



# ACTIVITY REPORT 2025

# CONTENTS

<b>Sl. No</b>	<b>Particulars</b>	<b>Page No</b>
1	MESSAGE FROM THE PRESIDENT	3
2	BFF CONGRESS	4
3	BFF AUDITED FINANCIAL REPORT	5
4	BFF AND BHUTAN OLYMPIC COMMITTEE	9
5	BFF AND DISTRICT ASSOCIATIONS	10
6	REPORT OF COMPETITIONS DEPARTMENT	11
7	COMPETITION EVENTS CONDUCTED	19
8	YOUTH FOOTBALL DEPARTMENT REPORT	22
9	REPORT OF REFEREE DEPARTMENT	25
10	REPORT OF NATIONAL TEAMS	34
11	REPORT OF TECHNICAL COACHES TRAINING DEPARTMENT	43
12	REPORT OF TRAINING CENTRE	49
13	REPORT OF GRASSROOT DEPARTMENT	52
14	REPORT OF WOMEN DEPARTMENT	58
15	REPORT OF MEDIA & MARKETING DEPARTMENT	60
16	REPORT OF MEDICAL /PHYSIO DEPARTMENT	63
17	REPORT OF INFRASTRUCTURE DEVELOPMENT	75
18	REPORT OF OTHER INITIATIVES	77

## **1. Message from the President**

This is the ninth BFF Activity Report that has been prepared especially for the BFF Congress 2026. I would like to thank all the stakeholders, including our Exco members, for helping me to lead BFF forward. With new challenges and more workload in developing football in Bhutan within a short span, I would need the support from all the stakeholders to bring football to a new height during the remaining two years.

This report is prepared so that it will help us in looking back at the work done by the Federation for the year 2025 and reflecting on what we have achieved. It is the work that has been laid out in our BFF Strategic Long-term Plan 2025-2028 to develop football in Bhutan. The year 2025, is the year we will celebrate the 25-year journey of BFF since joining FIFA. It is a reminder of how far we have come and what we need to do for the coming years. We also celebrated the day with our fellow colleagues who have been in this 25 years journey with us, which included the former president, the Exco members and players. I thank each one of them for developing football to the best of their ability.

In terms of partnership in Sports, BFF has continued its partnership with United Nations agencies such as Save the Children, WFP (celebrated World Food Day) and UNICEF. BFF also joined hands with RENEW (Bhutan) to fight against violence against women and children. BFF has also started to educate people on child abuse, sexual harassment and integrity in the sport. Clubs, referees and coaches have been given lectures on these topics so that they may help in stopping such incidents in the future. FIFA and AFC have been helping the federation in providing information and support in these matters.

In terms of sponsorship, Bank of Bhutan is still our major sponsor with a deal of Nu 4 million per year to support the Men and Women National league. Other sponsors, I would like to thank, are Bhutan Telecom (our communication partner), Druk Air (our travel partner) and Nivea Sports (our attire and equipment Partner) without whom football would not have been as it is now. We had also signed a year MoU with the Army Welfare Project to be our drink partner.

I am pleased to say that the success of football development in Bhutan is all due to the hard work of the Executive Committee, the BFF Management and all the football stakeholders. We will still need to put in our joint effort to raise the standard of football in Bhutan in the coming years.

Thank you and Tashi Delek



Dasho Ugen Tsechup  
President

## **2. BFF CONGRESS 2025**

The 25<sup>th</sup> BFF Congress was conducted on 3<sup>rd</sup> July 2025 from 10.30 am to 11.30 pm at the Ariya Hotel Conference Hall in Thimphu.

The President welcomed the representative of FIFA, AFC, SAFF and the BOC to the Congress of BFF. He outlined the work done during the last year and his vision for the future of Bhutan Football. He stressed on the importance of grassroots football and the national teams. In terms of infrastructure, he said that a new Girls Academy will be built in the near future as the present one had to be relocated from GMC. The new location would be at Paro if the land lease is approved by the HMS.

The Statutory Audit Report and Activity Report 2025, were presented to the Congress by the chairman of the BFF Finance Committee. This was reviewed and approved by the Congress. The Congress also approved the budget and activities for the year 2025, based on the budget and activities report, which had earlier been approved during the Executive Committee meeting. The Congress was informed that the AFC local Audit was conducted physically by an external auditor, Mr. Kashyap from Mumbai; India appointed by AFC. The FIFA Centralized Local Audit was also conducted by an external auditor Ernst & Young LLP from Mumbai, having its head office in Singapore, who were appointed by FIFA. It was seen there were no major findings in the accounts and therefore, FIFA and AFC had approved our balance payment for the year 2025. The Statutory Audit Report was carried out by M/s S.N Mukherjee & Associates, which was presented to the Congress and approved accordingly.

The President then thanked all the members of the congress and the special invitees for making themselves available for the Congress and hoped that all the members will support him in developing football within the country.



### 3. FINANCIAL REPORT

BFF has its main source of income from the following: -

- FIFA
- AFC
- And other sources such as Japan Football Association grant and other local partners.

BFF continued its partnership deal with Bank of Bhutan as its league partner, Druk Air as its travel partner and with Nivea as its equipment partner.

Below is the Financial Position of BFF as of 31<sup>st</sup> December 2025: -

<b>RECEIPT &amp; PAYMENT ACCOUNT</b>		
<b>For the year ended 31st December 2025</b>		
<b>Particulars</b>	<b>As at 31.12.2025</b>	<b>As at 31.12.2024</b>
<b>RECEIPT</b>	<b>(Nu)</b>	<b>(Nu)</b>
Grant Received	241,734,273.02	65,865,244.11
Interest from Bank	1,352,146.50	1,093,208.72
Interest from Zimdra	3,000,000.00	-
Reimbursement of funds	98,429,635.14	
Other receipts	25,044,536.42	184,338,994.97
<b>Total Income</b>	<b>369,560,591.08</b>	<b>251,297,447.80</b>
<b>PAYMENTS</b>		
Operational	129,402,014.11	86,825,150.84
Infrastructure	47,537,374.74	11,927,016.57
In country competition	82,809,771.72	45,747,916.50
In country training & courses	6,894,759.21	13,013,135.66
Other expenses	21,865,016.08	13,660,664.56
International competitions	34,448,011.05	14,099,565.89
Training Centre	21,141,834.00	24,432,318.00
<b>Total expenses</b>	<b>344,098,780.91</b>	<b>209,705,768.02</b>
<b>Excess of income over Expenditure &amp; before dep</b>	<b>25,461,810.17</b>	<b>41,591,679.78</b>
Add: Previous year Adjustments		
Less: Depreciation	23,426,666.78	21,119,252.94
Tax-not applicable		
<b>Difference of income over Expenditure after Dep.</b>	<b>2,035,143.39</b>	<b>20,472,426.84</b>

#### STATEMENT OF CHANGES IN GENERAL FUND

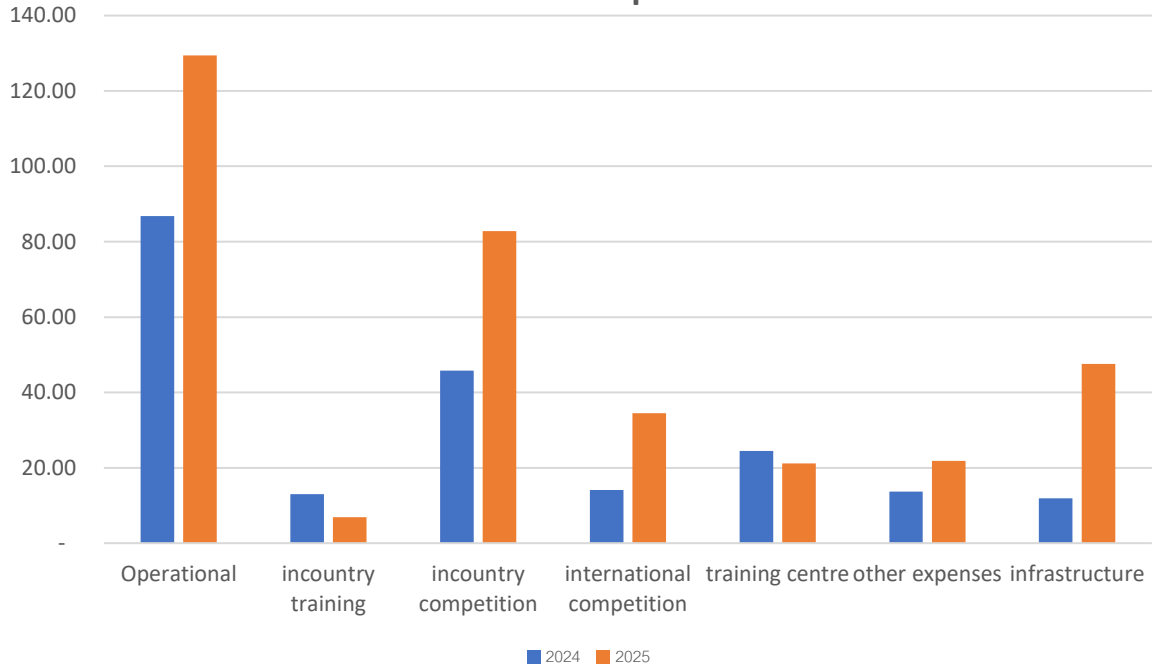
Year ended 31<sup>st</sup> December 2025

<b>Statement of Changes in General fund</b>	<b>Year 2025</b>	<b>Year 2024</b>
Balance as of 1 <sup>st</sup> Jan	540,035,242.43	508,477,394.50
Surplus/Deficit	2,035,143.39	20,472,426.84
Adjustment of Capital fund (AFAP)		(10,000.00)
FIFA Travel Subsidy/ FIFA Grant	71,525,048.96	5,887,304.20
FIFA Equipment subsidy		5,208,116.89
<b>Balance as at 31<sup>st</sup> Dec</b>	<b>613,595,434.78</b>	<b>540,035,242.43</b>

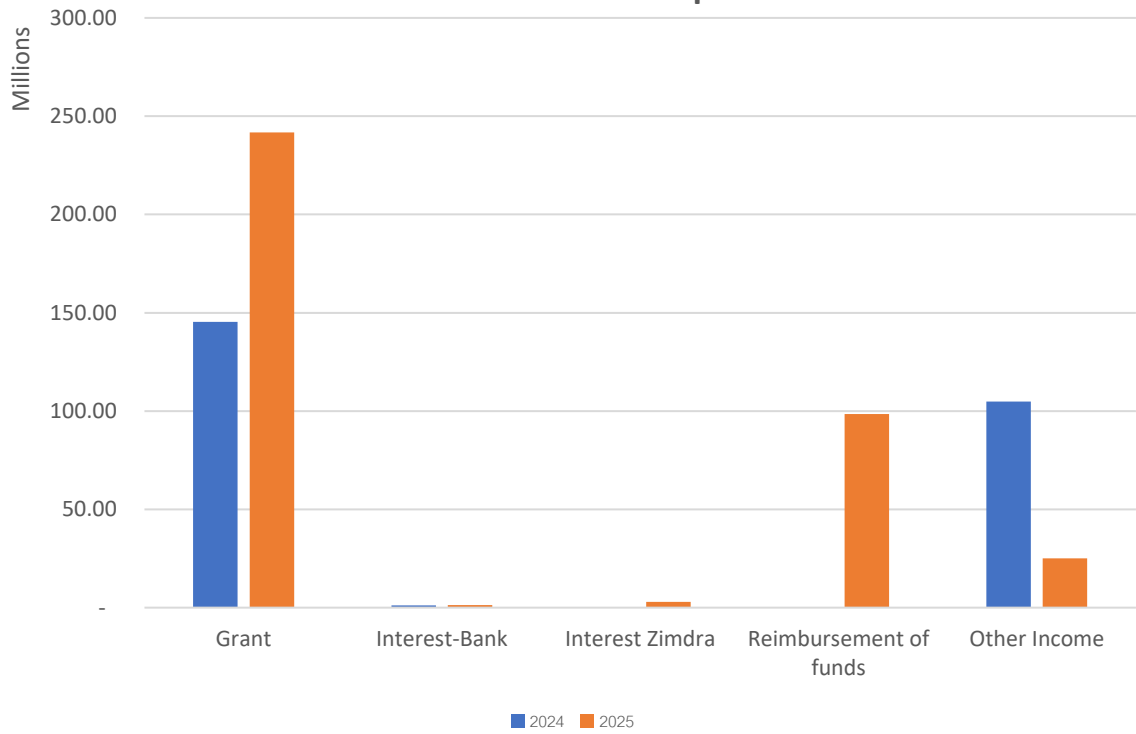
**STATEMENT OF FINANCIAL POSITION**  
**AS AT 31<sup>ST</sup> DECEMBER 2025**

<b><u>ASSETS</u></b>	<b>As at 31.12.2025</b>	<b>As at 31.12.2024</b>
	<b>Nu</b>	<b>Nu</b>
<b>Non-Current Assets</b>		
Property, Plant & Equipment	242,960,726.18	218,127,673.88
Less: dep	124,172,842.90	100,746,176.10
<b>Net Block</b>	<b>118,787,883.28</b>	<b>117,381,497.78</b>
FIFA Forward Project under implementation	26,194,535.18	26,194,535.18
FIFA Forward Project under implementation	137,285,877.46	123,405,591.78
<b>Other Non-Current Assets</b>		
Investments		30,000,000.00
<b>Current Assets, Loans &amp; Advances</b>		
Loans and advances	16,188,335.90	21,132,613.00
PPF from employee(saving)	30,000.00	30,000.00
2% TDS		77,753.40
Cash & Bank balances	319,926,972.95	304,167,628.51
	<b>336,145,308.85</b>	<b>325,407,994.91</b>
<b>Total</b>	<b>618,413,604.77</b>	<b>622,389,619.65</b>
<b><u>EQUITY &amp; LIABILITIES</u></b>		
General Fund	613,595,434.78	540,035,242.43
Capital Grant from FIFA Forward		82,917,322.80
<b>Non-Current Liabilities</b>		
Loan-secured and unsecured		
<b>Current Liabilities</b>		
Health contribution		
Sundry Creditors	(1,335,970.86)	(1,335,970.86)
Retention money	2,606,453.85	418,402.64
10% Mobilization	3,547,687.00	354,622.64
<b>TOTAL</b>	<b>618,413,604.77</b>	<b>622,389,619.65</b>

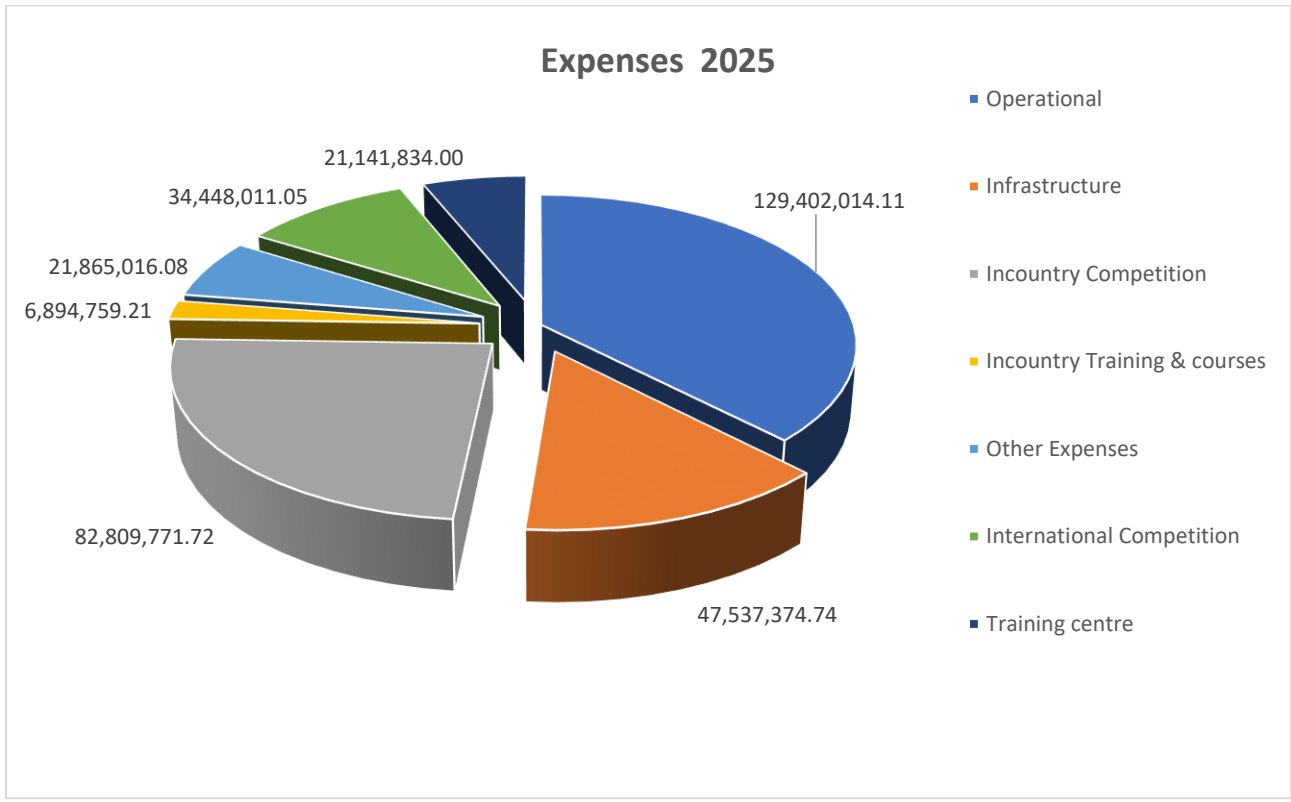
### Expenses 2024 vs 2025



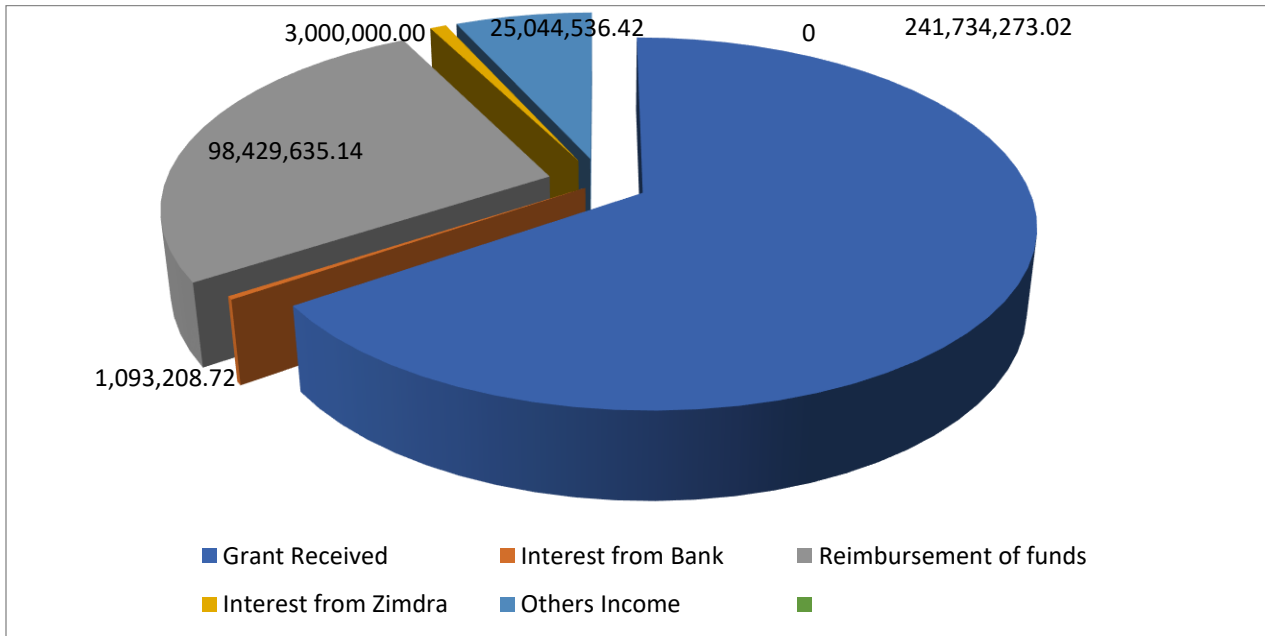
### Receipt 2024 vs 2025



**EXPENSES FOR 2025**



**Receipt 2025**



#### 4. **BFF and the Bhutan Olympic Committee (BOC)**

##### BOC Activities/ Budget to BFF

###### *4.1 Budget*

Due to budget constraint from the government contribution towards BOC, the BFF agreed that it would not take any amount of funds from the BOC.

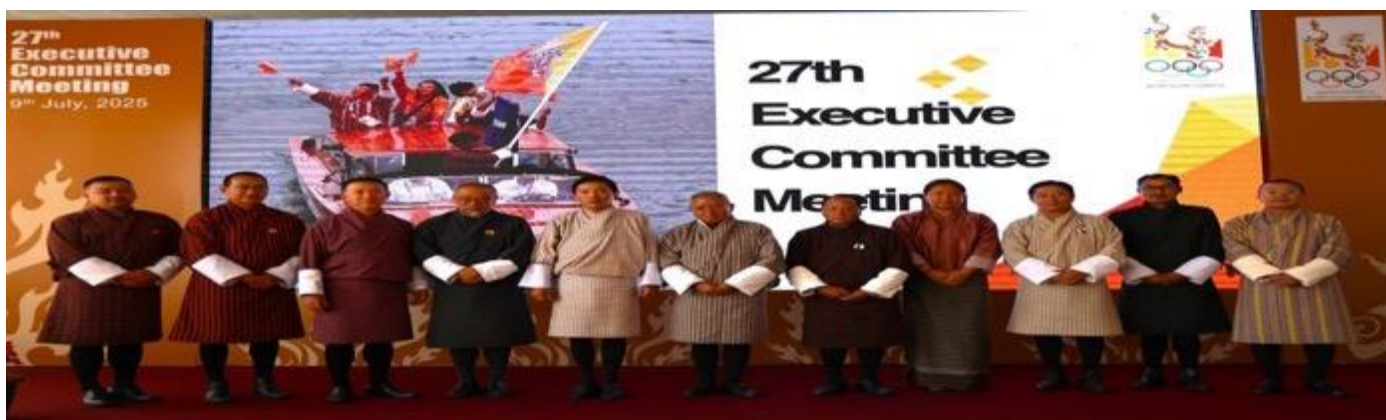
###### *4.2 BOC Congress*

The Bhutan Olympic Committee held its VI General Assembly at the BOC Meeting Hall on the 10<sup>th</sup> July 2025. The Congress was chaired by HRH DASHO JIGYEL UGYEN WANGCHUCK President of BOC and the Representative of HM to Sports.



###### *4.3 BOC Executive Committee Meeting*

The President of the Bhutan Football Federation DASHO UGEN TSECHUP, attended the 27<sup>th</sup> Executive Committee meeting of the Bhutan Olympic Committee held at BOC headquarters at Thimphu on 9<sup>th</sup> July 2025. The meeting was chaired by His Royal Highness Prince JIGYEL UGYEN WANGCHUCK, The Hon'ble President of the BOC.



## 5. BFF and the District Football Associations (DFA)

As of now, BFF has all the 20 districts affiliated to it even though not all are actively conducting football activities. 4 Regional focal persons were assigned for 4 regions (Gelephu, Bumthang, Trashigang and Thimphu), who worked closely with the School Sports Instructors in regards to all football activities in that region. BFF has been in the last few years have been supporting the District Football Associations in whatever way possible. BFF supports funds to the districts to organize grass root courses and different types of festival such as AFC Grass root day, BFF Grass root day and Women day festivals.

BFF's focal person in the region helps to coordinate all activities that the district football associations require such as coaches' courses, referee courses etc. Further support is given in terms of equipment for regional football competitions such as football, bibs etc.

### BFF and Affiliated Clubs

The BFF has a number of football clubs affiliated which includes Men, Women, Boys and Girls clubs. BFF supports the clubs not only in terms of funding but as well as training of its members. Funding the clubs to sustain itself is done through financial support of Nu 240,000 per year for its grassroots coaches' salary, Nu 50,000 per trip during national leagues, Nu 300,000 per club as assistance grant. Further, the clubs are given grants for women football at Nu 1,200,000 per year to pay the salary of its women players. BFF also holds coaching courses, management courses for administrators of clubs and other informative courses to benefit the clubs.

### Coaches

Coaches are an important part of developing football in the country. BFF has been investing on improving and developing its coaches. Due to the lack of experienced and well-educated coaches nationally, BFF has looked to hire international coaches for improving its national teams.

BFF employed Mr Nakamura, a Japanese coach for the national team. He has the experience of coaching youth teams of Bhutan earlier. He was to now assigned to look after the men national team.

The Korea Football Association signed a contract with BFF on a coach for the Girl's national team. Mr Teim Kim has been appointed to this position to help give expert advice to the youth national team. Mr Nakamura was appointed the coach of the men National Team.



Coach Nakamura



Technical Expert / Women Coach Mr Teim Kim

Japan Football Federation (JFA) signed a further contract of one year for Mr Hideharu Takahasi as the Boy’s Youth football director at the Boys Academy. He will also look after mentoring of the Academy coaches. He looked after the U-17 national team that participated in the SAFF U-17 and AFC U-17 competition as well as other friendly competitions.



## **6. COMPETITION DEPARTMENT REPORT**

### *6.1 Club Youth championship*

The Club Youth Championship 2025 for Boys & Girls was an exciting event featuring the best young talent from both the Boys’ Bhutan Premier League (BPL) and Women’s National League (WNL) youth clubs which started from the 15<sup>th</sup>-31<sup>st</sup> July 2025. Each participating club had fielded two youth teams, ensuring a comprehensive showcase of emerging skills and teamwork. Held at a centralized venue, during the school summer break, this tournament provided an ideal platform for young players to gain experience while fulfilling club licensing requirements for the 10 BPL and 10 WNL clubs. Organized on a league-cum-knockout basis, the championship is structured to maximize competitive play and development of the players. This event promises to strengthen the youth programs across participating clubs and create a dynamic atmosphere for players, coaches, and supporters alike.

**Club youth championship – 2025 boy’s team**

SL No.	Teams	Districts	Categories	
1	Paro Football Club	Paro	U14	U16
2	Transport United FC	Thimphu	U14	U16
3	Thimphu City FC	Thimphu	U14	U16
4	RTC FC	Thimphu	U14	U16
5	Samtse FC	Samtse	U14	U16
6	Tensung FC	Wangdue	U14	U16
7	BFF academy	Thimphu	U14	U16
8	Tsirang FC	Tsirang	U14	U16
9	Qualifier 1	TBC	U14	U16
10	Qualifier 2	TBC	U14	U16

**Club youth championship – 2025 Girls’ Team**

SL No.	Teams	Districts	Categories	
1	RTC Football Club	Thimphu	U14	U16
2	Transport United FC	Thimphu	U14	U16
3	BFF Girl’s Academy	Sarpang	U14	U16
4	Ugyen Academy FC	Punakha	U14	U16
5	The Royal Academy	Paro	U14	U16
6	Phuentsholing Heroes FC	Chukha	U14	U16
7	Paro FC	Paro	U14	U16
8	Thimphu City FC	Thimphu	U14	U16
9	Samtse FC	Samtse	U14	U16
10	Bumthang FC	Bumthang	U14	U16

## Financial Summary

Total tournament expenditure incurred by the federation was Nu. 2,300,000



### 6.2 District League - Men's – 2025

The District Men’s League 2025 was an exciting platform for local teams to showcase their skills, running from February 1st to 28th. In a decentralized approach, each district will host matches at their respective venues, allowing fans to support their local teams in a familiar setting. The competition will follow a league-cum-knockout format, ensuring a mix of consistent play and high-stakes elimination rounds. At least six teams participate in each district league, intensifying the competition as they vie for the championship title. The winning team, known as the DL Champion, or a team formed from the district's top players, will earn the prestigious opportunity to compete in the BPL Qualifiers 2026 for the men’s teams and WNL 2026 for the women’s teams. This advancement offers a direct path for district-level players to make their mark on a national stage, promoting grassroots talent and elevating local competition to a broader platform.

The teams had to do a mandatory Registration as a Club in order to participate in the District League and thereby getting the financial Support Eligibility from Bhutan Football Federation (BFF). The Bhutan Football Federation (BFF) hereby issues the following mandate to all organizing host districts and participating teams:

#### District league 2025 - Structure (Men’s) timeline

SL No.	Events	Dates	BFF, Districts & Venues	Remarks
1	Local Registration Window	1 <sup>st</sup> – 15 <sup>th</sup> Jan, 2025	BFF or District’s official Registration form	Local Players (Men’s)
2	Match Coordination Meeting	25 <sup>th</sup> Jan 2025 all Participating Districts	TBC by Participating Districts	6-8 Teams of concern Districts
3	Media Promotions	20 <sup>th</sup> Jan, Onwards	BFF Media collaboration with District’s media	Promotion of District League (Both Players & Clubs) for (Men’s & Women’s)
4	Match Venue for District League	Confirm by 20 <sup>th</sup> Jan by Participating District	BFF & Districts	Match venue to be prepared by the concern host district
5	Ground Preparation	2 Days ahead of the match day	Host Districts in collaboration with BFF	Host District
6	Kick of Dates	1 <sup>st</sup> – 28 <sup>th</sup> Feb, 2024	De-centralized	Concern Districts

### District Men’s League – 2025 participating districts

SL No.	Districts	Venue	Organizer
1	Tsirang	Tsirang Artificial Ground	TFC
2	Dagana	Dagapela Artificial Ground	DSA
3	Samdrup Jong Khar	Samdrup Jong Khar Artificial Ground	SJSA
4	Chukha	PSA Artificial Ground	PSA/PHFC
5	Sarpang	Gelephu Public Ground	GSA

### District League -Budget

SL No.	District Budgets	Men’s District
1	Dagana	Nu. 200000/-
2	Chukha	Nu. 200000/-
3	Tsirang	Nu. 200000/-
4	Samdrup Jong Khar	Nu. 200000/-
5	Sarpang	Nu. 200000/-
	Total	Nu. 1000000/-

### 6.3 District Women League

SL No.	Districts	Venue	Organizer
1	Dagana	Dagapela Artificial Ground	DSA
2	Samdrup Jong Khar	Samdrup Jong Khar Artificial Ground	SJSA
3	Chukha	PSA Artificial Ground	PSA/PHFC
4	Samtse	Samtse Artificial Ground	SSA/SFC
5	Tsirang	Tsirang Artificial Ground	TFC
6	Sarpang	Gelephu Public Ground	GSA
7	Bumthang	Bumthang Artificial Ground	BSA
8	Trashigang	Rangjung	Rangjung CS



## 6.4 BPL Qualifiers – 2025

The BPL Qualifiers for the 2025 season had featured clubs that have been relegated from the previous season or have not met the requirements of the BFF League Development Program. Additionally, clubs that have achieved compliance with the AFC/BFF Club Licensing system also participate in the qualifiers. The competition was held at a centralized venue, bringing together 8 teams in a single-leg format. In this structure, each team had the opportunity to compete against the others, with a fair chance to secure a spot in the prestigious BPL. After the matches concluded, the top two teams in the standings earned qualification for the BPL 2025 season. The Qualifier ran from 15th to 28th February 2025 and the top two teams who qualified were Southern City FC and Ugyen Academy FC. The total expenditure incurred for organising the BPL Qualifiers amounted to Nu. 28,00,000.



SL No.	Events	Dates	Venues	Remarks
1	1st Registration Window	1st – 30 <sup>th</sup> Jan	BFF & FIFA Window	Local & Foreign Players for BPL(Q) & BPL & WNL -2025
2	Match Coordination Meeting	5 <sup>th</sup> Feb	TBC	BPL Q Clubs
3	Media Promotions	TBD	BFF Media Studio	BPL Q Promotion
4	Ground Inspection	20 <sup>th</sup> – 25 <sup>th</sup> Jan	BFF Competition Dept.	Dates to be confirmed
5	Ground Preparation	1 <sup>st</sup> – 10 <sup>th</sup> Feb	Changlimithang	Competition Dept.
6	Kick of Dates	15 <sup>th</sup> – 28 <sup>th</sup> Feb	Changlimithang	Centralized

### Bhutan premier league – Qualifiers participating Teams

SL No.	Teams	Districts	Remarks
1	Phuentsholing Heroes FC	Chukha	BPL Relegated
2	Daga United FC	Dagana	BPL Relegated
3	Ugyen Academy FC	Punakha	Qualifiers
4	Namlha FC	Thimphu	Qualifiers
5	Southern City FC	Sarpang	Qualifiers
6	Thimphu Raven FC	Thimphu	Qualifiers
7	FC Takin	Thimphu	Qualifiers
8	U16 – BFF Academy	Thimphu	BFF Mandate

**Budget**

SL No	Particular budget	Amounts
1	Club Grants – 10000X8 Teams	Nu. 800000/-
2	Travelling Subsidy- Away Matches – 50000X28 Away Matches	Nu. 1400000/-
3	Refreshments & Meetings	Nu. 72000/-
4	Referee Allowance – 5250X28 matches	Nu. 147000/-
7	Man of The Match Awards – 1000X28 matches	Nu. 28000/-
8	Cash Awards – 10000+50000	Nu. 150000/-
9	Allowance for Physio – 1500X28 Matches	Nu. 42000/-
10	Medical Team – 500X4X28 Matches	Nu. 56000/-
11	Venue Preparation fund	Nu. 40000/-
12	AD Cards 70X370 Cards	Nu. 26250/-
13	Others cost	Nu. 70000/-

**6.5 BOB Bhutan Premier League**

Bhutan Football Federation conducted the Bank of Bhutan Premier League 2025 from 19<sup>th</sup> April to 1st November 2025 on home and away basis. A total of 10 (Ten) Clubs from 8 districts took part in this tournament. The tournament was conducted in eight venues namely Thimphu, RTC, Paro, Wangdue, Punakha, Samtse, Tsirang & Gelephu . The BOB BPL 2025 matches were officiated by FIFA and national certified referees of Bhutan.

The opening match of BOB Bhutan Premier League 2025 was played at the Changlimithang Stadium between Samtse football club vs. Transport United Football Club on 19<sup>th</sup> April 2025. The BPL grant opening ceremony was graced by the BFF President, BFF Exco members and other delegates.

The tournament concluded on 1st November 2025, with the last match played between Thimphu City Football Club vs. BFF Academy at Changlimithang Stadium before the closing ceremony. The champion of BOB Premier league 2025 is Paro FC with 49 points, and took the cash prize of Nu 2.4 million, the runner up, Thimphu City Football Club with 43 points took a Nu. 1 million, the 2<sup>nd</sup> runner up, RTC Football Club with 38 points took Nu.650,000. The 4<sup>th</sup> position Transport United FC with 34 points took 350,000, 5<sup>th</sup> BFF Academy with 27 points took Nu.300,000, 6<sup>th</sup> position UA FC 25 points took Nu.250,000, 7<sup>th</sup> position Tsirang FC 16 points took Nu. 200,000, 8<sup>th</sup> Tensung FC 11 points took Nu.150,000, 9<sup>th</sup> position Southern City FC 10 points took Nu. 100,000 and 10<sup>th</sup> position Samtse FC with 8 points took Nu. 50,000. The chief guest Mr. Pema Dorji, the Vice President of Bhutan Football Federation with other BFF Executive delegates and a representative from Bank of Bhutan delegates graced the award presentation and awarded the trophies, medals and cash prizes to the to all the participating players and officials.

**BPL POINT TABLE 2025**

Pos	Clubs	GP	W	D	L	GF	GA	GD	PTs
1	PARO FOOTBALL CLUB	18	16	1	1	74	17	57	49
2	THIMPHU CITY FOOTBALL CLUB	18	14	1	3	64	23	41	43
3	RTC FOOTBALL CLUB	18	12	2	4	62	19	43	38
4	TRANSPORT UNITED FOOTBALL CLUB	18	11	1	6	46	27	19	34
5	BFF ACADEMY	18	8	3	7	40	36	4	27

6	UGYEN ACADEMY FOOTBALL CLUB	18	8	1	9	38	41	-3	25
7	TSIRANG FOOTBALL CLUB	18	4	4	10	21	42	-21	16
8	TENSUNG FOOTBALL CLUB	18	3	2	13	17	48	-31	11
9	SOUTHERN CITY FC	18	3	1	14	15	59	-44	10
10	SAMTSE FOOTBALL CLUB	18	2	2	14	22	87	-65	8

**The 8 Venues of BPL 2025**



**BPL 2025 TEAMS**





Paro FC-Winner



Thimphu City-Runner Up

## 6.6 BOB Women's National League 2025

Bhutan Football Federation conducted the BOB Women National League 2025 from 10<sup>th</sup> May 2025 to 6<sup>th</sup> November 2025 on home and Away basis. A total of 10(ten) Clubs took part in this tournament. The tournament was conducted in 8 Venues Thimphu (Changlimithang Stadium), Royal Thimphu College (RTC Ground ), Paro(Woochu Sports Arena Ground), Punakha(UA Ground), Gelephu Girls Academy (BFF Academy Ground),Phuentsholing Artificial ground, Samtse Artificial Ground and Gelephu Public Ground. The BOB WNL 2025 matches were officiated by certified FIFA and national referees of Bhutan.

The opening match of BOB Women's National League 2025 was played at the Changlimithang National Stadium between Thimphu City WFC vs. Ugyen Academy WFC on 10<sup>th</sup> May 2025. The WNL opening ceremony was graced by Head of Competition Mr. Kinley Dorji and Technical Director. The result was 4-2 in favour of Thimphu City WFC. The tournament concluded on 6<sup>th</sup> November 2025 with the last match played between Royal Thimphu College WFC vs. Transport United WFC at the RTC ground.

The champion of BOB Women National League 2025 is Royal Thimphu College WFC with 48points, and took the winner cash prize of Nu10,00,000 while the 1<sup>st</sup> Runner up Paro WFC women with 48 points took a Nu. 700,000. We have same point for RTC WFC and Paro WFC and head-to-head was draw so due to point differences the champion was titled to RTC WFC. The 2<sup>nd</sup>runner up Transport United Ladies with 42 points took Nu.500,000, 4<sup>th</sup> position Thimphu City with 34 points took 350,000, 5<sup>th</sup> position Gelephu Girls Academy with 30 points took 300,000, 6<sup>th</sup> position Ugyen Academy WFC with 27 point took 250,000,7<sup>th</sup> position U17GAG with 15 point took 200.000, 8<sup>th</sup> position Gelephu City WFC with 12 Point took 150,000 and Phuntsholing Heroes WFC with 3 Point took 100,000. The chief guest Ms Zimbiri (women's chairperson),RTC President,Executive Members of BFF graced the award ceremony and awarded the trophies, medals and cash prizes to the winning teams and players.

### BOB WNL 2025 TEAMS





2nd RUNNER UP-Transport United WFC.



RUNNER UP-Paro WFC



Winner-RTC WFC.

**7. COMPETITION EVENTS CONDUCTED**

*7.1 AFC Conducts Club Licensing Audit.*

Officials from the AFC met with the Acting General Secretary, Mr. Phuntsho Wangdi, the Technical Director and other Department Heads working at the Bhutan Football Federation today at Hotel Ariya to review Bhutan’s club licensing framework, focusing on sporting, administration, legal, and financial standards. This visit is part of a two-day audit to assess and enhance club structures in line with AFC regulations.

The AFC delegation then conducted an onsite audit of Thimphu City FC and met with officials from other licensed clubs, including Transport United, Ugyen Academy, RTC, and Paro FC. The initiative aims to professionalize Bhutanese football by ensuring clubs meet the international standards for sustainable growth and better management. This initiative aims to evaluate the clubs adherence to the licensing criteria and provide guidance on improving the clubs standards on sporting, administration, legal and financial aspects.



### 7.2. AFC/BFF Club Licensing workshop

The BFF Club Licensing Workshop was held at the Babena Training Centre, BFF Headquarters. The Club Licensing Workshop for the top premier clubs served as an introductory session to the BFF Club Licensing Regulations, in line with AFC standards. It focused on key updates, common challenges, and initial documentation requirements for the 2026 licensing cycle. The session will further build capacity among club administrators and licensing officers through practical guidance and interactive discussions. The workshop concluded with the awarding of Club Licensing Certificates for the 2025 competition year to the qualified clubs.



### 7.3 The Annual BFF/AFC Club Licensing Workshop (educational program)

The Annual BFF/AFC Club Licensing Workshop ( educational program) was successfully conducted on 4<sup>th</sup> February 2025 at Hotel Riverside for representatives from the Bhutan Premier League (BPL) and Women’s National League (WNL) clubs. The BFF/AFC Club Licensing Workshop was held primarily focusing on the professional development of football in Bhutan. One key objective of the workshop was to set benchmarks for clubs and further enhance the club and league structure in the country. Mrs. Kunzang, the Club Licensing Officer, presented the criteria and required documents for acquiring the license. In line with club licensing, key topics such as sports of Integrity, the Anti-Doping Program and the Laws of the Game were also discussed.

A total of 20 representatives from various clubs participated and were awarded certificates in this workshop.



#### 7.4 Local General Coordinator Workshop

The Bhutan Football Federation Local General Coordinator Workshop kicks off on the 2-4<sup>th</sup> March 2025. A total of 13 participants from different clubs are participating in the workshop. The workshop, which started on 2<sup>nd</sup> March ended on 4th March, 2025. This workshop will help in running all the competitions smoothly.



#### 7.5. Achievements

##### 7.5.1 Clubs who obtained BFF or AFC Licenses

MEN BPL CLUBS	OBTAINED/ NOT	LICENSE
Tensung FC	Obtained	BFF
RTC FC	Obtained	AFC
Ugyen Academy FC	Obtained	AFC
Namlha FC	Obtained	BFF
Thimphu City FC	Obtained	BFF
Transport United FC	Obtained	AFC
Druk Lhayul FC	Obtained	AFC
South Druk FC	Obtained	BFF

<b>WOMEN NATIONAL LEAGUE CLUBS</b>	<b>OBTAINED/ NOT</b>	<b>LICENSE</b>
Thimphu City Women FC	Obtained	BFF
Samtse Women FC	Obtained	BFF
Ugyen Academy Women FC	Obtained	BFF
Transport United Women FC	Obtained	BFF
RTC Women FC	Obtained	BFF

## 7.6 Pilot edition of National Women League

A review meeting on the pilot edition of the Women National league was held on 11<sup>th</sup> November 2025 in collaboration between FIFA and the Bhutan Football Federation representatives and clubs from various districts. the two-day workshop was aimed to reflect on the experiences from the pilot. edition and develop a strategy to further strengthen women football in Bhutan. The first day focused on discussion with the district clubs and officials. The second day was discussions with the BFF management on how to improve the system to have on board all the clubs to improve the standard of the game.



## 8. YOUTH FOOTBALL DEPARTMENT

The Bhutan Football Federation convened a meeting in Punakha, with 20 Dzongkhag Education Officers and 4 Thromde Education Officers to deliberate on forthcoming BFF programs tailored for schools nationwide for the U-16 and U-19 competitions amongst boys and girls. In a concerted effort to amplify the involvement of both male and female students in football nationwide, the Bhutan Higher Secondary School Championship had extended to include divisions for both genders in 2024. This would be the second year for both genders to be included seeing the interest of the school players and the school management.

This collaborative endeavour with the Department of Education Programmes underscores our commitment to fostering a vibrant football culture within Bhutanese schools, laying the groundwork for a promising future in sports

### 8.1 National Youth School Football U-16 Championship -Boys and Girls Districts level &National Level

The U-16 competitions for both the Boys and Girls started from 1<sup>st</sup> March 2025 till the 28<sup>th</sup> January 2026. The competition was played at the district level, with the winners of the districts coming together for the final round at a centralized location. The championship was hosted by BFF, in collaboration with the Department of Youth and Sports, Games and Sports Division under Ministry of Education skill development. The Bhutan Football Federation not only funded the championship but also rendered the technical support too. Meanwhile the GSD coordinated the management and logistics of the tournament. For the initial registration, the Bhutan Higher Secondary School Championship 2024(BHSSFC2024), a total of 80 schools, with approx. 2,000 players,80 Coaches,80 managers and 80 School bus driver had participated in Districts level competition. The format was based on a League (Home and Away) and a total of 151 matches in districts level were played.

Due to the format of home games, the competition had many spectators , who were students, teachers, Communities and other stakeholders.

### 8.1.1 The School U-16 (boys) Football National Championship 2025 final round

The School U-16 (boys) Football National Championship 2025 final round took place from 15th January to 28th January 2026 at the Tsirang Artificial ground. The opening ceremony was graced by Dasho Dzongda, Chief Dzongkhag Education Officer and Mr. Kinley Dorji represented BFF. The total number of participants were 342 boys (19 teams in total) along with the coaches and managers.

The following schools were selected for the competition based on them being the winner of their respective dzongkhags: - Dechencholing HSS, Trashigang MSS, Sherabling HSS, Damphu MSS,Wangchu MSS, Khangkhu MSS, Autsho CS, Gelephu HSS, Ugyen Academy Chundu AFPS Orong CS Sonamthang CS, Chumey CS ,Daga CS, Peljorling HSS ,Tsenkharla CS, Gyelpozhing MSS, Gaselo HSS and Yurung CS

The semi-final (26th January 2026) was played between Ugyen academy Vs Damphu MSS at 1:00 pm and Chundu AFPS Vs Peljorling HSS at 3:00 pm. The Final was on the 28th January 2026, played between Ugyen Academy (Punakha) Vs Peljorling HSS (Samtse), with Ugen Academy emerging the winner of the competition.



### 8.1.2 The School U-16 (Girls) Football National Championship 2025 final round

U-16 GIRLS NATIONAL LEVEL FIXTURES 2025-2026						
GROUP A						
LINGTEPHU MSS (THIMPHU)	VS	WANGCHU MSS (GASALO)	15 <sup>th</sup> JAN 2026	10:00AM	UA ARTIFICIAL GROUND	
UGYEN ACADEMY (PUNAKHA)	VS	TANG CS (PARO)	16 <sup>th</sup> JAN 2026	10:00PM	UA ARTIFICIAL GROUND	
LINGTEPHU MSS (THIMPHU)	VS	GRANITE HSS (PARO)	17 <sup>th</sup> JAN 2026	12:00PM	UA ARTIFICIAL GROUND	
WANGCHU MSS (GASALO)	VS	TANG CS (PARO)	18 <sup>th</sup> JAN 2026	12:00PM	UA ARTIFICIAL GROUND	
UGYEN ACADEMY (PUNAKHA)	VS	GRANITE HSS (PARO)	19 <sup>th</sup> JAN 2026	10:00PM	UA ARTIFICIAL GROUND	
LINGTEPHU MSS (THIMPHU)	VS	TANG CS (PARO)	20 <sup>th</sup> JAN 2026	10:00PM	UA ARTIFICIAL GROUND	
WANGCHU MSS (GASALO)	VS	UGYEN ACADEMY (PUNAKHA)	21 <sup>st</sup> JAN 2026	12:00PM	UA ARTIFICIAL GROUND	
TANG CS (PARO)	VS	GRANITE HSS (PARO)	22 <sup>nd</sup> JAN 2026	10:00PM	UA ARTIFICIAL GROUND	
LINGTEPHU MSS (THIMPHU)	VS	UGYEN ACADEMY (PUNAKHA)	23 <sup>rd</sup> JAN 2026	10:00AM	UA ARTIFICIAL GROUND	
WANGCHU MSS (GASALO)	VS	GRANITE HSS (PARO)	24 <sup>th</sup> JAN 2026	10:00PM	UA ARTIFICIAL GROUND	

The U-16 Girls National Level Championship was held in Punakha at the UA Artificial ground from the 15th to 28th January at Ugyen Academy Turf, Punakha, bringing together talented young athletes from across the Dzongkhag. The championship aimed to promote sportsmanship, identify emerging talent, and provide competitive exposure to under-16 girl athletes at the national level.

A total of Number of 18 teams participated in the championship, representing the districts. The inauguration ceremony was graced by Chief Guest’s Mr Ugyen Dorji, Principal DEO of Punakha, who encouraged the participants to pursue excellence in sports alongside academy.

The 18 schools are participating in the championship, listed as Norbugang CS, Rangjung CS, Norbugang CS, Rangjung CS, Ugyen Academy Bayling CS, Wangchu MSS, Yurung CS, Tang CS, Gesarling Central School Tshephal Middle Secondary School, Gaselo School, Lungtenphu MSS, Dremitse Middle Secondary School and Drugyal CS.



Ugyen Academy, Punakha emerged as the champions, while Norbugang CS, Samtse secured the second position. Individual awards such as Best Player, Best Performer, and Fair Play Award were also presented to deserving participants. The championship concluded with a valedictory function, where prizes, medals, and certificates were distributed by Honorable Dasho Dzongda, Dasho Principal of Ugyen Academy and Distinguish guest from BFF.

## 8.2 National Youth School Football U-19 Championship -Boys and Girls Districts level & National Level

Bhutan Football Federation conducted the U19 Pepsi Bhutan higher secondary school championship 2025 from March 2025 to January 2026. The competition was played on district level first. The district winners were then grouped into 4 regions and a regional level was played. The winners and runners of the regional level then qualified for the National Level competition. In total, 19 districts participated with a total of 83 schools participating in the district level. From the 19 districts, the winners and runner up joined in the 4 regions to compete, with the winner and runners of the regional competition moving up to the national level. The National level competition had a total of 8 teams for U19 girls and 8 teams for the boys. The final national competition was conducted at the Chalimithang stadium.

### 8.2.1 National Youth School Football U-19 Championship -Boys

The participating teams for the U-19 Pepsi Bhutan Higher Secondary School Championship Boys National league round were: - Orong HSS, Jakar HSS, Yangchenphu HSS, Tashidingka CS, Gelephu HSS, Mongar HSS, Gedu HSS and Ugyen Academy. The tournament concluded on 31st January 2026 for U-19 boys, with the last match played between Ugyen Academy vs. Gedu HSS at the Chalimithang Stadium. The champion of Pepsi Higher secondary school U-19 boys is Ugyen Academy and took the cash prize of Nu 300,000 and the Runner up Gedu HSS took a Nu.200,000 while the 3rd position was secured by Yangchenphu HSS and 4th position by Tashidingkha CS.

The chief guest, the General Secretary and the chief sports coordinator Mr. Nima Gyeltshen graced the award ceremony. They awarded the trophies, medals and cash prizes to the winning teams and players.



### 8.2.2 National Youth School Football U-19 Championship -Girls Districts level & National Level

The participating teams in U-19 Girls Pepsi Bhutan Higher Secondary School Championship final league round were Norbugang CS, Mothithang HSS, Ranjung CS, Yadi CS, Geserling CS, Taktse CS, Ugyen Academy and Gelephu HSS.

The districts level of Bhutan Higher Secondary School Football U-19 Championship (BHSSFC) kicked off from 13<sup>th</sup> May 2025. The opening match of BHSSFC district level was graced by Dasho Dzungda, Dasho Thrompon, Dasho Dzunggrab, Chief District Education Officer in the respected districts and sectors heads and School Principals. The championship was hosted in collaboration with the Department of Youth and Sports.

The tournament concluded on 31st January 2026 with the last match played between Ugyen Academy vs. Motithang HSS. The champion of Pepsi higher secondary school U-19 Girls is Ugyen Academy and took the cash prize of Nu300,000 and the Runner up Mothithang HSS took a Nu.200,000, while the 3<sup>rd</sup> position was secured by Rangjung CS and the 4<sup>th</sup> position was taken by Taktse School.



## 9. REFEREE DEPARTMENT

### 9.1 AFC Refereeing Star Programme 31<sup>st</sup> March – 3<sup>rd</sup> April 2025, Thimphu Bhutan

The AFC Star programme was conducted at Thimphu to prepare referees and assistant referees for the upcoming Bhutan Premier League and Women's National League and as part of the AFC refereeing administrative project 2022. A total of 29 participants, among them 7 are female, and 6 local instructors from various dzongkhag had attended this programme. The participants were from the following districts: Paro/Thimphu/Gelephu/Samtse and Punakha



The instructors were Mr. Hirokazu Abe, Head of Department, AFC, Suresh Srinivasan, AFC instructor, Etsuko Fukano, FIFA/AFC instructor and Ms Chan Shing Kin Mike, AFC Fitness Instructor. The Local coordinator was Mr. Ugyen Dorji, Head of referee-BFF, acted as coordinator. The Changlimithang ground was used as the venue for practical matches. Classroom sessions were conducted at the Hotel Mayto conference hall. It was well equipped with a multimedia projector, white screen, whiteboard, tables, and chairs. Field of play and field equipment were all in place at the conference hall while other equipment like Bibs, balls, bottled water, and markers/cones were made available for all training sessions.

Technical objectives of the event

- To improve participants' overall knowledge and interpretation of the Laws of the Game
- Offside (presentation and also in the practical training session).
- Officiate the friendly match and correct them
- Teamwork (in practical training sessions)
- Update new changes of LoTG



A fitness test, trivia test, and video test were carried out, the result of which was very encouraging. The new changes required of the referees, were then updated for all the participants.

9.2 *FIFA MA Refereeing Course, Thimphu 11th – 15th November 2025*



The FIFA MA Referees' Course was conducted at Hotel Drukyul, Thimphu, as part of the BFF's commitment to develop referees for the top referees of Bhutan. Participants from the following districts attended the event: Gelephu, Samtse, Paro, Thimphu and Punakha. The instructors were Mr. Mohamad Rodzali Bin Yacob (RDO), Technical Instructor (Malaysia) Mr. Eng Wah John Chia, FIFA instructor (Singapore)



The Local coordinator was Mr. Ugyen Dorji, Head of Referee-BFF. He made the required arrangements and supported the course.

Classroom sessions were conducted at the Hotel Nordenma's conference hall. It was well equipped with a multimedia projector, white screen, whiteboard, tables, and chairs. The Changjiiji and Changlimithang ground was the venue for practical training sessions. Field of play and field equipment were in place. Other equipment, like Bibs, balls, bottled water, and markers/cones, was made available for all training sessions.

There was an official opening ceremony attended by Mr. Phuntsho Wangdi, Director of Operations, BFF and the closing ceremony was graced by Mr. Needup Wangdee, Chairman Referees Committee. Technical objectives of the event:

- To give the refereeing course to aspiring referees of the region
- To improve participants' overall knowledge and interpretation of the Laws of the Game
- Offside (presentation and also in a practical training session).
- Teamwork (in practical training session)
- Law changes of 2025/2026

### 9.3 *Referee Development Course (Western Region)*

The Referee development course for the Western Region was conducted from 28-30th July 2025 at Punakha as BFF commitment to develop the regional referees. There were 30 participants among them 7 females. The participants were from Punakha, Thimphu, Paro.



The Chief instructor was Ms Choki Om and supported by Purba Wangchuk.



### 9.4 *Referee Development Course (Eastern Region)*

The Referee development course for the Eastern Region was conducted at Bumthang from 22-24<sup>th</sup> December 2025 as BFF commitment to develop the regional referees. There were 13 participants Field of play and field equipment were in place. Other equipment, like Bibs, balls, bottled water, and markers/cones, was made available for all training sessions. among them 3 females. The participants were from Bumthang, Trashigang, Zemgang and Mongar. The Chief instructor was Ms Choki Om and supported by Purba Wangchuk. The Bumthang Artificial turf was the venue for practical training sessions. Classroom sessions were conducted at the Wangdicholing conference hall. It was well equipped with a multimedia projector, white screen, whiteboard, tables, and chairs.

### 9.5 *Girls Grassroots Refereeing Course 23-25 December 2025*

The Girls Grassroots Refereeing Course was a part of the BFF's commitment to developing youth referees. Participants from the following districts attended: - Gelephu, Punakha and Samtse.



The Instructors were Ugyen Dorji(Mentor) Ratan Rai (Lead Instructor), Pema Norbu, Assistant Instructor and Namgay Dorji, Assistant Instructor. The Local coordinator was Mr. Ugyen Dorji, Head of referee-BFF, acted as coordinator. They made the required arrangements and supported the course with full commitment.

The Gelephu Girls Academy was the venue for practical matches. Classroom sessions were conducted at the Hotel Samphel hall. It was well-equipped with a multimedia projector, a white screen, a whiteboard, tables, and chairs. Field of play and field equipment were in place. Other equipment, such as bibs, balls, bottled water, and markers/cones, was made available for all training sessions.

Technical objectives of the event was:-

- To give the basic refereeing course to aspiring youth referees under 17 girls
- To improve participants’ overall knowledge and interpretation of the Laws of the Game.
- Offside (presentation and also in the practical training session).
- Officiate the friendly match and correct them.
- Teamwork (in practical training sessions)



#### 9.6 Preparatory Course for Cat 1 & Cat 2 (BPL/WNL)

10<sup>th</sup> – 12<sup>th</sup> March 2025, Thimphu

Refresher Course for BOB BPL referees was conducted at Thimphu to prepare referees and assistant referees for the upcoming Bhutan Premier League and Women’s National League. A total of 22



participants, among them 6 are female, and the participants are from the following districts that attended the event: Paro/Thimphu/Gelephu/Samtse, Punakha

The local Coordinator was Mr. Ugyen Dorji, Head of referee-BFF, acted as coordinator. They made the required arrangements and fully committed to supporting the course.

The Changlemithang ground was the venue for practical matches. Classroom sessions were conducted at the Hotel Mayto conference hall. It was well equipped with a multimedia projector, white screen, whiteboard, tables, and chairs. Field of play and field equipment were in place. Other equipment like Bibs, balls, bottled water, and markers/cones were made available for all training sessions.

Technical objectives of the event

- To improve participants’ overall knowledge and interpretation of the Laws of the Game
- Offside (presentation and also in the practical training session).
- Officiate the friendly match and correct them.
- Teamwork (in practical training sessions)
- Update new changes of LoTG



There was a great opportunity for this year’s course was that the participants were kept together in the hotel and assigned group work in the evening till 8 pm. The participants were fully energetic to learn new things. Mr Needup Wangdue, Chairman of the referee’s department, attended the closing ceremony to share his thoughts gave feedback on the past season and told referees to work harder to perform professionalism in the field of play.

9.7 Referee Assessor/Instructor Course, Thimphu 13<sup>th</sup>-17<sup>th</sup> January 2025

The Referee assessor and instructor course was conducted in Thimphu as part of the BFF’s commitment to developing referee assessors and instructors in the region to update new changes in the laws of the game, to update new changes in the RA forms, and to assess the referees. The RA/RI from Samtse, Gelephu, Punakha, Paro, Phuentsholing, and Thimphu have attended the course.

Date/Time	09:00-09:30	09:35-9:50:15	10:15-12:00	14:00-15:00	15:30-17:00
Day 1 13-Jan-25	Opening & Administration Group Photo	General Video Quiz	Video Quiz Preparation Google Form & Clip	Challenges Concept	Challenges Individual Presentation
Day 2 14-Jan-25	Penalty Area Incidents & Tactical Ends		Referee Assessment Form & Video Editing		
Day 3 15-Jan-25	Handball		Video Referee Assessment Video Assessment Report & Video Clips		
Day 4 16-Jan-25	Offside		Practical Training		Practical Training
Day 5 17-Jan-25	Modern Refereeing Concept		Closing Group Photo		

The sessions were led by Mr. Mohamad Rodzali Yacob, the FIFA Refereeing Development Officer and FIFA Instructor from Malaysia, and Mrs. Yamagishi Sachiko from Japan. The classroom sessions were conducted at the Ariya Hotel conference hall. It was well equipped with a multimedia projector, white screen, whiteboard, tables, and chairs. There was no official opening but the closing ceremony was attended by the Head of Administration, Mr Ugyen Dorji and FIFA Instructor from Malaysia, and Mrs. Yamagishi Sachiko from Japan.



The classroom sessions were conducted at the Ariya Hotel conference hall. It was well equipped with a multimedia projector, white screen, whiteboard, tables, and chairs. There was no official opening but the closing ceremony was attended by the Head of Administration, Mr Ugyen Dorji.

#### Technical objectives of the event

- To give the basic refereeing course to aspiring referees of the region
- To improve participants' overall knowledge and interpretation of the Laws of the Game
- Offside (presentation and also in the practical training session).
- Officiate the friendly match and correct them
- Teamwork (in practical training sessions)



9.9 Referee Upgradation Programme -Grassroot / Category-4 / Category-3 / Category-2 / Category-1 Venues: Gelephu, Phuentsholing & Thimphu

The Bhutan Football Federation (BFF), through its Refereeing Department, successfully conducted the Referee Upgradation and Assessment Programme for Grassroot, Category-4, Category-3, Category-2, and Category-1 referees at three regional centres Gelephu, Phuentsholing, and Thimphu—as part of its ongoing referee development initiative. Referees from various Dzongkhags across the country participated in the programme, seeking promotion from Grassroot to Category-4, Category-4 to Category-3, Category-3 to Category-2, and Category-2 to Category-1, based on eligibility and performance.

The referee upgradation programme held at Gelephu (25<sup>th</sup> Dec), Phuentsholing (27<sup>th</sup> Dec ), and Thimphu (29<sup>th</sup> Dec ) played a significant role in strengthening the national refereeing structure. It enhanced the pool of qualified referees eligible for domestic competitions and reaffirmed BFF’s commitment to continuous referee education and the long-term development of referees capable of officiating at higher national and international levels.

The upgradation programmes were conducted on the following dates:  
Gelephu – 25<sup>th</sup> December 2025(12 participants, 1 female)  
Participants were from Samtse, Gelephu, Paro



Phuentsholing – 27<sup>th</sup> december 2025 (11 participants, 4 female referees)  
Participants were from Samtse and Phuentsholing



Thimphu – 29<sup>th</sup> December 2025 (18 participants)

Participants were from Thimphu, Paro and Wangdue



The programme was conducted by the existing Referee Instructors who delivered both theoretical and practical sessions. The theoretical component focused on the Laws of the Game, recent amendments, match control, decision-making, and referee teamwork. Fitness tests were conducted in accordance with prescribed standards to assess the physical readiness of referees for higher-level officiating. Based on overall performance in theory, fitness, referees were recommended for upgradation to the next category in line with the Bhutan Football Federation refereeing regulations.



The Bebona ground was the venue for practical matches. Classroom sessions were conducted at the BFF training hall. It was well-equipped with a multimedia projector, a white screen, a whiteboard, tables, and chairs. Field of play and field equipment were in place. Other equipment, such as bibs, balls, bottled water, and markers/cones, was made available for all training sessions.

The Instructors were Ugen Dorji (Mentor), Choki Om (Lead Instructor) and Ugen Tshering (Asst Instructor)



Technical objectives of the event

- To give the basic refereeing course to aspiring referees of the region

- To improve participants' overall knowledge and interpretation of the Laws of the Game
- Offside (presentation and also in the practical training session).
- Officiate the friendly match and correct them
- Teamwork (in practical training sessions)

#### 9.10 Refresher Course for CAT 3/4 (26-28 August 2025 Thimphu)

Introduction Refresher Course for cat-3 & cat 4 was conducted at Thimphu as part of the BFF's commitment to developing referees. Participants from the following districts attended the event: Paro, Punakha and Samtse. There was a total of 23 participants in the course.



The instructor for the course was Ugyen Dorji (Mentor) Choki Om (Lead Instructor) and Ugyen Tshering, Assistant Instructor. The Local coordinator was done by Mr. Ugyen Dorji, Head of referee-BFF. The Bebana ground was the venue for practical matches. Classroom sessions were conducted at the BFF training hall. It was well-equipped with a multimedia projector, a white screen, a whiteboard, tables, and chairs. Field of play and field equipment were in place. Other equipment, such as bibs, balls, bottled water, and markers/cones, was made available for all training sessions.

Technical objectives of the event

- To give the basic refereeing course to aspiring referees of the region
- To improve participants' overall knowledge and interpretation of the Laws of the Game
- Offside (presentation and also in the practical training session).
- Officiate the friendly match and correct them
- Teamwork (in practical training sessions)

## 10. NATIONAL TEAM REPORT

### 10.1 Men National Football Team

National Football Team activities for the year 2025 — summarizing performance, key events, strengths/weaknesses, and outlook. In 2025, Bhutan's senior team's main competitive focus was the third-round of the qualifiers for AFC Asian Cup 2027.

#### 10.1.1 Bhutan vs Yemen (AFC Asian Cup 2027 Qualifiers)

On the 25th Mar 2025 — Bhutan vs Yemen national football team for the AFC Asian Cup 2027 Qualifiers (Group B). The score line was 0-0 draw. The game was played at the Chalimithang National Stadium, Thimphu.



*10.1.2 Bhutan vs Brunei Darussalam (AFC Asian Cup 2027 Qualifiers)*

On 10 Jun 2025 — Bhutan vs Brunei Darussalam national football team at the AFC Asian Cup Qualifiers, where Bhutan loss 1-2. The game was played at the national stadium of Brunei.



*10.1.3 Bhutan vs Lebanon (AFC Asian Cup 2027 Qualifiers)*

09 Oct 2025 — Bhutan vs Lebanon national football team at the AFC Asian Cup Qualifiers (Group B), where Bhutan loss 0-2. The game was played in Qatar as an away game for us. The game was played at



*10.1.4 Bhutan vs Lebanon (AFC Asian Cup Qualifiers)*

14<sup>th</sup> Oct 2025 — Bhutan vs Lebanon at the AFC Asian Cup Qualifiers, where we lost 0-4. This was our home game but since we couldn't host it in Bhutan, we requested QFA to support us in hosting this game.



### 10.1.5 Bhutan vs Yemen (AFC Asian Cup Qualifiers)

Nov 2025 — Bhutan vs Yemen at the AFC Asian Cup Qualifiers, where we lost 1-7 loss. This was our away game, which was hosted by Kuwait FA.

### 10.1.6 June 4<sup>th</sup> 2025- Friendly game vs Bangladesh

A friendly game was played at Dhaka vs the Bangladesh national team to help in preparation for the AFC Asian Cup game vs Brunei. Bangladesh beat Bhutan 2-0.



2025 was a tough year for Bhutan’s Senior Men’s National Team. The campaign in the Asian Cup qualifiers exposed deep structural and competitive gaps, especially in away games and in attacking output. However, the goalless draw at home against Yemen and continued participation at continental level offer some hope. For Bhutan to improve, it will need sustained investment in infrastructure, youth development, coaching, and match experience. The challenges are real — but persistence and smart planning remain the pathway forward.

## 10.2 WOMEN NATIONAL TEAM

The national women team had its first international competition hosted by Bhutan at the Chjalimithang Stadium from the 28<sup>th</sup> May – 3<sup>rd</sup> June 2025. In the first game the host Bhutan drew 0-0 with Hong Kong. In the second match Malaysia lost to Hong Kong 2-1 and in the final game Malaysia beat Bhutan 3-1.



### 10.2.1 Women Asian Cup Qualifiers

In the Asian Cup qualifiers played at Jordan, Bhutan played its first game vs Lebanon and beat them 2-1. In the second game Bhutan won against Singapore 3-1. the third game, Bhutan Lost to Iran 6-1 and in the final game Bhutan lost 3-0 to Jordan. The winner of the group was Iran who qualified for the Asian Cup 2026.



## 10.3 YOUTH NATIONAL TEAM COMPETITIONS

### 10.3.1 U-20 Friendly Match with Saudi Arabia

The Bhutan National U-20 team had two friendly games played between the Saudi Arabia on 26<sup>th</sup> May and 3<sup>rd</sup> June. The matches allow more substitutions than competitive games, giving new players the chance to prepare for the upcoming international matches. Since there was no pressure, the players had the practice-oriented game that helped them to prepare and experiment without the full intensity of the competitive match.



### 10.3.2 SAFF U-20 Women's Championship 2025

The SAFF U-20 Women's Championship was held from 11 to 21 July 2025 in Dhaka, Bangladesh, at the Bashundhara Kings Arena. Four national teams competed in a double round-robin format: Bangladesh, Nepal, Bhutan, and Sri Lanka.

SAFF U-20 WOMEN'S CHAMPIONSHIP BANGLADESH		
	MATCH DAY 1 BHU VS NEP 17th July 2025 (11:00 AM IST)	
	MATCH DAY 2 SRI VS BHU 18th July 2025 (11:00 AM IST)	
	MATCH DAY 3 BAN VS BHU 19th July 2025 (11:00 AM IST)	
	MATCH DAY 4 BHU VS BAN 19th July 2025 (11:00 AM IST)	
	MATCH DAY 5 NEP VS BHU 19th July 2025 (11:00 AM IST)	
	MATCH DAY 6 BHU VS SRI 20th July 2025 (11:00 AM IST)	

BASHUNDHARA KINGS ARENA



With Bangladesh, Bhutan lost both the games. With Nepal, Bhutan lost both the games. With Sri Lanka, Bhutan won both the games and Bhutan came in third with 6 points. The ground was very heavy due to rain and not fit to be played on and so had to be shifted to another ground.

For the U-20 Bhutan team, this competition was a valuable learning experience as they prepare for future youth level tournaments, including the AFC qualifiers.

### 10.3.3. AFC U-20 Women's Asian Cup Qualifiers 2025

The qualifiers for the 2026 AFC U-20 Women's Asian Cup were held from 6–10 August 2025 in Thimphu, Bhutan. The qualifying campaign provided valuable experience to the U20 Bhutan team by helping to benchmark their youth development against continental peers.

AFC U-20 WOMEN'S ASIAN CUP QUALIFIERS 2025   FIXTURES		
	NORTH KOREA VS SAUDI ARABIA 6 AUGUST 2025 (11:00 AM IST) - CHANGLIMITHANG STADIUM, THIMPHU	
	NEPAL VS BHUTAN 8 AUGUST 2025 (11:00 AM IST) - CHANGLIMITHANG STADIUM, THIMPHU	
	SAUDI ARABIA VS NEPAL 9 AUGUST 2025 (11:00 AM IST) - CHANGLIMITHANG STADIUM, THIMPHU	
	BHUTAN VS NORTH KOREA 10 AUGUST 2025 (11:00 AM IST) - CHANGLIMITHANG STADIUM, THIMPHU	
	NORTH KOREA VS NEPAL 10 AUGUST 2025 (11:00 AM IST) - CHANGLIMITHANG STADIUM, THIMPHU	
	BHUTAN VS SAUDI ARABIA 10 AUGUST 2025 (11:00 AM IST) - CHANGLIMITHANG STADIUM, THIMPHU	

Bhutan drew 2-2 with Nepal. Bhutan Lost to DPR Korea 10-0. It was an honor for the team to play against world champion (DPR Korea). They learned so many things playing against the world champion. In the final game, Bhutan Lost 2-1 to Saudi Arabia in the final match of the competition. Even though Bhutan had all the ball possession, it was not our day.

### 10.3.4 SAFF U-17 Women's Championship 2025

The SAFF U-17 Women's Championship was held from 20 to 31 Aug 2025 in Thimphu, Bhutan, at the Changlimithang national Stadium. Four national teams competed in a double round-robin format: Bangladesh, Nepal, Bhutan, and India. Bhutan played confidently against strong regional opponents. Achieving a draw(1-1) against Team Bangladesh, one of the strongest teams in South Asia. With Nepal, both the games were drawn. Overall Bhutan came in third out of four countries with Team India winning the competition. The team showed improved teamwork, passing accuracy, and tactical awareness. Not



only that, they gained valuable international exposure and enhance game understanding, fitness and tactical play.

**SAFF U17 WOMEN'S CHAMPIONSHIP BHUTAN 2025**  
 DATE: 20-31ST AUGUST | CHANGMINHANG STADIUM, THIMPHU

NEPAL	20 AUG 3:00PM	INDIA
BANGLADESH	20 AUG 6:00PM	BHUTAN
INDIA	22 AUG 1:30PM	BANGLADESH
BHUTAN	22 AUG 6:00PM	NEPAL
BHUTAN	24 AUG 1:30PM	INDIA
BANGLADESH	24 AUG 6:00PM	NEPAL
NEPAL	27 AUG 1:30PM	BANGLADESH
INDIA	27 AUG 6:00PM	BHUTAN
BHUTAN	29 AUG 1:30PM	BANGLADESH
INDIA	29 AUG 6:00PM	NEPAL
BANGLADESH	31 AUG 1:30PM	INDIA
NEPAL	31 AUG 6:00PM	BHUTAN

TEAM WITH THE HIGHEST NUMBER OF POINTS WILL BE CROWNED THE CHAMPION.

### 10.3.5 U 17 SAFF Boys at Sri Lanka

The SAFF U-17 was held in Colombo, Sri Lanka from 15<sup>th</sup>-27<sup>th</sup> September 2025. Bhutan lost its first game to Pakistan 3-0, in the second game Bhutan lost to India 1-0 and in the final game Bhutan beat Maldives 1-0 to finish third in the group and could not progress to the semi.



### 10.3.6 U-17 Boys Friendly vs Thailand

In order to celebrate the 50 years friendship between Bhutan and Thailand, the BFF organized the friendly between Bhutan and Thailand U17, which was played at the Chalimithang National Stadium on 21<sup>st</sup> April 2025.



Bhutan lost the game 10-0 to Thailand with Thailand team being very superior to our team. The game was witnessed by the Thailand delegation and the Bhutan high level officials.

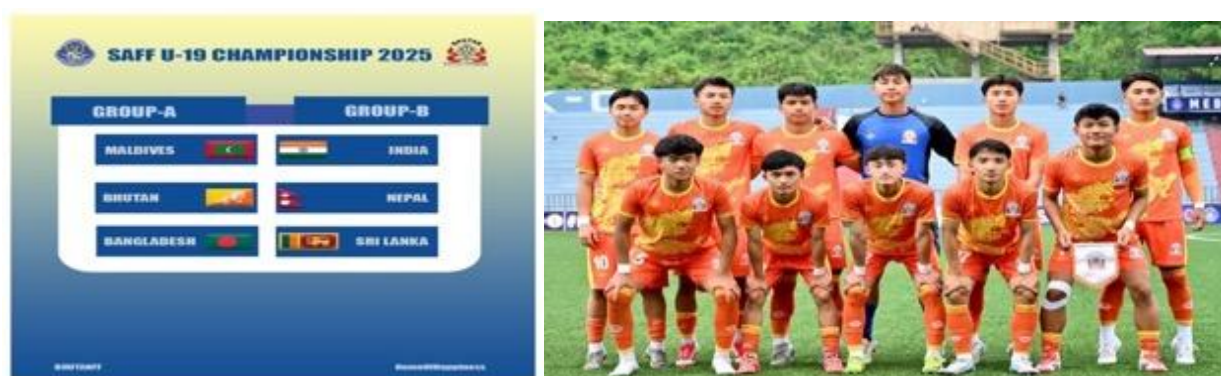
### 10.3.7. AFC U17 Asian Cup Qualifiers



Bhutan played at the U17 AFC Asian Cup Qualifiers at Jordan. the competition was from 22Nov -28 Nov 2025. In the first game Bhutan lost 7-0 to host Jordan. In the second game Bhutan drew 0-0 with the Philippines. In the third game Bhutan lost 3-0 to Australia and in the final game Bhutan lost 1-0 to Iraq.

### 10.3.8 SAFF U 19 Championship 2025

The SAFF U 19 Championship was played at the Itanagar, India from the 9<sup>th</sup> May-18<sup>th</sup> May 2025. Bhutan played its first game against Bangladesh and lost 3-0. The second game Bhutan drew 2-2 to Maldives and so were eliminated from the competition due to goal difference. India won the competition.



### 10.3.9 U19 friendly vs Sukdeva India

The U 19 national team played two friendly competitions at the Chalimithang Stadium against a Delhi Club Sukdeva. The friendly games were to train for the international competitions that the team was to play. The first game was played on the 9<sup>th</sup> September 2025 and the second game was played on the 13<sup>th</sup> of September 2025. In the first game Bhutan Team beat the Delhi side 3-1 while in the second game the national U 19 team lost with the score being 4-1.



### 10.3.10 AFC U23 Qualifiers

The AFC U23 qualifiers was played in Jordan. Bhutan was in the group with host Jordan, Turkmenistan and Chinese Taipei. With the huge lost against the host 11-0, Bhutan bounced back to gain composure and played well against Turkmenistan 2-0 and in the last game beat 3-1 Chinese Taipei.



### 10.4 International Club Competition

#### 10.4.1 Round 1 -Qualifiers of the AFC Challenge Cup 25

The AFC Club Competition was held at Chalimithang stadium, Thimphu between the Champion of Bhutan league Paro FC vs the champion of Afghanistan League Abu Muslim FC of Afghanistan on the 12<sup>th</sup> August 2024. The final score was 1-0 in favor of the Paro FC club who advance to the next round of the AFC Club Championship. The BFF supported the Paro FC Club with a grant of Nu 300,000 as a subsidy for qualifying for this competition.



#### 10.4.2 AFC Challenge Cup League Round-Thimphu, Bhutan (25<sup>th</sup>-Oct-31<sup>st</sup> Oct 2025)

Bhutan hosted, for the first time the AFC Challenge Cup league round of the AFC Challenge Cup which was hosted by Paro FC at the Chalimithang National Stadium.



Paro FC lost the first game 3-1 vs Altyn Asyr FC and the second game 0-1 vs Al Shabab FC. The third and final game was a draw 3-3 vs Abdtsh -Al FC. The performance by our club was highly commendable as Paro FC drew 1 and lost 2. The winner of our pool was Al Shabab FC who won 2 game and drew 1 game.

#### 10.4.3 AFC Women Champion League 2025. (26<sup>th</sup>-31 August)

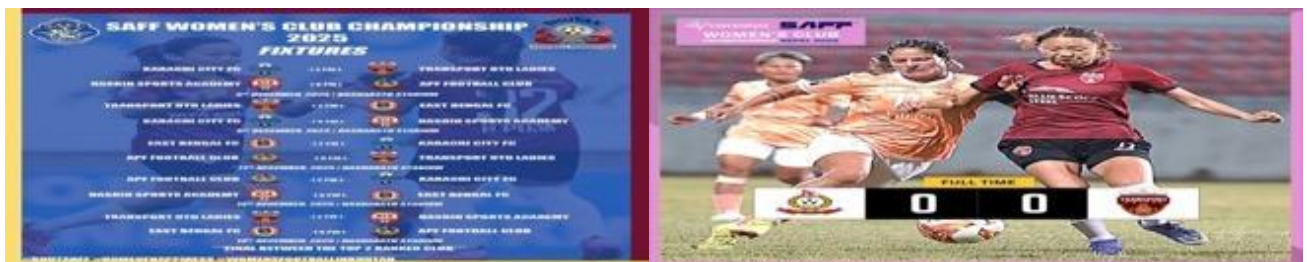
This was the second time that AFC was holding a champion League Women competition. Bhutan's Premier league Women Winner, Royal Thimphu College joined the competition as the Champion of the Bhutan Women National League 2024. The Team left for Laos, the host country for the group in which RTC was playing. In the group were Champion of Laos (Master FC), Champion of DPR Korea Naegohyang FC and Champion of Chinese Taipei Attacker Kaohsiung FC.

RTC lost the first game to Attacker FC 2-0 on 25<sup>th</sup> Aug 2025. On 28<sup>th</sup> Aug 2025, RTC Lost 7-0 to DPR Naegohyang FC. The final game on 31 Aug 2025 vs Master FC, RTC won 5-0.



#### 10.4.4 SAFF Women Club Championship 2025

The first ever SAFF Women Club championship was held in Katmandu, Nepal from the 5<sup>th</sup> -17<sup>th</sup> December 2025. The Transport United FC Club represented Bhutan as being the runners up of the BNWL 2024. Transport United started off well with a goalless draw against Karachi City. The second game against East Bengal saw the team lose 3-0. the third game against the host team from Nepal saw the team draw again 0-0. The final game saw the team lose 0-1 to the Bangladesh Champion. All in all it was a good experience for the team and the performance could have been better.



## 11. TECHNICAL & TRAINING COACHES REPORT

Coach-education has long been one of the strategic pillars of BFF’s development plan. According to the BFF strategic plan, “Coach Education” is a key element, alongside grassroots, youth The Coach Education Department (within BFF Technical Department) is responsible for delivering structured courses — from grassroots/Foundation coaching up to advanced diplomas — so that Bhutan can produce qualified coaches at youth, academy, club, and national levels. 2025 proved to be a particularly active year — not only in terms of launching courses, but also supported by improvements in infrastructure which enhance capacity for coach education and training.

### 11.1 *BFF/AFC Women’s C Diploma Course (13th January - 26th January 2025)*



From 13-28<sup>th</sup> January 2025, BFF conducted its first-ever “C Diploma Coaching Course for Women” — marking a milestone in promoting women’s football development at coaching level. The course included 14 women coaches from the national women’s team, school sports instructors, and club-level coaches



### 11.2 *BFF/AFC Futsal Level 1 coaching certificate Course (7th- 12th July 2025)*

BFF, in collaboration with the Asian Football Confederation (AFC), successfully organized the Futsal Coaching Certificate Course – Level 1 in Bhutan. The course aimed to enhance the technical knowledge, coaching methodology, and practical understanding of futsal among grassroots and emerging coaches across the country. This initiative aligns with BFF’s long-term goal of developing futsal as a growing sport and expanding participation at both youth and senior levels.





*11.3 BFF/AFC C Diploma Course (14th July- 27th July 2025)*



The regular BFF/AFC ‘C’ License Certificate Coaching Course also kicked off, with “24 aspiring coaches from clubs, academies, and international participants” enrolled. This helps expand the pool of grassroots and youth-level coaches across Bhutan.



*11.4 BFF-AFC B Diploma Coaching Course (M1) 4<sup>th</sup> – 14<sup>th</sup> August 2025*

The Bhutan Football Federation (BFF), in collaboration with the Asian Football Confederation (AFC), successfully conducted the AFC B Diploma Coaching Course as part of its continued commitment to enhancing the quality of football coaching in Bhutan. The course aimed to upgrade the knowledge, skills, and competencies of active coaches to meet modern coaching standards and support the long-term development of Bhutanese football.

The AFC B Diploma represents the second tier of professional coaching qualifications under the AFC Coaching Convention and serves as a bridge toward the AFC A Diploma.



11.5 BFF/AFC C Diploma Course (14th July- 27th July 2025)



The BFF/AFC C License for coaches was organized at the Bebena Training Centre from the 14<sup>th</sup> July to 27<sup>th</sup> July 2025. The course was conducted by the technical department of BFF with the support of AFC Instructor.

### 11.6 Coaches Clinic

The coaches clinic was held for all coaches including regional coaches by the Technical Director. This course was to update the coaches on the recent technology and methods of coaching.



### 11.7. Talent Development Scheme (FIFA TDS)

Bhutan Football Federation conducted the TDS Program 2025 from 25th December 2025 to 5th January 2026 in a centralised venue at GAG. A total of 10 (Ten) Clubs for Boys & 7 (seven) girls team took part in this tournament. The tournament was conducted in centralised venue. The tournament concluded on 5th January 2026 with the last match between Thimphu City Football Club vs Paro Football Club before the closing ceremony. The champion of TDS Programme 2025 & 2026 is Paro FC , and took the cash prize of Nu 15 thousand and the Runner up Thimphu City Football Club with Nu. 10 thousand in boys category and In the girls category Transport United fc beged the champion and took the cash price of Nu 15 thousand and GMC FC begged the runners up and took the Nu 10 thousand. The chief guest Dr.Sangram the General Secretary of Assam Football Association with other BFF delegates graced the award presentation to all the participating players and officials, they awarded the trophies, medals and cash prizes to the winning teams and players.

#### TDS POINT TABLE(BOYS) POOL A

POS	CLUB	GP	W	D	L	GF	GA	GD	PTS
1	THIMPHU CITY FC	4	3	0	1	16	7	9	9
2	PARO FC	4	3	0	1	13	7	6	9
3	TRANSPORT UNITED FC	4	2	1	1	10	6	4	7
4	TENDRUK ACADEMY	4	1	1	2	12	9	3	4
5	RANGJUNG TC	4	0	0	4	4	26	-22	0

#### TDS POINT TABLE(BOYS) POOL B

POS	CLUB	GP	W	D	L	GF	GA	GD	PTS
1	UGYEN ACADEMY FC	4	4	0	0	18	10	8	12
2	GMC FC	4	1	2	1	12	11	1	5
3	JUNIOR FC	4	2	1	1	21	9	12	7
4	BUMTHANG FC	4	1	1	2	11	21	10	4
5	SAMTSE FC	4	0	0	4	4	15	-11	0

#### TDS Girls Point Table A

POS	CLUB	GP	W	D	L	GF	GA	GD	PTS
1	GMC FC	3	3	0	0	20	3	17	9
2	TUFC	3	2	0	1	20	5	15	6
3	TCFC	3	1	0	1	5	17	-12	3
4	BUMTHANG FC	3	0	0	3	1	12	-11	0

#### TDS Girls Point Table B

POS	CLUB	GP	W	D	L	GF	GD	PTS
1	PARO FC	2	2	0	0	11	8	6
2	TENDRUK ACADEMY	2	1	1	0	3	-6	3
3	RANGJUNG TC	1	0	0	2	2	-3	0

The Champion of TDS programme 2025 was Paro Football Club in the boys category & Transport United FC in the girls category.



**11.8. BFF-FIFA Talent ID Workshop**

- 10th December 2025 - 12th December, 2025 - Babena, Thimphu
- 13th January 2026 - 14th January 2026- Gelephu, Sarpang

The first-ever BFF-FIFA Talent ID workshop was conducted at Babena Headquarters bringing together BFF and Club coaches for three days intensive learning and capacity building. The workshop aims to strengthen the ability of the coaches and technical staffs to identify promising players from early age, ensuring a stronger development pathway for Bhutanese football. The session was facilitated by Mr. Eric, a FIFA TDS representative his vast expertise and global experience provide invaluable guidance for our local coaches. This marks the first ever FIFA talent ID workshop conducted by BFF, an important milestone in elevating talent development nationwide. A total of 22 coaches for various clubs participated in the workshop reflecting a growing commitment to nurture generations of Bhutanese footballers.



BFF also conducted the 2nd edition of BFF-FIFA Talent ID Workshop at Gelephu, Sarpang exclusively for BFF coaches. A total of 19 coaches took part in the two days program.



#### 11.9. BFF Summer Coaches Workshop 2025 -July 16-24<sup>th</sup>

BFF Summer coaches Workshop was conducted by FIFA TDS Lead Mr. Eric Abrams. The Bhutan Football Federation (BFF) successfully hosted its Summer Coaches Workshop 2025, a significant step in strengthening the future of youth football in the country. The workshop focused on key aspects of youth football, Talent Identification (TID), age-specific training, and the development of a long-term youth development plan.

Coaches were trained on how to systematically identify and nurture young talents at an early age. Mr. Abrams emphasized the importance of understanding not just the physical and technical attributes, but also the mental and tactical potential of young players. The workshop highlighted the need for tailoring training methods according to age groups. From foundational skills at the grassroots level to position-specific training in adolescence, the sessions provided practical frameworks to implement on the ground. A major highlight was the strategic roadmap discussed for developing a structured youth development ecosystem. This included setting clear objectives for each age group, ensuring consistent progression paths, and creating a network of trained coaches across regions. The workshop also featured interactive sessions, group work, and on-field demonstrations to ensure that theoretical knowledge translated into practical skills for grassroots and academy-level coaches.

Mr. Eric, High Performance Specialist (HPS) from FIFA, visited the FIFA Talent Development Scheme (TDS) Women's Academy at Rangjung Central School, accompanied by the Technical Director and the Head of the TDS program visited the FIFA Talent Development Scheme (TDS) Women's Academy at Rangjung Central School today. The visit was part of FIFA's continuous monitoring and support towards the growth of women's football in Bhutan. During the visit, Mr. Eric held productive discussions with the school's Principal, teachers, and academy coaches, focusing on the progress of the academy, current challenges, and strategies to further strengthen both the training and educational environment for the young female athletes. He praised the school's commitment to the TDS initiative and reaffirmed FIFA's continued support towards grassroots and youth football development. Mr. Eric also observed training sessions, interacted with student-athletes, and shared constructive feedback with the coaching team on enhancing the academy's high-performance structure.

## 11.10 Online courses

### Online courses



On 23th July 2025, the technical department had an online course for coaches with the chief instructor being Mr Shadab, who is the Coach of Thimphu City FC. As Mr Shadab is an expert in Player scouting, he agreed to help to do the course.



The technical department held an online course in regards to Performance Analyst in association with Aztex Data hub on the 8-9th December 2025. This course was targeted for coaches to learn how to analyze Data and use them for competitions.

## 12. TRAINING CENTRE REPORT

### 12.1 *Chanjiji Boy's Academy*

The Chanjiji Academy is into its third year as an academy. The academy has a total of 70 boys residing at the academy. The school began its session in the first week of March 2025. The academy is being partly financially supported by the Japan Football Association (JFA) The BFF has the age categories of U-14, U-17 and the U-20 boys at the academy. The academy has 6 local coaches and 2 Japanese coaches training the footballer's full time. The academy has participated in the Bhutan Premier League 2025.





*12.1.1 Excellence both on and off the field*

Golden Youth student Award

Kingyel Wangchuk Dorji of the BFF Academy was adjudged the 2<sup>nd</sup> Runner up of the 17<sup>th</sup> Golden Youth Award. This award is given to the best all round student from across the country.



*12.1.2 Cambridge affiliation for the school*



The academy has now got its affiliation with Cambridge University. This will help the academy students get better education qualification that can be recognized all over the world. The session will start from 2026.

*11.1.3 Passing out of Students*

The second batch of students from the Academy passed out today before the final exams started. The passing out ceremony was attended by the General Secretary, BFF who awarded certificates to the students and wished them the best for their college life or football career.



*11.2 Girls Training Centre, Gelephu*

The Girls Training Centre in Gelephu saw the renovation of their old hostel block. A new study room was also built to accommodate the student’s environment to study. The old rooms were also renovated to have a decent dorm for the girls. Proper dining rooms was also made along with high standard kitchen facilities.

The training Centre has 70 girls residing at the Centre in the age group of U14, U16, and U 18. The Girls U 16 and U- 18 plays at the Women National League competition while the other age group plays in the school competitions.



## 13. GRASSROOT DEPARTMENT REPORT



### 13.1 *Mini Dragons League 2025*

The fifth edition of the Mini Dragons League was conducted from 11th January 2025 till 5th February 2025. This year there were 40 teams participating under 3 age categories. The Mini Dragons League was conducted in Thimphu. The main objectives of this league were to provide a platform for the talented youth from the different football academies to showcase their abilities from the grassroots level and to further encourage our children to take part in this sport. This tournament also served as a moment for coaches, referees and volunteers to get involved to promote and develop football culture in the community. The final match day of the league was scheduled for 5th February 2025 coinciding with the 10th Birth Anniversary of His Royal Highness the Gyalsey Jigme Namgyel Wangchuck. The final of the Mini Dragons League was graced by the presence of Technical Director and Head of Competition Department and other staffs.

Our Mission was to encourage our children to play and develop technically, tactically and psychologically while providing opportunities for coaches, referees, volunteers, parents and stakeholders to get involved to promote and develop football in our country.

The winners of U8 Category are winner Thimphu City FA and runners up Brother FA  
The winners of U10 Category are winner Thimphu City FA and Runner up Junior FA  
The winners of U12 Category are winner Paro FA (Paro) Runners up Junior FA

### 13.2 *AFC Grassroot day*

The Bhutan Football Federation celebrated AFC Grassroots Day at Changlimithang Stadium, in collaboration with Transport United FC, Thimphu City FC, and RTC FC. The event was graced by the presence of BFF Executive Members, the Technical Director of Bhutan Football, senior officials from the federation, coaches from BFF and various clubs, as well as parents and volunteers. In addition to the main celebration in Thimphu, simultaneous events were held in Trashigang, Bumthang, Gelephu, and Samtse. Altogether, the celebrations brought together 775 children and 114 volunteers across five districts. The primary goals of the event were to:

- Promote participation in football among individuals of all ages, genders, and abilities, fostering a culture of inclusivity and diversity.
- Offer opportunities for everyone to experience the joy and excitement of playing football. Highlight the physical, mental, and emotional benefits of the sport, encouraging active and healthy lifestyles.

- Use football as a tool to bring communities together, strengthen social bonds, and nurture positive relationships among participants, families, and local stakeholders.
- Raise awareness about Child Safeguarding to ensure a safer and more supportive football environment for all.

The Bhutan Football Federation expresses its heartfelt appreciation to Transport United FC, Thimphu City FC, RTC FC, Samtse FC, and the principals and management of Bidung Lower Secondary School for their invaluable support and collaboration in making the event a success. Guests, parents, coaches and volunteers at the Changlimithang stadium.

### Tabularized Summary



SN.	District	Organizer	Activity and Venue	No. of participants	No. of Guest and Volunteers
1	Thimphu	BFF in collaboration with TUFC, TCFC and RTC FC	Technical drill, SSG and fun games	168	40
2	Sarpang	Ganga Ram Ghalley, Regional Grassroots Football Manager, Sarpang	Technical drills and SSG	120	26
3	Trashigang	Lhendup Dorji, Regional GR Football Manager, Trashigang	Technical drills, fun games, SSG at Bidung LSS	150	15
4	Samtse	Tashi Jamtsho General Secretary, Samtse FC	Technical contest, fun games and SSG	186	15
5	Bumthang	Dechen Choki, Regional GR Football Manager, Bumthang	Technical drill, SSG and fun games	151	18
Total				775	114

Thimphu - A total of 168 children and 40 volunteers—including coaches and parents—participated in the event. It was organized in collaboration with grassroots players from Bhutan Premier League clubs. Approximately 15 volunteers, supported by coaches currently attending the BFF-AFC ‘A’ Diploma Coaching Course, facilitated the event. The primary objective was to introduce young participants to

basic football techniques such as passing, receiving, dribbling, running with the ball, finishing, and playing small-sided games (SSG).

Bumthang- Our Regional Grassroots Football Manager, Dechen, marked a meaningful celebration with the students and teachers of Zangtherpo Primary School at the Chamkhar artificial turf. The event was filled with enthusiasm and joy as both students and educators actively participated in various football activities. At the heart of our grassroots program is the belief that every individual—regardless of their social background, age, or circumstance—deserves the opportunity to play, enjoy, and grow through football. We are committed to creating inclusive spaces where everyone can experience the joy, health benefits, and social connections that come from this beautiful game. Through such events, we continue our mission to empower youth, break down social barriers, and spread the love of the game to every corner of society.



Trashigang- BFF’s Regional Grassroots Football Manager, Lhundup Dorji, organized the event in collaboration with the students and teachers of Bidung Lower Secondary School, supported by additional teachers and volunteers. The program featured engaging football training sessions and small-sided games, allowing the children to actively participate and enjoy the experience.



All participants enthusiastically took part in the day’s activities, learning fundamental football techniques along the way. Most importantly, the event aimed to help children discover the joy of playing the beautiful game of football and to educate them on child safeguarding and making football safe for all children.

Samtse- The AFC Grassroots Day celebration was also celebrated in Samtse, organized by Samtse Football Club with support from the Bhutan Football Federation. The event saw the enthusiastic participation of approximately 186 local children, who engaged in a series of fun and educational

football activities. Players from Samtse Football Club took the lead in conducting the sessions, guiding the young participants through basic football drills and small-sided games. Their efforts created an energetic and inclusive environment where children had the opportunity to learn new skills, enjoy the game, and build teamwork and confidence.

The event not only promoted grassroots football development in the region but also emphasized the importance of community involvement in nurturing young talent and fostering a love for the sport.



Gelephu- In addition to the celebration in other districts, a parallel event was successfully organized in Gelephu, in collaboration with the students and teachers of Gelephu Lower Secondary School. This vibrant gathering was made possible through the dedicated efforts of the management and players of Gelephu City women’s FC, who took the lead in planning and executing the event. The day was filled with excitement, energy, and a shared passion for football as young students engaged in fun-filled activities and friendly matches under the guidance of the women’s team. The presence and leadership of the Gelephu City women’s FC players not only inspired the students, especially young girls, but also highlighted the importance of female role models in sports. Such collaborations are a testament to the growing movement of community-driven sports development, where local clubs, schools, and organizations unite to create meaningful impact through the power of play.



13.3 World Football Day

The world Football Day was celebrated on the 25<sup>th</sup> May 2025. Events like this not only help grow the sport across the nation but also foster friendships and encourage social inclusion within our communities through the beautiful game.

We are especially grateful to the local stakeholders and district authorities for their invaluable support and guidance in facilitating the organization of events across various districts, particularly under the current circumstances. Our sincere appreciation also goes to the schools, institutes, organizations, and all those involved in organizing and contributing to the success of this celebration. A special thanks to the Asian Football Confederation (AFC) for their continued support in making this event possible. We also commend the BFF organizers and media team for capturing and sharing the event through their wonderful



photos and videos. We look forward to engaging even more people in future editions, using football as a powerful tool to enhance the physical and emotional well-being of individuals and strengthen our communities.

13.4 BFF Grassroots Day & launching of safeguarding Project video

The BFF Grassroots Day Celebration was on the 11 November 2025 at the RTC Ground, which was organized by RTC Football Club in collaboration with Bhutan Football Federation (BFF). There were 154 children, coaches, 25 volunteers (RTC FC players), Women’s Committee members, and invited guests.



The BFF Grassroots Day was celebrated with great enthusiasm at the RTC Ground. The event focused on promoting football participation at the grassroots level while creating an inclusive, safe, and enjoyable environment for all children. A special highlight this year was the active participation of 17 students with special needs from Yangchen Gatshel Central School, marking a meaningful step toward inclusive football development in Bhutan.

The event also witnessed the official launch of the Safeguarding Project Video, reinforcing the commitment of BFF to child protection and safe sporting spaces.

A total of 154 children participated, representing Yangchen Gatshel Schools and Grassroots teams of RTC FC. This included 17 special needs students from Yangchen Gatshel Central School, whose participation added value to the spirit of inclusivity and diversity in the program. Executive Committee members, Women’s Committee members, coaches, and RTC FC senior payers also



attended and supported the event.

The official launch of the BFF Safeguarding Project Video highlighted the federation’s commitment to ensuring child safety and protection in football communities.



## **14. WOMEN DEPARTMENT REPORT**

### *14.1 FIFA Women Football Campaign*

The fun filled day of the FIFA Women campaign was titled “Ama’s and Bumo’s” which was celebrated on 20 December 2025 at the Mongar Ground, Mongar. A total of nearly 200 girl players participated in this event.



The celebration was jointly organized by BFF and the Mongar dzongkhag to promote girls and women football.

### *14.2 AFC Women’s Day/ International Women’s Day-8<sup>th</sup> March 2025*

The Women’s Football Department collaborated with Girls Academy at Gelephu to commemorate international women’s Day along with the AFC Grassroot Day on the 8<sup>th</sup> March 2025. The celebration was marked to leave a positive impact in all the hearts, inspiring us to continue creating opportunities and spaces for girls to actively participate in the sport even after the conclusion of the event.

The AFC Women’s Football Day was also celebrated at four locations in the country. The celebration took place in the Far East at our regional training center for girls and Tendruk school in Samtse under the FIFA Talent Development Scheme (TDS) Programme. The event was also commemorated in Bumthang, Central Bhutan, Gelephu, in the south, and Punakha, in the west, where we collaborated with one of the private schools.



For the 2025 celebration, the theme was chosen as “Play to good health.” This underscores the importance of not only playing the game but also getting others to participate and contribute to focus on the health of women’s football in the country.



**Bumthang District**



**Punakha District**

While International Women’s Day is observed once a year, our aim is to make these celebrations leave a lasting impact on participants, empowering them to contribute to the progress of girl’s and women’s football nationwide. We extend our heartfelt gratitude to the AFC for their valuable support and dedication in funding initiatives and driving the growth of women’s football. The Confederation’s unwavering commitment is instrumental in empowering female footballers and fostering inclusivity within the sport.



### *14.3 Media Literacy program for the Girls National Team*

The day began in insightful sessions by Mr Riku Dhan Subba, Executive Director of Bhutan Media, who guided the participants through understanding. social media, its evolution and navigation emerging online challenges. He also led a hand on evaluating online information and identifying credible sources. Mr Sherub Dorji, senior journalist conducted the engaging workshop on mastering media interviews, helping players build confidence and professionalism in dealing with the press. This was followed by Mr Phub Dorji, CEO of Nyingnor Marketing, who shared valuable lesson on strategic and responsible social media content, focusing on personal branding and digital conduct. The day concluded with an inspiring talk by Chencho Gyeltshen, National team footballer who reflected on his journey and experiences in media and endorsement. he asked the girls to stay authentic, resilient and grounded both on and off the field.



## 15. MEDIA & MARKETING DEPARTMENT

15.1 The Commercial Department successfully collaborated with several key sponsors in 2025:

1. Nivia: National Kits Sponsor.( Last Year of Sponsor)
2. Bank of Bhutan (BoB): Title Sponsor for the Bhutan Premier League and Women's National League.( 2 years left)
3. Pepsi Bhutan (Drangchu Pvt. Limited): Main Sponsor for the BPL Qualifiers and Bhutan High School Championship. (last year)
4. Genius Sports: Data and Integrity Partner.
5. Bhutan Telecom: Communication Partner.
6. Drukair: Airline Partner.( Last year MoU)



The Commercial Department's primary focus in 2025 was on providing the following marketing assets to ensure high visibility for our sponsors and enhance brand presence:

### *Key Marketable Deliverables*

#### 15.2 Launch of BFF E-Portal

The Bhutan Football Federation is pleased to announce that the Bhutan Football Federation (BFF) has officially launched the BFF E-Portal, a comprehensive digital platform designed to streamline and centralize key aspects of football operations across the country.

#### 15.3 Advertisement Boards:

- Strategically placed to maximize visibility during events.
- Flash Interview Backdrops: Ensuring sponsor visibility during immediate post-match interviews.



15.4 Pre- and Post-Match Conference Backdrops: Highlighting sponsors in media interactions.



15.5 Giant Screen Branding/ Stadium branding: Displayed promotional content during matches.



15.6 Social Media Coverage: All the above marketing assets and deliverables were actively showcased on our social media platforms, including Facebook, Instagram, YouTube, and TikTok.



15.7 Livestream



15.8 Revenue generated from partnership/sponsorship 2025

The total revenue generated from sponsorships and related activities in 2025 is detailed below:

SOURCE	AMOUNT (NU/\$)	REMARKS
Bank of Bhutan	NU. 40,00,000	Title sponsors for Bhutan Premier League and Women’s National League
Pepsi Bhutan	NU. 10,00,000	Main Sponsors for BPL Qualifiers and High School Championship 2024
Genius Sports	NU.442,460.10	BPL and WNL
Gate Collection	Nu 1,836,390	Competitions and friendlies
Ground Commercialization	Nu. 1,361,500	Ground collection

The Commercial Department’s efforts in 2025 have successfully generated significant revenue and ensured sponsor visibility across various platforms. The collaboration with key sponsors such as the Bank of Bhutan, Pepsi Bhutan, and Genius Sports has strengthened our financial and operational capacities. Additionally, leveraging social media has enhanced engagement and brand awareness, further increasing the value proposition for our sponsors.

The focus on ground commercialization and merchandise sales has also contributed to diversifying our revenue streams. Moving forward, the department aims to enhance these efforts and explore additional avenues for revenue generation and sponsor engagement.

## **16. MEDICAL DEPARTMENT**

### 16.1 Anti-Doping Course



An Anti-doping course was conducted by BFF with the collaboration from AFC, who sent in 2 instructors for the course. The course was held at Ariya Hotel in Thimphu. where a total of 15 club physio and BFF staff participated.

### 16.2 Player profiling at the Academy

Table 1. Descriptive Statistics of Athletes' Height and Weight

	N	Range	Minimum	Maximum	Sum	Mean	Std. Deviation	Variance
WEIGHT	41	50.20	39.30	89.50	2296.29	56.0071	10.32463	106.598
HEIGHT (cm)	41	31.5	151.0	182.5	6819.1	166.320	6.9643	48.502
Valid N (list wise)	41							

The table presents the descriptive statistics for the athletes' height and weight, revealing substantial variability in anthropometric characteristics within the cohort. Weight values range from 39.30 kg to 89.50 kg, with a mean of 56.01 kg and a large dispersion (range = 50.20 kg; SD = 10.32 kg), indicating heterogeneous levels of somatic development. Similarly, height measurements span from 151.0 cm to 182.5 cm, with an average of 166.32 cm and a range of 31.5 cm, further demonstrating significant inter-individual differences in growth status. This level of variation is characteristic of adolescent populations undergoing differential rates of biological maturation. The spread in height and weight suggests the presence of both early- and late-maturing athletes, which is a critical consideration in talent identification, as maturation-related advantages may influence physical performance outcomes independent of underlying athletic potential.

Table 2. Anthropometric Profile of Participants

Statistics															
	V1	2010	A	WEIGHT	HEIGHT (cm)	SIT & REACH TEST (cm)	V7	BROAD JUMP TEST (cm)	V9	T- TEST (sec)	V11	V12	V13	SPEED TEST (sec)	V15
N Valid	42	42	42	41	41	41	41	41	41	41	41	41	41	41	41
Missing	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0
Mean				56.0071	166.320										
Std. Error of Mean				1.61244	1.0876										
Median				54.5000	164.600										
Mode				51.55	168.5										
Std. Deviation				10.32463	6.9643										
Variance				106.598	48.502										
Range				50.20	31.5										
Minimum				39.30	151.0										
Maximum				89.50	182.5										
Sum				2296.29	6819.1										

The weight distribution shows moderate variability (SD = 10.32).

The range is quite wide ( $\approx 50$  kg difference), which indicates clear diversity in biological maturation.

Lighter athletes (39–50 kg) likely represent late bloomers.

Heavier athletes (70–89 kg) likely represent early bloomers or early-maturing adolescents.

Mean and median are close → distribution is fairly normal.

Physical measurement of Academy Boys

The physical assessment, including speed and broad jump tests, shows a wide range of results due to the athletes being at varying stages of biological maturation. It is critical not to interpret these scores in isolation. Early bloomers may have short-term advantages, while late bloomers may currently show lower scores but possess strong long-term potential. Therefore, the evaluation process must integrate maturity status to support long-term athlete development over temporary physical performance.

Academy Strength & Conditioning Annual Performance Report

The annual strength and conditioning report show clear, measurable progress across all key performance areas assessed throughout the year. The visual data illustrates significant

advancement in strength, endurance, and overall athletic capability, reflecting both the athletes' dedication and the effectiveness of the academy's training program

### Overall Assessment

The academy has shown strong and consistent improvement in every evaluated performance category over the past year. The data confirms that the current training systems, progressions, and monitoring strategies are effective and well-aligned with athlete needs. With continued dedication and strategic development, the academy is positioned for even greater performance outcomes in the coming year.

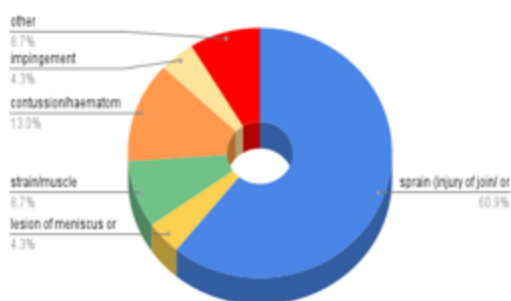
### 16.3 Medical Testing for Academy Boys

At the beginning of the year, comprehensive medical examinations were conducted for all academy boys. These assessments included blood testing, ECG and Echo evaluations, and a full musculoskeletal examination. Following the completion of the medical tests, any abnormalities or health concerns identified were immediately reviewed by the medical team. Players found to have injuries, irregular results, or any condition that may affect their safety or performance were temporarily withdrawn from training. The coaching staff was promptly informed of each player's medical or injury status to ensure appropriate management and to prevent further risk.

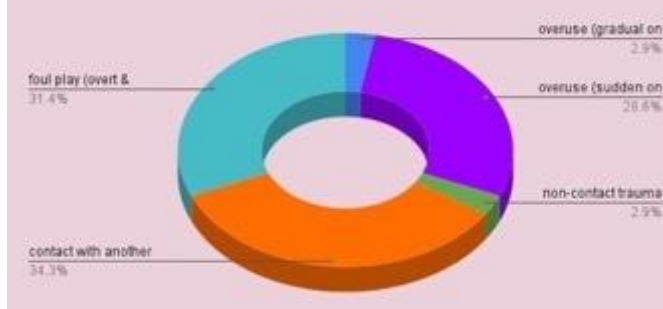
All affected players will continue to be monitored, and they will only return to training once they have been medically cleared.

### ACADEMY BOYS INJURY

Type of injuries

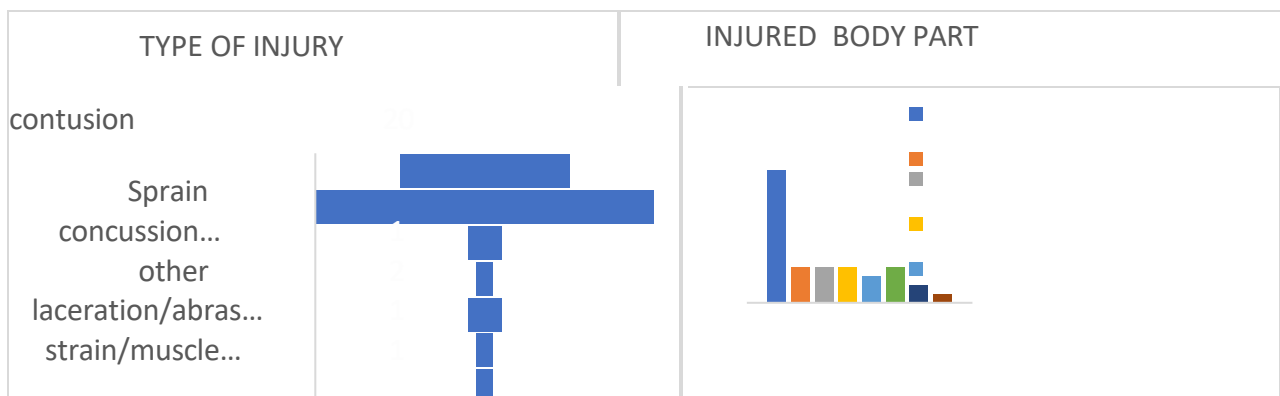


Cause of Injury

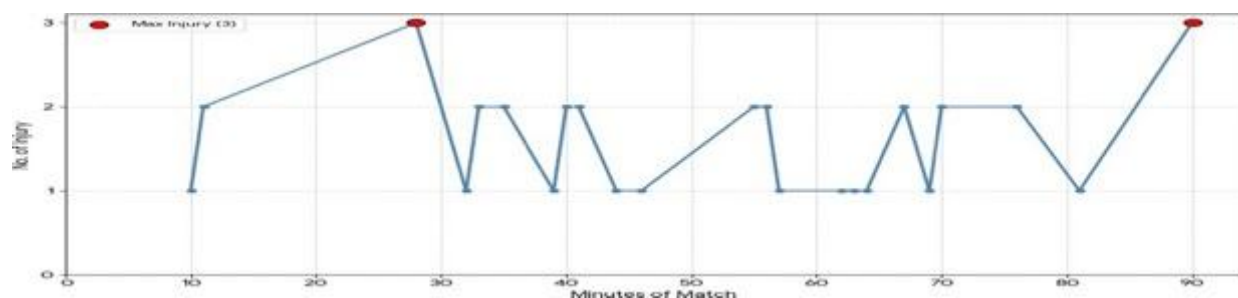


Based on the findings, the vast majority of injuries suffered by the academy boys are sprains, which account for an overwhelming 60.9% of all injury types. A sprain is an injury to the ligaments—the tough tissues connecting bones in a joint typically caused by a joint being forced into an unnatural position, such as twisting an ankle or knee. The next most common injuries are contusion/hematoma at 13.0% and strain/muscle injuries at 8.7%. A contusion (bruise) is caused by a direct blow that crushes underlying tissue and blood vessels, often resulting in a localized collection of blood called a hematoma. This pattern of injury is directly reflected in the primary causes the top two mechanisms are contact with another player (34.3%) and foul play (31.4%), which together account for nearly two-thirds of all injury incidents and are the likely drivers of the high rate of contusions. Separately, the significant incidence of overuse (sudden onset) at

28.6% points to injuries that occur during sudden, high-intensity movements like sprinting, jumping, or changing direction, which are common causes of sprains and muscle strains. The above figure shows the injury data strongly indicates that football injuries are not random but peak at specific moments tied to fatigue and high match intensity. The highest injury counts cluster around 28 minutes (First Half Peak) and 90 minutes (Full Match Peak). The 28-minute peak is predominantly linked to extrinsic mechanisms, specifically contact with other players and foul play, occurring as high match aggression combines with the onset of transient fatigue causing misjudgment and poor tackling execution. In contrast, the 90-minute peak is linked to intrinsic mechanisms like non-contact trauma and overuse (sudden onset). This later peak is a direct result of profound neuromuscular fatigue and muscle glycogen depletion, leading to the failure of biomechanical stability (e.g., hamstring strains) when the body is most vulnerable. Therefore, prevention strategies must be dual-focused: addressing discipline and timing to reduce contact injuries early, and optimizing fatigue resistance and substitution strategies to mitigate non-contact injuries late in the match.



### BHUTAN PREMIER LEAGUE QUALIFIERS MEDICAL INJURY REPORT



#### 16.4 Report on Health Talk conducted at Gelephu Girls Academy

A health awareness talk was organized at Gelephu Girls Academy on 2nd March 2025 as part of the Academy’s ongoing effort to promote health education and well-being among student-athletes. The session was facilitated by two guest speakers from the Gelephu Regional Referral Hospital— Ms. Jigme Zangmo and Mr. Sangay Tenzin, both Clinical Nurses with extensive experience in community health. The talk focused primarily on adolescent health, covering essential topics such as

the physical and emotional changes during adolescence, menstrual hygiene management, mental well-being, and personal hygiene practices. The speakers also touched upon other health-related concerns frequently encountered by teenage girls, emphasizing the importance of early awareness and preventive health care. The session was highly interactive, allowing students to ask questions and share their experiences in a comfortable and supportive environment. Both speakers encouraged the students to adopt healthy habits, maintain open communication regarding their health concerns, and seek timely medical or professional guidance when necessary. In addition to this special session, the Academy Physiotherapist conducts regular health and wellness talks focusing on nutrition and diet, hydration, sleep, recovery, and personal hygiene, with particular emphasis on sports performance and overall athlete welfare. These sessions complement the Academy's holistic approach to developing both the physical and mental well-being of its players. Overall, the health talk was informative, well-organized, and greatly beneficial to the students. It reinforced the Academy's commitment to promoting health education and supporting the overall growth and development of young athletes under the Bhutan Football Federation (BFF)

## 16.5 Fitness Assessment Report

### *Gelephu Girls Academy*

A comprehensive fitness assessment was conducted at Gelephu Girls Academy as part of the annual evaluation program to assess the players' physical capabilities and overall fitness status. The primary objective of this assessment was to evaluate key fitness components—endurance, strength, agility, speed, and power—to guide training interventions and ensure optimal physical readiness for competitive football.

#### Observations and Remarks

The results obtained provided a detailed overview of each athlete's physical profile, highlighting individual strengths and areas requiring improvement. The data collected will serve as a baseline for future comparison and will support the design of evidence-based training programs tailored to the specific needs of each player.

#### Conclusion

The fitness assessment at Gelephu Girls Academy successfully established a benchmark for monitoring players' physical development and preparedness for competition. Regular fitness testing of this nature is essential for tracking progress, optimizing performance, and ensuring players meet the physical demands of modern foot. It is recommended that similar assessments be conducted periodically to evaluate improvements, prevent overtraining, and maintain high performance standards within the academy.

### Annual Medical Screening Report (Gelephu Girls Academy)

A comprehensive medical screening was conducted for 61 students of Gelephu Girls Academy at Gelephu Regional Hospital beginning 15th April 2025. The primary goal was to evaluate the students' overall health, detect possible health concerns, and maintain standardized medical records using the Pre-Competition Medical Assessment (PCMA) form. The screening was

completed over 12 days and included assessments by multidisciplinary medical professionals from Gelephu Regional Hospital.

### Methodology

Each student underwent a thorough health evaluation that included, Medical History Review – Documentation of personal and family health background, General Physical Examination – Assessment of vital signs, anthropometric measures, and visible health markers and Blood Tests – Screening for common abnormalities and general wellness indicators.



### Academy Strength & Conditioning Annual Performance Report

The annual strength and conditioning report show clear, measurable progress across all key performance areas assessed throughout the year. The visual data illustrates significant advancement in strength, endurance, and overall athletic capability, reflecting both the athletes' dedication and the effectiveness of the academy's training program. No significant hereditary or infectious diseases were noted among the group.

### General Physical Examination

Almost all students were found to be clinically normal upon general examination. No abnormalities in vital signs, physical appearance, or observable health conditions were reported. A small number, if any, may have been advised for minor lifestyle adjustments or follow-up observations. Blood test results were largely within normal limits for all students. No cases of anemia, infection, or abnormal biochemical values were highlighted. 4 out of 61 students were found to have low Hb (between 9-10 Hb) Two players with Hb in 10 range were given iron tablets and other two with Hb in the range 9 were given blood transfusion. Students were considered medically fit based on laboratory screening. Cardiovascular Examination found three students out of 61 were detected with heart abnormalities during cardiovascular assessments. One student was found to have a 9 mm Ostium Secundum Atrial Septal Defect (ASD), another presented with mild Tricuspid Regurgitation (TR), and a third was identified with a 2 mm Patent Foramen Ovale (PFO).

The musculoskeletal examination results showed almost normal findings in nearly all students. No major postural, joint, or muscular abnormalities were recorded. Out of the 61 students screened, six

were found to have muscle tightness, one was diagnosed with mild genu valgum, and two presented with joint line tenderness. The results indicate good functional movement and structural health, important for physical and sports-related activities.

The recommendations were to continue regular annual screenings to maintain ongoing health records. Encourage balanced nutrition and physical activity to sustain wellness. Continue collaboration between Gelephu Regional Hospital and Gelephu Girls Academy for preventive care programs (e.g., dental, vision, mental health check-ups).

It concluded that the medical screening of 61 students from Gelephu Girls Academy conducted at Gelephu Regional Hospital on 15th April 2025 was successfully within 12 days. Three students were identified with medical abnormalities and were deemed unfit for training and competitive matches. The PCMA form copies provide detailed individual records for reference and documentation.



### Interpretation

The U17 category reported the highest injury proportion, likely due to increased training intensity, competitive exposure, and transitional workload as players move from foundational training to higher performance demands. This data highlights the need for age-specific load monitoring and recovery strategies.

### Injury Distribution by Playing Position

Injuries varied by playing role, reflecting different movement demands and physical loads.

Midfielders: 27.9%

Goalkeepers: 19.8%

Forwards: 31.4%

Defenders: 18.6%

### Interpretation

Forwards recorded the highest injury rate (31.4%), which aligns with their involvement in sprinting, cutting, and high-impact movements.

Midfielders, who cover the largest distances and perform repeated high-intensity efforts, also showed a high percentage.

Goalkeeper injuries (19.8%) reflect risks from diving, landing, and upper limb impact.

Defenders reported fewer injuries, possibly due to more controlled movement patterns compared to attacking positions.

### Injury Occurrence Based on Activity

Training: 61.2%

Match: 31.8%.

### Other Causes (Sudden onset, TDS programme, incidental)

The majority of injuries occurred during training sessions, which may be attributed to: higher total exposure time compared to matches repetitive drills with greater mechanical load inadequate warm-up or fatigue accumulation high-volume conditioning phases. Match injuries (31.8%) were also significant, highlighting the intensity and unpredictability of competitive play.

Other causes, including sudden onset and TDS program load, indicate that off-field load or insufficient recovery may contribute to injury development.

Match/Training  
85 responses



### Site of Injury Distribution

The most commonly affected body regions were: Ankle: 24.1%, Knee: 17.2% and Hand: 10.3%

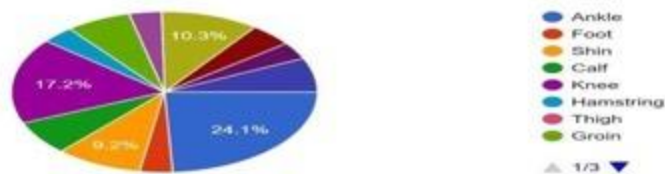
The ankle being the most injured area aligns with the high frequency of cutting, pivoting, and landing movements in football.

Knee injuries (17.2%) remain a concern due to the risk of ligament and cartilage damage in youth female players.

Hand injuries (10.3%) were mainly associated with goalkeepers and accidental impacts.

Preventive measures such as proprioceptive training, balance work, and neuromuscular warm-up

Site of injury  
87 responses



protocols can significantly reduce ankle and knee injury incidence.

### Type of Injury

Sprain: 41.4%

Strain: 21.8%

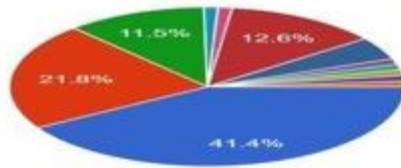
Overuse injuries: 12.6%

Others: remainder

Sprains accounted for the highest proportion of injuries, commonly involving ankle and knee ligaments. Strains mostly affected the hamstrings, quadriceps, and calf muscles, reflecting speed

and power-related actions. Overuse injuries (12.6%) suggest possible load mismanagement, poor recovery, or strength imbalance. This highlights the need for a structured warm-up routine, strength programming, recovery strategies, and load progression monitoring.

**Type of injury**  
87 responses



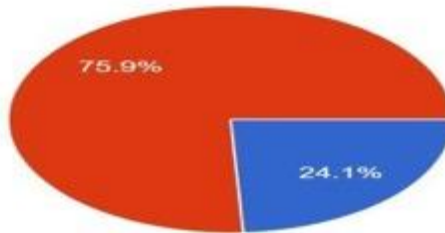
- Overuse injury
- Tightness
- Overuse injury
- Tear (2nd grade)
- Tear
- Plantar warts
- Muscle cramps
- SpRAIN
- Strain
- Concussion
- Contusion
- Fracture
- Laceration
- Abrasion
- Dislocation

**Mechanism of injury**  
86 responses



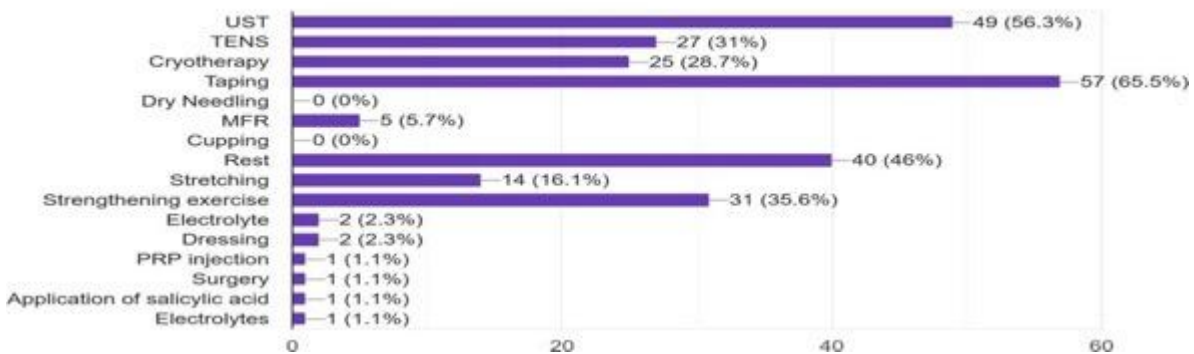
- Contact with another player
- Non-contact
- Slip/fall
- Tackle
- Jumping/ Landing
- Collision with object
- Unknown

**Reinjury**  
83 responses



- yes
- No

**Rehabilitation**  
87 responses



## Overall Discussion

The injury patterns observed at the Gelephu Girls Academy show consistency with global trends in youth female football. High-risk factors appear to be:

- Heavy training load in U17
- High-speed activities among forwards and midfielders
- Technical and jumping actions contributing to ankle/knee injuries
- Overuse injuries associated with repetitive workload and insufficient rest
- A multi-dimensional injury prevention strategy is recommended, integrating physical conditioning, recovery practices, neuromuscular training, and player education.

## Recommendations

### Training and Load Management

Monitor weekly training load using RPE, GPS, or session duration.

Implement structured recovery such as stretching, cooldowns, and hydration monitoring.

Avoid sudden spikes in training intensity.

### Injury Prevention Programs

Implement FIFA 11+ and neuromuscular warm-ups daily.

Add balance and proprioception drills to reduce ankle sprain incidence.

Strengthen hip, knee, and core muscles to protect the lower limb chain.

### Position-Specific Conditioning

Forwards: sprint technique, landing mechanics

Midfielders: endurance and lower limb strength

Goalkeepers: upper limb stability, diving mechanics

Defenders: agility, deceleration control

### Medical and Rehab Monitoring

Create individual rehab plans with follow-up screening.

Educate players on early symptom reporting.

## Conclusion

This detailed injury analysis provides valuable insights into the injury burden at the Gelephu Girls Academy. By understanding the distribution and nature of injuries, the academy can strengthen its injury prevention framework, enhance player longevity, and improve overall performance standards. Continued surveillance and evidence-based interventions will play a crucial role in safeguarding athlete well-being.

## 15.6 Report on physiotherapy, strengthening and conditioning activities at the Gelephu Girls Academy.

The Physiotherapy Department at Gelephu Girls Academy (GGA) plays a pivotal role in supporting the holistic development, health, and performance of all academy players. The primary focus is not only on rehabilitation and treatment of injuries but also on the prevention of injuries, enhancement of physical performance, and promotion of overall athlete wellness. Under the supervision of the academy Physiotherapist, a structured and progressive approach has been

implemented that combines rehabilitation, strength and conditioning, functional training, and recovery management. These programs are designed in alignment with the Bhutan Football Federation's (BFF) vision to nurture physically strong, injury-resilient, and performance-ready athletes. For the U15 category, considering their younger age and developmental stage, the training program emphasizes outdoor circuit sessions instead of conventional gym workouts. These sessions utilize basic gym equipment such as dumbbells, step-down platforms, and weighted plates, ensuring a safe yet effective training environment. The primary focus for this group is on core strengthening and stability, incorporating exercises such as Russian twists, planks, and crunches. This approach aims to develop fundamental strength, balance, and coordination, thereby preparing them for more advanced training in subsequent years.

---

### Strength and Conditioning Program

The strength and conditioning component is one of the major areas of focus at GGA. The physiotherapist oversees all gym-based activities for both U20 and U17 teams, ensuring that players receive age-appropriate, sport-specific physical training. The training sessions are designed to improve: Muscular strength and endurance, Speed and agility, Core stability and balance, Explosive power and coordination.

The gym sessions are structured using a station-based circuit format, alternating between upper and lower limb exercises. This ensures balanced muscle development, functional movement efficiency, and symmetrical strength gain. To ensure progressive adaptation, intensity, load, and volume are regularly adjusted according to each player's performance, age, and fitness level. Players are monitored closely to track strength improvements and to ensure correct movement execution.

### Player Education and Gym Familiarization

An essential initiative undertaken by the physiotherapist is educating players about proper gym techniques and safety protocols. Many players come from non-gym backgrounds; hence, building confidence and familiarity with equipment has been a key focus.

The physiotherapist has also developed visual and video-based learning materials that guide players on correct techniques for various exercises including inverted rows, sandbag lunges, leg press, lat pulldown, and cable rows. These have helped players gain a deeper understanding of body mechanics and improve their gym efficiency. Additionally, a strong focus is placed on balance and stability training, as these components are vital for injury prevention and overall athletic development. The sessions include balance exercises such as single-leg balance with eyes closed to improve proprioception and body control. To further advance stability and coordination, advanced balance training using BOSU balls is also incorporated into the routine. This integrated approach ensures a holistic development of players, emphasizing strength, stability, and recovery in alignment with the long-term athlete development framework.

### Recovery and Regeneration Practices

Recovery plays a critical role in athletic performance. The physiotherapy department ensures that all players follow proper recovery protocols to restore their bodies after intense training and competition.

### Rehabilitation and Injury Management

While the primary focus has been on performance enhancement, the physiotherapist continues to provide comprehensive injury management and rehabilitation services. This includes assessment, manual therapy, therapeutic exercises, and gradual return-to-play protocols. Each injured player is provided with a personalized rehabilitation plan, ensuring safe and effective recovery without compromising long-term health.

### Outcomes and Impact

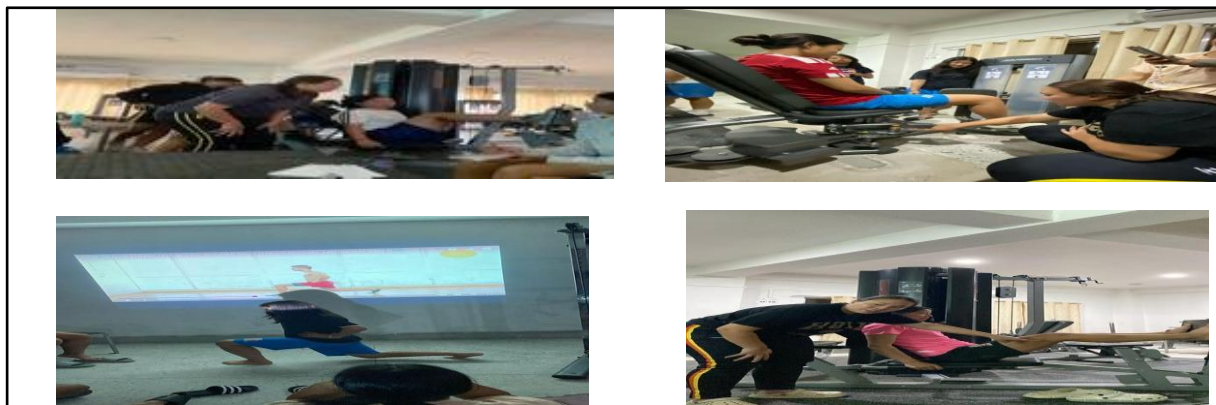
The physiotherapy and conditioning initiatives have yielded positive results: Noticeable improvement in player strength and endurance levels. Increased awareness and discipline towards recovery and gym habits. Greater player confidence and independence in using gym facilities and enhanced team fitness standards and performance readiness for matches

### Conclusion

The physiotherapy, strength, and conditioning program at Gelephu Girls Academy reflects a comprehensive, evidence-based, and athlete-centered approach. The department's efforts extend beyond treatment, aiming to empower young female athletes with the knowledge, physical strength, and recovery habits necessary to excel in football and sustain long-term athletic health. Through systematic training, player education, and proactive recovery strategies, the physiotherapist continues to contribute significantly to the development, performance, and well-



being of U20, U17 and U15 players at the Academy.



## Summary of Physical Findings – Gelephu Women’s Academy (U14, U17 & U20)

### **Pre- and Post-Intervention Assessment**

#### Under-14 (U14) Players

The U14 group showed consistent improvements across almost all physical performance indicators following the intervention program. Jump height and reach height both increased for nearly every athlete, highlighting better lower-limb power and coordination. Broad jump scores also improved, indicating enhanced explosive strength. Core endurance improved, as seen in higher plank and sit-up scores during the post-test. Sprint times in the 10m, 20m, and Yo-Yo tests reflected quicker acceleration and better aerobic fitness. Overall, the U14 athletes demonstrated positive development in speed, strength, and endurance—clear evidence that the training intervention was effective for this age group.

#### Under-17 (U17) Players

The U17 category showed notable strength gains, especially in squats, push-ups, and planks. Most athletes registered significant increases from pre-test to post-test, showing improvement in muscular endurance and stability. Similar progress was seen in sprint performance (5m, 10m, 20m, and 40m), where post-test times were faster, demonstrating better acceleration and speed capacity. Yo-Yo results indicated improved aerobic tolerance, suggesting enhanced conditioning and match-readiness. The consistency of improvement across strength and speed variables suggests that U17 players responded very well to the training stimulus, leading to well-rounded physical development.

#### Under-20 (U20) Players

The U20 group exhibited strong improvements in both power and endurance. Vertical jump values increased for most players, reflecting improved lower-limb explosiveness. Upper-body and core strength improved, as seen in higher push-up and plank scores in the post-test. Yo-Yo scores also increased noticeably, showing better stamina and recovery capacity. Sprint tests (10m and 20m) revealed faster times, indicating enhanced acceleration and speed performance. As the oldest group, the U20 players showed mature and balanced progress across all measured areas, meaning the training intervention strengthened their overall physical profile and readiness for competitive match demands.

## **17. INFRASTRUCTURE DEVELOPMENT**

### *17.1 Inauguration of BFF Head Office & Training Centre*

His Royal Highness Dasho Jigyel Ugyen Wangchuck, the President of Bhutan Olympic Committee, Vice President of the Olympic Council of Asia and IOC Member along with the President of the Bhutan Football Federation Dasho Ugen Tsechup inaugurated the new headquarters and the technical centre building of the Bhutan Football Federation at Babena, Thimphu. The Head Office will now be the centre for all BFF Management and control. It will house the Competition department, Adm Department, the Finance Department and the Referee Department.



### 17.2 The new Artificial Turf at Bebena inaugurated.

The grand opening of the Bebena Artificial Turf and Floodlights was graced by the President of BOC HRH Jigyel Ugyen Wangchuck, President of the Bhutan Football Federation Dasho Ugen Tsechup, other dignitaries and the Bhutan Football Federation staffs.



The opening ceremony was followed by an exhibition match between the BOC Team and the BFF officials. The project is funded by FIFA Forward Project II at a cost of approx. USD 400,000.00

### 17.3 BFF Futsal Outdoor Pitches

The BFF finished its construction of 2 outdoor futsal ground at the Chalimithang Stadium. The project under the FIFA 1.0 was the last of the project under the FIFA 1.0. This is the first futsal outdoor ground to be built in Bhutan at the cost of USD 50,000 under the FIFA Forward project. The contractor for the project was M/s Acosa Infrastructure, Mumbai, India.



17.4 Renovation of Chalimithang National Stadium

The Chalimithang National stadium has been renovated to accommodate new offices for the media team as well as the upgrade on medical rooms. The changing rooms for players have also been done up with better toilet facilities. A conference room for pre match and post-match meeting has been made so that media can carry its work in a proper manner.



**18. OTHER INITIATIVES**

18.1 Climate Action Sensitization by the Bhutan Football Federation (BFF) during the Bhutan Higher Secondary School Championship

The Bhutan Football Federation (BFF) took a significant step towards promoting environmental awareness and action by integrating a climate action sensitization program into the Bhutan Higher Secondary School Championship which was held in Tsirang and Thimphu. The championship, which attracted thousands of attendees and a substantial online following of over 30,000, served as an effective platform for BFF to emphasize the critical need for environmental stewardship.

- Leveraging Sports for Climate Awareness

BFF utilized the visibility of the championship to promote climate action through bold messaging. Players holding jerseys prominently displayed slogans related to climate action, ensuring that the



## 18.2 Empowering Change: Celebrating Gender equality, Women in Sports, and Climate action

The Bhutan Football Federation (BFF) organized an inspiring program on Gender Equality and Women Empowerment during the Bhutan Higher Secondary School Championship focusing on Gender Equality, Women’s Empowerment, and Climate Action. This initiative aimed to foster awareness about gender equality and celebrate the remarkable achievements of women in sports while encouraging young minds to challenge societal norms and understand the vital role football plays in promoting climate action. The program was designed to emphasize the importance of these themes and engage the audience in meaningful discussions.

A short yet impactful video clip on women’s empowerment and gender equality was screened, illustrating the challenges women face and the collective responsibility to create an inclusive society. The highlight of the program was the presence of accomplished guest speakers:

- Suk Maya, a Senior Women’s National Player, shared her journey, discussing the obstacles she faced and the determination that led to her success.
- Sangita Mongar, the first female footballer to be awarded the woman of the match on an international level / another Senior Women’s National Player, delivered an empowering speech about her challenges, victories, and the lessons she learned along the way.
- Yeshe Bidha, also a Senior Women’s National Player, captivated the audience with her inspiring story of perseverance and achievement.

The audience was provided with an engaging opportunity to interact with the speakers. Students asked thought-provoking questions about overcoming societal expectations, balancing personal and professional goals, and the role of sports in empowering women. The guest speakers enthusiastically shared their insights, offering practical advice and encouragement.

Following a brief break, the program resumed with the final guest speaker, Choki Om, an Elite Female FIFA Referee, who joined online. She spoke passionately about her journey in the field of sports officiating and motivated the audience to break barriers and pursue their dreams with confidence.

The event concluded with a vote of thanks, acknowledging the Bhutan Football Federation, esteemed guest speakers, and an enthusiastic audience. Some interactions at the end with the participants saw the girls expressing their gratitude for this program and sharing what they learned from it. The Gender Equality, Women Empowerment, and Climate Action Program was an inspiring celebration of women in sports, leaving the audience with a renewed commitment to advocate for gender equality, break down barriers, and work toward a sustainable and inclusive future.



## 18.3 SAFEGUARDING CHILDREN ACTIVITIES



As usual, on 25<sup>th</sup> March 2025, BFF conducted a safeguarding session at Gelephu Girls Academy for the U-14, U-17, and U-19 girls. The session aimed to educate the players about safeguarding principles, their rights, and the importance of maintaining a safe environment. It began with a detailed presentation covering topics such as recognizing inappropriate behavior, understanding personal boundaries, and the processes for reporting any concerns. The players engaged actively during the session, demonstrating their interest and attentiveness.

A one-on-one discussion with the U-14 players was held to assess their understanding and provide a private space for them to share any concerns. These discussions revealed that the players had grasped the basic principles of safeguarding, with some players seeking further clarification on reporting mechanisms and sharing personal experiences.

The session was an essential step in fostering a safe and supportive environment for the players. To build on this foundation, it is recommended to conduct regular follow-up sessions, include interactive activities to reinforce the concepts, and ensure players are aware of the support systems available to them. Additionally, establishing a feedback mechanism for players to anonymously report safeguarding concerns and evaluating the effectiveness of the program will strengthen its impact. Continued efforts in this area will ensure that safeguarding remains a priority and contributes to the overall well-being of the players at Gelephu Girls Academy.

### 18.3.1 Fair Play

Fair play is a fundamental principle of the Clean Sports initiative, emphasizing the importance of maintaining fairness in all sports activities. The program advocates for adherence to rules, non-discrimination, and mutual respect among all participants, including players, coaches, and

officials. By instilling these values, the initiative seeks to uphold the integrity of sports and foster a respectful environment.

### 18.3.2 Anti-Doping

A significant component of the Clean Sports initiative is its focus on anti-doping. This involves educating athletes and stakeholders about the dangers of using performance-enhancing substances or methods. Doping not only poses serious health risks but also undermines the fairness of competition. The initiative emphasizes the need for athletes to protect their health and comply with anti-doping regulations to ensure a level playing field. Anti-doping measures are critical for safeguarding the health of athletes and maintaining fair competition. The initiative highlights the global effort to combat doping, with support from organizations such as the Department of Education and Skills Development. By adhering to anti-doping rules, athletes can compete in a safe and equitable environment, preserving the true spirit of football.

The program underscores the severe consequences of doping, which include health risks and potential bans from competition. Educating the players about these risks is vital to discourage the use of prohibited substances. The initiative aims to protect the fundamental rights of athletes and ensure that sports remain a positive and empowering influence in society.

During the Nationals of the Bhutan Higher Secondary Championship, 2025 | Nationals for U16 and U19(both Boys and Girls), in collaboration with the Department of Education and Skills Development, a session on anti-doping was held. Mr. Nima Gyeltshen, Director of the Department of Education Programmes and Anti-doping Specialist in the country, presented the history of anti-doping, the change in the trend of anti-doping, types of doping, fair play in sports, consequences of anti-doping and shared some invaluable stories of the past in sports around the globe regarding doping. This collaborative effort underscores the commitment to fostering a culture of fairness, respect, and equal opportunity in Bhutanese sports.

As part of the initiative, drug and alcohol tests were conducted every evening on campus, which was designated as a smoking-free zone. These measures ensured a safe and healthy environment for all players and the escort teachers, reinforcing the program's commitment to maintaining a clean and fair footballing atmosphere.

In summary, the Clean Sports initiative is dedicated to promoting fair play, respect, and anti-doping. Through comprehensive education and strict adherence to these principles, the program aims to ensure a healthy and fair sporting environment. The initiative's successful implementation during the Bhutan Higher Secondary School Championship 2025 reflects its potential to be a positive force in sports, fostering integrity and respect across all levels of competition in future.



## 18.4 Report on Integrity Initiatives by the Bhutan Football Federation (BFF)

### 18.4.1. Integrity-Related Events Organized by BFF

The Bhutan Football Federation (BFF) has undertaken significant initiatives to promote integrity in football during the reporting period.

**Advocacy Sessions with Clubs:** Before the commencement of tournaments, BFF met with all football clubs, including players, coaches, and management teams. During these sessions, advocacy on match-fixing and manipulation was conducted. Topics included how match-fixing occurs, the importance of integrity in football, and ongoing efforts by FIFA, AFC, and BFF to combat these issues.

### 18.4.2. Education Initiatives with Football Stakeholders

BFF has prioritized education for football stakeholders to ensure awareness and commitment to ethical conduct:

**Advocacy for Clubs, Referees, and Officials:** Educational sessions were conducted with all football clubs, referees, and officials. These sessions focused on the risks of match-fixing, the significance of maintaining integrity in football, and the role of stakeholders in safeguarding the sport.

### 18.4.3. Revised Regulations and Procedures

To reinforce integrity, BFF implemented the following measures:

**Integrity Bond:** All football clubs, players, referees, and officials were required to sign an Integrity Bond. This bond commits them to abstain from match-fixing or manipulation. It also outlines the consequences of violations, which include being dealt with under FIFA, AFC, BFF regulations, and the Royal Government of Bhutan's judiciary.

### 18.4.4 Suspicious Matches

BFF monitored all matches both on the field and with the assistance of Genius Sports Integrity, which provided detailed match reports for suspicious activities.

**Match-Fixing Incident:** During the BOB Bhutan Premier League 2025, Genius Sports Integrity flagged suspicious betting activities involving foreign players from Samtse FC. Upon receipt of the integrity alert, the Bhutan Football Federation (BFF) immediately activated its integrity procedures.

At the initial stage, the only information available to BFF was the Genius Sports integrity report, with no additional supporting evidence. In order to ensure due process and avoid any premature or unfounded allegations, the BFF Integrity Division adopted a professional, cautious, and non-

accusatory approach. Before initiating any internal investigation, BFF formally wrote to the AFC Integrity Unit seeking guidance on how to proceed appropriately.

In its official correspondence, BFF requested advice on:

- Appropriate procedures for initiating a discreet preliminary integrity inquiry
- How to approach players, club officials, or other stakeholders to collect information without implying wrongdoing
- Recommended protocols and best practices to ensure fairness, confidentiality, and compliance with AFC integrity standards

BFF emphasized its commitment to safeguarding the rights, welfare, and reputation of all individuals involved while maintaining the integrity of the competition.

The AFC Integrity Unit responded positively, acknowledging BFF's proactive approach and offering to arrange a consultation call on 14 July 2025 to better understand the situation. The AFC also shared the FIFA Integrity Handbook, highlighting relevant guidance on conducting preliminary integrity investigations.

Subsequently, before any interview could be conducted, Mr. Yuya Kuriyama, a foreign goalkeeper of Samtse FC who had been identified for an informal integrity interview, left the club and departed Bhutan. BFF immediately informed the AFC Integrity Unit of this development, noting that a planned unofficial meeting during a league match could not take place due to his sudden departure.

In response, the AFC Integrity Unit expressed concern regarding the timing of the player's departure, particularly as Samtse FC still had remaining fixtures in the competition. The AFC advised BFF to:

- Seek an official explanation from Samtse FC regarding whether the player's departure was approved by the club
- Consider the matter for monitoring at the international level
- Liaise with FIFA Integrity if necessary

BFF is actively working with national authorities to enhance integrity policies:

**Policy Development:** In collaboration with the Government of Bhutan, BFF is drafting a comprehensive integrity policy. This policy is expected to be finalized and implemented by next year, further strengthening the regulatory framework against corruption in football.

The Bhutan Football Federation remains committed to safeguarding the integrity of football. By organizing advocacy sessions, educating stakeholders, enforcing stricter regulations, and collaborating with national and international authorities, BFF has taken significant strides to uphold ethical standards in the sport. Future initiatives will focus on finalizing the integrity policy, expanding education efforts, and maintaining vigilance against emerging threats.



### 18.5 Football for Climate Change

The report on the “Football for climate change” initiatives by Bhutan Football Federation in collaboration with Bhutan Trust Funds to advocate the climate action by utilizing the football as a means to communication the relevant and paramount matters regarding the climate change. This report consists of all detail regarding the tournaments as well as mileages provide by Bhutan football federation for the charity fund provide by the Bhutan Trust fund.



The “Football for climate actions” has been one of most profound endeavor carry out Bhutan football federation in collaboration with an environment organization “Bhutan Trust Fund”. This project had been centralized over capturing the essence of climate action among the Bhutanese audience and we believe that we have achieve that through constant and clinically curated message deliver to our audiences/ fans. It can be implicated that this campaign has been a pioneering event that has foster the urgencies of climate action not only among the Bhutanese people but also to the international audience through our live telecast.

### 18.6. High Conservative Values Program

In a groundbreaking collaboration with WWF-Bhutan, the Bhutan Football Federation hosted the High Conservation Values Football Championship at Changjiji Academy. This unique 5-a-side tournament brought together 30 participants, divided into six teams:

HCV 1: Species Diversity

HCV 2: Landscape-level ecosystems and ecosystem mosaics and Intact Forest Landscapes

HCV 3: Ecosystems and habitats

HCV 4: Ecosystem services

HCV 5: Community needs

HCV 6: Cultural values, each named after a High Conservation Value Areas.

With thrilling matches and an incredible display of sportsmanship, the final showdown saw HCV 3- Ecosystems and habitats - dominate with a stunning 6-2 victory over HCV 2 - Landscape level ecosystems. The event was graced by officials from WWF-Bhutan, BFF, and other dignitaries, with Hon'ble Minister for Energy and Natural Resources as the chief guest.



### 18.7 BFF Champions Workplace Wellness

Bhutan Football Federation is introducing two days menstrual leave for its employees. This new policy is part of our commitment to creating a supportive and inclusive work environment, ensuring the well-being of all our staff and everyone involved with the Federation. Recognizing that menstrual health is an important aspect of overall well-being, BFF has implemented this leave to provide employees with the necessary time off during their menstrual cycle, allowing them to manage their health without the added pressure of work-related concerns. This decision is also in line with our values of promoting equality, fostering a healthy work-life balance, and ensuring that all individuals have the support they need to perform at their best.



## 18.8 FIFA FORWARDS AWARD 2025

Bhutan Earns a Silver at FIFA Forward Awards 2025 for Infrastructure Excellence at the Executive Summit in Miami, USA. A proud moment for Bhutanese football. The Bhutan Football Federation has been awarded Silver in the inaugural FIFA Forward Awards for Asian Member Associations for its impactful infrastructure development and the Construction of Four Artificial Pitches across the country.



## 18.9 MOU Between BFF and FAT

Bhutan Football Federation and Football Association of Thailand Sign Historic MoU in celebration of the King of Thailand's Visit to Bhutan Thimphu, Bhutan. This marks a significant step toward enhancing regional collaboration in football development. The MoU was officially signed by Dasho Ugen Tsechup, the President of the Bhutan Football Federation, and Ms. Nualphan Lamsam, the President of the Football Association of Thailand. The MoU signifies a shared commitment to fostering stronger ties between the two football associations, focusing on technical cooperation, capacity building, youth development, and mutual support in football administration.



## 18.10 25 Years of FIFA Membership celebration

On July 31, 2025, the day Marked the 25 remarkable years of Bhutan's membership with FIFA. The celebrations came alive at the iconic Changlimithang Stadium with the unforgettable Legends Match, a true showcase of passion, legacy, and unity through football. To commemorate a glorious

25 years of Bhutan's membership in FIFA, the Bhutan Football Federation hosted an electrifying Football Carnival Festival at the iconic Changlimithang Stadium, a celebration of football, fun, and community like never before! The stadium came alive with vibrant energy as fans of all ages participated in a variety of engaging football-themed activities, including Foot-Golf, Target Breaker, Tire Target, Juggle Walk, Dribble Monster, Teq Ball, Goal-den Basket, Head-to-Head, Footy Face-Off 1v1, and Foot Balling. It was a day of smiles, skills, and shared passion for the beautiful game. The President of the Bhutan Football Federation, Dasho Ugen Tsechup and other esteemed executive members graced the carnival, adding prestige and inspiration to an already unforgettable celebration. This carnival not only celebrated our 25-year journey with FIFA but also reflected the growing love and excitement for football across the nation. A day to remember and a future to look forward to.



### 18.11 FIFA Digital Education Program

Bhutan joins FIFA Foundation's groundbreaking Digital Education Programme Over the next three years, more than 400 primary schools and 77,000 students across Bhutan will benefit from innovative learning through football, technology, and robotics. This joint initiative between the Ministry of Education and Skills Development, the Bhutan Football Federation, and the FIFA Foundation will empower children with essential life skills, creativity, and problem-solving tools to thrive in the future.



