony” in society. In furtherance of this noble objective, the Institute is ever committed to providing mediation training to LG leaders, Bench Clerks and other relevant stakeholders. For the first time, the Institute has compiled a *Mediation Training Manual* in April 2022.

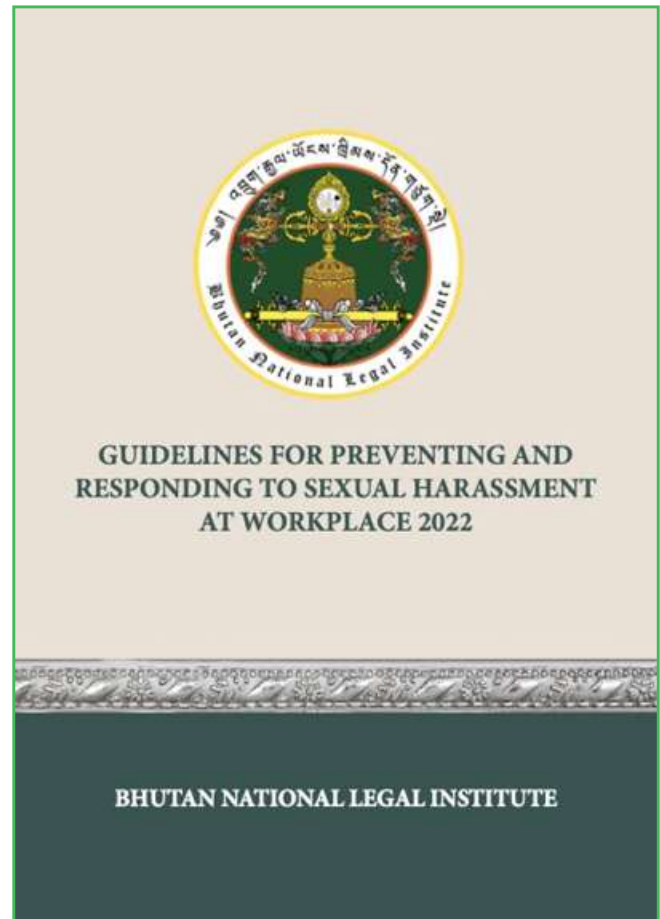
The *Manual* is comprehensive, handy and contextualized with our traditional mediation practice. It is intended to serve as a guide for facilitators who will train community-based mediators and judicial mediators to help resolve disputes in a fast and cost-effective way. The *Manual* also ushers in uniformity and consistency in the training approaches, its contents and mediation practices in the country.



6.4. Guidelines for Preventing and Responding to Sexual Harassment at Workplace 2022

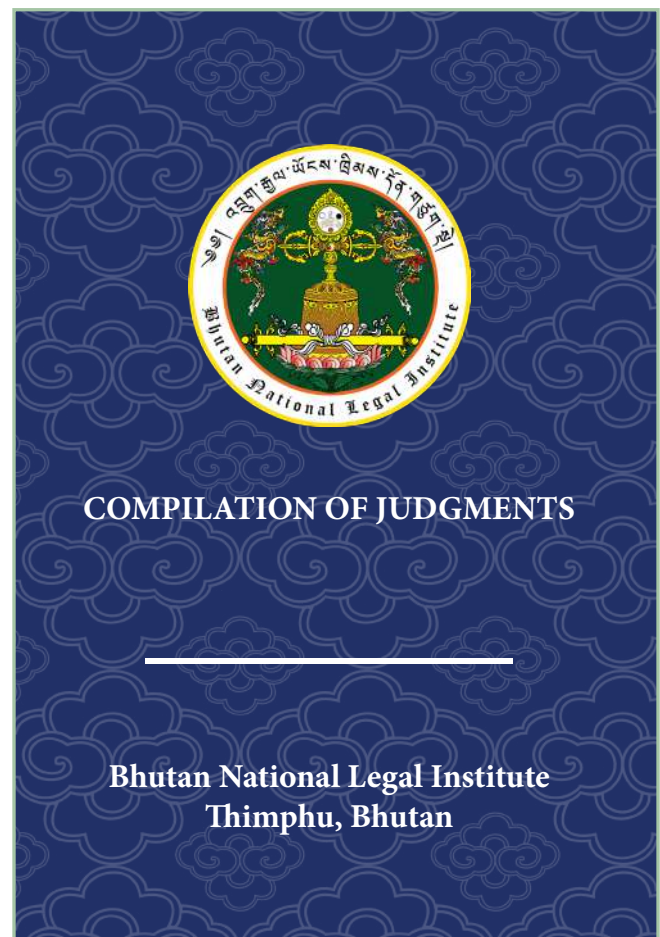
To institutionalize a complaint and response mechanism for sexual harassment and ensure a gender-friendly environment at the workplace, the Institute published *Guidelines for Preventing and Responding to Sexual Harassment at Workplace 2022* in June 2022. The Guideline consists of an institutional mechanism to address sexual harassment and also mentions creating an enabling gender-friendly environment in terms of facilities, parental support and equal representation of men and women in the decision-making process.

This *Guideline* was aimed at eliminating sexual harassment and promoting a healthy, safe, and productive workplace. It was developed with the objectives to enhance understanding of sexual harassment at the workplace; creating a safe and conducive working environment for all individuals at the workplace; providing concrete guidance to employers and employees; establishing a permanent mechanism for prevention, prohibition and redressal of sexual harassment at the workplace; and eliminating all forms of sexual harassment at the workplace.



6.5. Judgment Compilation and Case Study

As required by the institutional mandate, the Institute also compiled some judgments passed by the Courts for research and future references. Also, as a research arm of the judiciary, the Institute carried out some research works and emphasized on case studies. A total of 20 cases have been studied and reviewed by the Institute from January - December 2022.



7. OTHER EVENTS

7.1. Dedicated Royal Service Award 2022

The Director General of the Institute awarded a Bronze Medal (10 years in service) to four officials from the Institute for their dedicated services on 8th December 2022. The Institute felicitated and conveyed appreciation to Mr. Kinzang Chedup, Dy. Chief Legal Officer, Mrs. Pema Zangmo, Administrative Officer, Mrs. Tshering Lhamo, Sr. Store Keeper and Mrs. Thukten Lhamo, Gardener for their commitment and dedicated service to the *Tsa-Wa-Suum*.



7.2. Staff who joined the Institute



Ms. Sonam Palden completed her B.A., LL.B. (Hons.) from Kalinga Institute of Industrial Technology (KIIT School of Law) in 2020 and completed PGDNL from the RIM in 2021. She joined the Institute as a Legal Officer on 1st January 2022.



Mr. Tsheten Phuntsho completed his Diploma in National Law (DNL) from RIM in 2017. He was recruited as a Bench Clerk at Gasa District Court in 2018. He was transferred to the Institute under the Legal Aid Center in November 2022.

7.3. Staff on Extra-Ordinary Leave



Mrs. Dechen Lhamo joined the Institute as Legal Officer on 1st January 2013. Currently, she is on Extra-Ordinary Leave for the duration of 2 years with effect from September 2022.

7.4. Staff who left/transferred



Mr. Narayan K. Kumar Chettri joined the Institute as Accountant in 2017. He joined the Office of the Supreme Court under Cluster Finance Service in July 2022.



Mrs. Phuntsho Zangmo joined the Institute as an Asst. Accountant in 2017. She also joined the Supreme Court under Cluster Finance Service in July 2022 and currently, she is on Extra-Ordinary Leave for one year with effect from 1st July 2022.



Mrs. Tshelthrim Zangmo served as a Cleaner in the Institute from 15.6.2019 - 17.2.2022. After serving 2 years and eight months, she voluntarily resigned from the service.

List of Staff

Sl. No.	Name	Designation
1	Drangpon Pema Needup	Director General
2	Mr. Sonam	Dy. Chief ICT Officer
3	Mr. Kinzang Chedup	Dy. Chief Legal Officer
4	Mr. Jangchuk Norbu	Dy. Chief Legal Officer
5	Mrs. Dechen Lhamo	Dy. Chief Legal Officer (EOL)
6	Mrs. Tshering Pem	Sr. Legal Officer
7	Mr. Pema Shingdan	Legal Officer
8	Ms. Thinley Choden	Legal Officer/ PS to Hon. President
9	Ms. Tenzin Yangzom	Research Officer (Deputation to CBS)
10	Ms. Sonam Palden	Legal Officer
11	Mrs. Pema Zangmo	Administrative Officer
12	Mr. Tenzin	Sr. Bench Clerk
13	Mr. Tsheten Phuntsho	Bench Clerk
14	Mrs. Tashi Lhamo	Administrative Assistant/Librarian
15	Ms. Tshering Lhamo	Sr. Store Keeper
16	Mrs. Passang Wangmo	Sr. Telephone Operator/Dispatcher
17	Mr. Dorji Rinchen	Driver
18	Mrs. Thukten Lhamo	Gardener

STAFF WITH THE HON'BLE PRESIDENT

Bhutan National Legal Institute Family



*Her Royal Highness, Princess Sonam Dechan Wangchuck
Honorable President*



*Drangpon Pema Needup
Director General*



*Kinzang Chedup
Dy. Chief Legal Officer*



*Jangchuk Norbu
Dy. Chief Legal Officer*



*Dechen Lhamo
Sr. Legal Officer*



*Tshering Pem
Sr. Legal Officer*



*Thinley Choden
P.S. to Her Royal Highness*



*Sonam
Dy. Chief ICTO*



*Pempa Shingdan
Legal Officer*



*Tenzin Yangzom
Research Officer*



*Sonam Palden
Legal Officer*



*Pema Zangmo
Administrative Officer*



*Tenzin
Sr. Legal Assistant*



*Tsheten Phuntsho
Legal Assistant*



*Tashi Lhamo
Administrative Assistant*



*Tshering Lhamo
Store Assistant*



*Thukten Lhamo
Gardener*



*Dorji Rinchen
Driver*