



## Hon'ble Lyonpo's Message

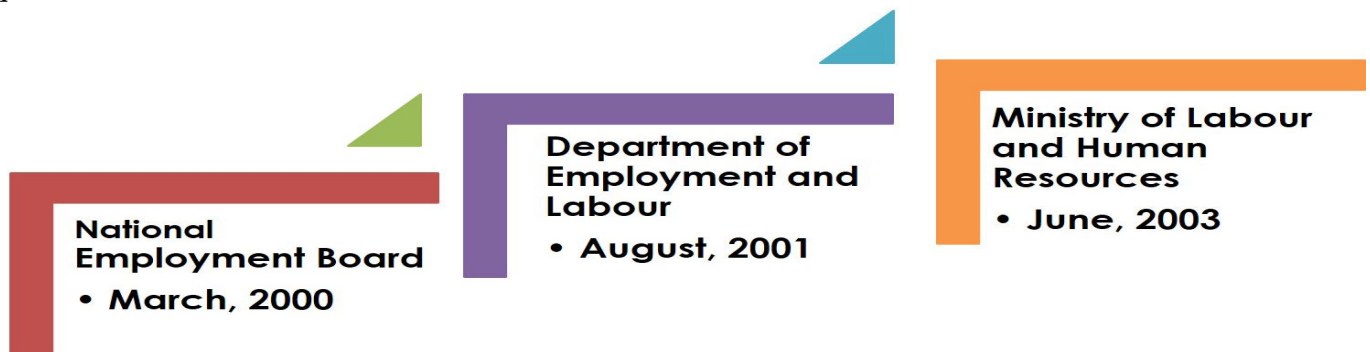


Greetings and warm welcome to our very first issue of quarterly newsletter designed especially for readers who are interested and keen to be aware of the happenings and gain valuable information pertaining to the Ministry of Labour and Human Resources. In order to keep abreast of the latest news and announcements and ensure that you are informed and updated, the Ministry have decided to publish a newsletter on a quarterly basis.

In this issue, you will find out about what has been happening in the Ministry during the last three months (July-September) along with descriptions and photographs of the events. I hope you enjoy this first issue.

## Milestones of Layog Lhenkhag

We would like to bring out a brief history of the Ministry to our readers and this will be continued in every quarter's issue.



The Ministry of Labour and Human Resources was established on June 13, 2003, vide Cabinet Order no. LZ 02/03/933 upon merging of the erstwhile National Technical Training Authority (NTTA) and the Department of Employment and Labour.

The NTTA was established in May 1999 with the mandate to develop a vocational education and training (VET) system in order to produce skilled and productive workforce for the kingdom. To achieve its objectives, the NTTA was required to plan, coordinate, regulate, support, and where needed, implement vo-

national education and training. Prior to the formation of the NTTA, all TVET related activities were administered by the TVET Section under the then Ministry of Health and Education.

The emerging problem of youth unemployment in the late 1990s led to the formation of National Employment Board in March 2000, which evolved into Department of Employment and Labour (DEL) under the then Ministry of Health and Education in August 2001.

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## Towards New Achievements for FY 2017-18



This is mainly because the Regional Offices are representatives of the Ministry and perform duties and provide services related to all Departments under the Ministry. Major thrust areas of the Ministry's APA are to maintain full employment at 97.5% as per 11<sup>th</sup> FYP target, facilitate 120 new business start-ups, train about 930 candidates through various skills development programs, introduce National Diploma in Technical Education, and to ensure 65% of the employees of private and corporate sectors have PF scheme.

The Annual Performance Agreement (APA) for the Fiscal Year 2017-18 was signed between Hon'ble Prime Minister, Dasho Tshering Togay and Hon'ble Lyonpo, Ngeema Sangay Tshempo on August 4, 2017 at the Convention Centre, Thimphu.

The APAs between Secretary and Director General, Directors, Regional Directors and Secretariat were also signed in presence of Lyonchhen.

As a change from past practice, starting from this financial year, the Regional Directors signed their respective APAs with Secretary.

Hon'ble Lyonchhen, in his address during APA Signing Ceremony said,

“Your work is very important. And the results of your works have far reaching consequences for our country and our people.”

Lyonchhen further mentioned that the Ministry's service vibrates not only to the nation but also to the youths who get skilled and employed.

## Inaugural of the new College of Rigney, Trashiyangtse

The College of Rigney, Trashiyangtse heartily welcomed its very first batch of students on August 26, 2017 with offering of Tashi Khadhar by Hon'ble Lyon-

trades, which will be at certificate level to be awarded by the ministry and then three years of rigney program. The curriculum for rigney program will be adopted



po, Ngeema Sangay Tshempo at Trashiyangtse Institute of Zorig Chusum.

The new batch consisting of 12 Bhutanese students (six men and six women) will study for four years: one year of zorig chusum program in *Lhadri, Patra* and *Jimzo*

from the College of Language and Cultural Studies (CLCS), Taktse and will be similar to the one being offered by them.

The degree will be awarded by the Royal University of Bhutan (RUB).



The first batch of the College of Rigney.

# National Graduates Orientation Week, 2017

The best part of orientation is being able to partake in the program that has been desired for a long time. It is a wonderful opportunity for the graduates to interact with government officials, meet one another, hear and gather valuable information. The icing on the cake was when the graduates had an unforgettable Royal audience with His Majesty The King on August 13, 2017.

The program started with a briefing from the Ministry on the objectives and how to carry out oneself throughout the week. Thereafter, sessions by various agencies and ministries on various aspects of policies and socio-economic issues followed.

The main aim of this orientation program was to make graduates compatible with the current environment in the country and to mould them accordingly as they would be entering the world of work and facing challenges in life. The program really allowed many to come out of their shell and it was a platform that allowed everyone to grow.



Graduates take part in the Chief and House Councilors Election.



Hon'ble Lyonchhen with entrepreneur Chandrika Tamang showcasing her designs.

Graduates during the Driglam Namzha practical session.



Councilors await for the guests.



Lama Shenphen speaks on mindfulness.



Inspirational talk given by NGOs like Bhutan Toilet, Clean Bhutan, and by young entrepreneurs from I-Hub, Druk Ride and Youth in Agriculture Programme.



Councilors meeting held at end of every day.



Graduates visit the stalls during the break.



Winners with the souvenirs of the lucky draw.

# ALL ABOUT PASSION, PURPOSE AND PERSERVERANCE

In this issue, we are glad to bring out different profiles of those successful entrepreneurs who have turned their passions and desires into successful and impactful organizations contributing to the society. The main objective of such coverage is to recognise the hardworking entrepreneurs and inspire other youths to take up entrepreneurship for both self-employment and to generate jobs. Finding a winning idea and building a company with that idea in mind is worth pursuing.

## Buddhist Art



Having earned a diploma in Arts and crafts from the National Institute for Zorig Chusum (NIZC), Kinzang Chojay's determination to institute a business had further accentuated his zeal and enthusiasm to establish a unique business that shares a close relation to its tradition and culture. The long aspiring dream was made

true when he got the opportunity to take part in entrepreneurship skills development training conducted by the Ministry of Labour and Human Resources in 2010.

He started Buddhist Art in 2011 with a capital of Nu. 380,000 funded by the Royal Insurance Corporation of Bhutan Limited. The primary focus of the business is on the Thirteen Arts and Crafts of Bhutan with emphasis on the painting mechanism such as Thangka and contemporary painting related to Bhutanese culture.

He has recruited ten skillful employees who are also graduates of NIZC. To supplement the supply of the painting related materials, twenty

more experts are being employed as a freelance workers to meet the demand of the market which includes apart from Bhutan, Taiwan, Hong Kong, China, and Singapore. The total sales turnover amounts to Nu. 10-20 millions annually.



## Eco Waste Solution



Dhan Kumer Shyangden's Eco Waste Solution (EWS) focuses on providing integrated solution to waste management service with zero-waste strategy, involving focus on waste segregation at source, aimed at creating conducive environment for recyclers and to reduce disposal at landfills. Employees of the EWS collect wastes in Wangdue Phodrang, Punakha and Phuentsholing.

He completed 1<sup>st</sup> year MBA and did entrepreneurship training through MoLHR. Then in 2016, he started the company with financial support from MoLHR, Loden Foundation and Bhutan National Bank. EWS governs on principle of 4Rs; Reduce, Reuse, Recycle and Recover.



Regular collection of wastes.

The major challenges that he faced was sourcing adequate capital for the business and finding the right people for the work. EWS currently has 12 employees and its annual sales turnover amounts to Nu. 2 millions.

## Bhutan Herbal Tea



"I have always wanted a career in which I would be able to be my own boss and to have the flexibility to bring forth the innovation and enhancement," Sonam Chokie said.

A graduate with a degree in Law has started Bhutan Herbal Tea venture in 2017 with five employees and a capital of Nu. 2.4 million from Business Opportunity and Information Centre (BOIC).

She has undergone training in entrepreneurship conducted by MoLHR and in self-employment program conducted in collaboration with BOIC. Bhutan Herbal Tea is a herbal tea bag cultivated and harvested by the local Bhutanese

farmers from locally sourced ingredients. Her tea products are sold out in almost all the 20 dzongkhags. She operates from Shaba, Paro. Total annual turnover is Nu. 450,000 million.

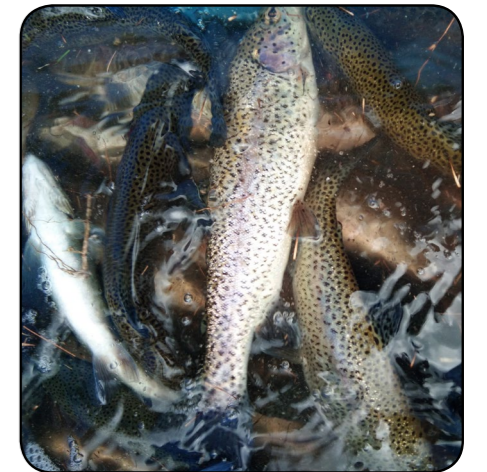
*"You need to have the passion for your work and then the patience to see it unfold, and only then you will get your payment (reward) for all the hard work plus the time invested."*

## Tsangchu Trout Farm

*"Entering into an entrepreneurial world is not an easy task. It requires lots of patience, focus and persistence."*



In order to produce fresh trout for a healthy habit, Tsheltrim Zangpo introduced trout farm in Haa. Currently, the fresh trouts are marketed in Thimphu only but there are plans to market in other dzongkhags as well. After completion of comprehensive entrepreneurship course conducted by MoLHR and with a capital of Nu.17.6 million from Business Opportunity and Information Centre (BOIC) he started his business in 2016.



Fresh trout fish raised in farm.

## The Green Road



In a move towards building environment friendly roads and to help implement the zero waste strategy of the country, Rikesh Gurung, a civil engineering graduate started The Green Road with support of Nu. 5.4 million from Business Op-

portunity and Information Centre (BOIC) in 2014. He has 23 Bhutanese employees working with him.

The main raw material is plastic wastes which is processed to black top the roads. So far, 130 tones of plastic wastes have been collected from Memelhaka landfill. Soon in November this year, he and his team will be carrying out its first big project where some 80 kilometers of road connecting Haa to Samtse will be black topped using about 500 tones of plastics. "One thing I like most about entrepreneurship is that almost every single day brings

a new adventure," Rikesh said.



Men at work.

## Situational Need Analysis : MoLHR and ITEES, Singapore



**SNA Meeting chaired by Hon'ble Labour Secretary.**

A team from ITE Education Services (ITEES), Singapore led by Mr. Lim Boon Tiong, Director (Asia), along with four Technical Education Consultants conducted Situational Need Analysis (SNA) for four days (29<sup>th</sup> August to 2<sup>nd</sup> September, 2017) in collaboration with the Department of Technical Education, MoLHR. This program was conducted in line with the MoU signed between ITEES-Singapore and MoLHR on 15<sup>th</sup> May, 2017 in presence of His Excellency Dr. Vivian Balakrishnan, Foreign Minister of Singapore and His Excellency Lyonpo Ngeema Sangay Tshempo. The Foreign Minister was on his official visit to Bhutan in the month of May, 2017.

The SNA was conducted for in-depth understanding of Technical and Vocational Education and Training (TVET) system in Bhutan, and to identify the gaps of TVET institutions and prepare project proposal to address the gap for collaboration in the following areas:

1. Automobile
2. Facility Management and Refrigeration and Air-Conditioning
3. Beauty and Wellness
4. National Diploma in Technical Education

Both MoLHR and ITEES agreed that for a start, the parties could explore collaboration in the following two areas:

- a) Capacity development of TVET Leaders and Trainers; and,

- b) Establishment of a high performing TVET institution as a model for other institutions to emulate.

Relocation of TTI-Thimphu to a new campus was identified for their technical assistance in molding it into a model institute for other institutes to emulate in future. The team visited few relevant public and private training institutes and met with relevant stakeholders including industries to collect first hand information on the current labour market need and gap.



**Visit to TTI-Thimphu.**

## Three Power Training Courses Launched at JWPTI

To expedite and accelerate building of skilled human resources for the power sector, three power training courses were launched on September 5, 2017 at Jigme Wangchuck Power Training Institute (JWPTI) - Dekiling, Sarpang.

The courses include one long-term and two short-term courses; Transmission and Distribution Lineman (14 months), Underground Power Cable Trenching, Laying and Termination (eight weeks) and Repair and Maintenance of Transformer (eight months).

The first batch of 40 trainees comprising of four women and 36 men consisting of both pre-service and in-service candidates will undergo the training.

About 40 courses are in the pipeline which will be introduced phase by phase.



**Hon'ble Lyonpo with the trainees of three power training courses.**

## Milestones of Layog Lhenkhag

*From Page 1.*

The DEL was primarily responsible for functions related to employment promotion, labor market information, human resource development for the private and corporate sectors, labor protection, and labor relations.

The Ministry of Labour and Human Resources works towards the vision for a nation where all its citizens have the opportunity for a gainful and quality employment characterized by harmonious and productive relationships in the workplace and the broader community. The vision is promoted through its engagement in the formulation and implementation of policies related to employment, human resources development and labour, which are directed towards improving the working and living standards for all people engaged in the world of work.

The above functions are delivered through four line Departments and supported by the Directorate Services, and the Policy and Planning Division.

They are: i) Department of Labour, ii) Department of Employment and Human Resources, iii) Department of Technical Education, and iv) Department of Occupational Standards.

The activities of the Departments are strategically grouped into four major programmes, which are all geared towards facilitating job seekers access to employment opportunities.

In addition to the four departments, the various services of the Ministry is delivered throughout the country through its four regional offices located in Samdrup Jongkhar, Phuentsholing, Gelephu and Trashigang Dzongkhags.

### OUR VISION

A Nation where all its citizen have the opportunity for a gainful and quality employment characterized by harmonious and productive relationship in the workplace and the broader community.

### OUR MISSION

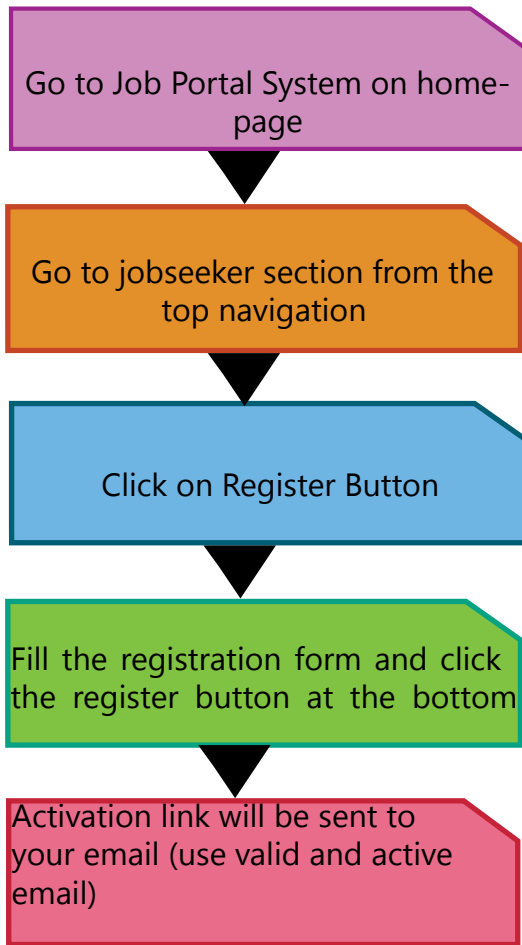
To facilitate human resource development for economic development and to ensure gainful employment for all Bhutanese workforce.

### MANDATE OF THE MINISTRY

The Ministry is mandated to ensure:

- Employment promotion through a provision of an effective employment service system and facilitating job creation;
- Improved working conditions and living standards for all people engaged in the world of work;
- Social welfare of the unemployed and the retired employees of the agencies outside the civil service sector; and,
- Availability of adequate human resources both in terms of number and quality to facilitate sustainable socio-economic development of the country.

# Jobseeker Registration Process in Job Portal System



## OBJECTIVES

- Registration and profile management
- Receive job notifications
- Avail any employment/training schemes of MoLHR

## KEY MESSAGE TO OUR YOUTH

*Before looking for job, acquire atleast one skill. Do not think of working in the office as simple staff to earn only few thousands and waste your life but become a skilled worker and earn millions.*



### Published by :

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