



## 4th TVET Winter Camp Begins

Wangchuk, Department of Technical Education



The 4<sup>th</sup> Technical and Vocational Education and Training (TVET) Winter Camp themed “*One Youth, One Skill*” commenced on January 3, 2018 at Jigme Wangchuck Power Training Institute (JWPTI) – Dekiling, Sarpang. This year, 114 (Male-58, Female-56) of class IX students from 13 central schools of southern and central dzongkhags are participating in the camp.

The objectives of the event are to improve the societal image of TVET and create awareness among the school students of TVET as a viable career path.

The participants will be given hands on skills experiences in the trades like Carpentry, Electrical House Wiring, Masonry, Plumbing, Welding, Home Appliances Repair and Maintenance, *Tshemdru* (Embroidery), Slate Carving (*Dhokae*), *Lhadri* (Painting) and Mushroom Plantation (Kitchen Gardening).

They will also be provided with information on available skills programmes in Technical Training Institutes (TTIs) and Institutes of Zorig Chusum (IZCs), employment opportunities, Labour laws and regulations, Bhutan Vocational Qualifications Framework (BVQF) and Lifelong Learning.

The first TVET Winter Camp was initiated in 2015 by the then-Department of Human Resources, MoLHR at Technical Training Institute-Rangjung and is an annual event. The camp ends on 21<sup>st</sup> January.

### (Summary of TVET Winter Camp)

Year	Number of Participants		Total
	Male	Female	
2015	51	44	95
2016	65	47	112
2017	74	43	117
2018	58	56	114

Entire family of the Ministry of Labour and Human Resources wishes everyone a **Happy New Year.**

### Inside this Issue

- 2-3 Milestones of Layog Lhenkhag
- 3 Appointment of New Director
- 4 Acquiring of Skills in Sakteng and Successful Booming of SSDP
- 5 ICT for Better Service Delivery and 2017 Civil Service Awardees
- 6 Additional Skills for Observers
- 7 14th Skills Competition
- 8 Industrial First Aid
- 9 Skilled Supervisor Training for Industry Focal Persons
- 9-11 Safety and Health at Work
- 11 Competency Based Curriculum Developed for Tourism and Hospitality Sector

# Milestones of Layog Lhenkhag: Continuation from 1st Quarter's Issue

Jigme Samdrup, Policy and Planning Division



## DEPARTMENT OF LABOUR

The former Department of Employment and Labour (DEL) was bifurcated into two independent departments to establish the Ministry of Labour and Human Resources in 2003. While the responsibility of employment promotion and facilitation of DEL was entrusted to the Department of Employment, Department of Labour was assigned with the responsibility of labour administration in the country. Labour administration is guided by the labour administration policy and the Labour and Employment Act of the Kingdom of Bhutan, 2007 and its Regulations.

**Vision:** A nation with just and fair labour administration system promoting GNH.

**Mission:** To promote and protect the wellbeing of both the employers and employees through sound labour policy, labour relations management, tripartism, social protection and healthy and safe working conditions.

The Department delivers its services in the areas of labour protection, social protection, foreign workers administration, and labour relations through the following four divisions:

- 1) Labour Protection Division;
- 2) Social Protection Division;
- 3) Foreign Workers Division; and,
- 4) Labour Relations Division.

## DEPARTMENT OF OCCUPATIONAL STANDARDS

The erstwhile NTTA was bifurcated into the Department of Human Resources and Bhutan Vocational Qualifications Authority (BVQA) in 2003 to establish the Ministry of Labour and Human Resources. This bifurcation was rationalized to remove the conflict of interest between delivery and regulation functions of the NTTA as well as in line with the international best practices. Later in January 2006, BVQA was renamed as the Department of Occupational Standards (DOS). DOS has undertaken regulatory functions of the NTTA comprising of developing and implementing Bhutan Voca-

tional Qualifications Framework (BVQF), National Competency Standards (NCS), National Assessment and Certification System for the TVET sector, and TVET Quality Assurance System (QAS).

**Vision:** Develop Competent Bhutanese workforce with internationally recognized TVET qualifications.

**Mission:** Achieve a unified TVET system through the development and adoption of Bhutan Vocational Qualifications Framework (BVQF);

Improve the quality and relevance of the TVET system through enforcement of Quality Assurance systems; and,

Facilitate and promote lifelong learning by linking TVET to Tertiary and Higher education.

## DEPARTMENT OF TECHNICAL EDUCATION

The Department of Human Resources was renamed as the Department of Technical Education (DTE) and was officially inaugurated on 20<sup>th</sup> April 2017.



This Department in particular is responsible for overseeing all aspects of Technical and Vocational Education and Training (TVET) and the Human Resources Development for the private and corporate sectors in the country. All its activities and programs are centered on the broad objectives of developing and implementing a national TVET system which can support development of skilled, productive and professional workforce that drives the country's socio-economic development.

As mandated, the Department has been implementing TVET programmes for out of school youth through its six Technical Training Institutes (TTIs) and two Institutes for Zorig Chusum (IZC) under its purview and also providing skills development through various alternative modes of trainings within its institutes and in collaboration with private training providers.

**Vision:** Become a leader in Technical and Vocational Education and Training (TVET) in the region.

**Mission:** To achieve a globally competitive workforce through a holistic TVET that creates a more cohesive society and secures a stable economic future for all citizens.

Towards fulfilling its vision, mission and mandate, DTE delivers its services through 1) TVET Professional Services Division; 2) TVET Promotion Division; and 3) TVET Institute Support Division.

### DEPARTMENT OF EMPLOYMENT AND HUMAN RESOURCES

The National Employment Board was established in January 2000, and in August 2001, it was converted into the Department of Employment and Labour (DEL). Later in June 2003, with the establishment of Ministry of Labour and Human Resources, DEL was bifurcated into the Department of Employment (DoE) and Department of Labour. While the Department of Labour took over regulatory functions of DEL, DoE was entrusted with the overall responsibility of employment facilitation in order to condense unemployment issues in the country.

On 20<sup>th</sup> April 2017, the Department of Employment and Human Resources (DoEHR) was created upon merging of the Department of Employment and the Human Resource Development Division (HRDD) of the Department of Human Resources.

**Vision:** Every Bhutanese labour force attains full, decent and productive employment.

**Mission:** Promote and facilitate gainful employment through provision of effective employment services.

The Department delivers its services through 1) Employment Services Divisions; 2) Labour Market Information and Research Division; 3) Entrepreneurship and Self-Employment Division.

### REGIONAL OFFICES

In keeping with the Ministry's increasing mandate in the areas of employment facilitation and labour administration in the country and also in line with Ministry's plan to increase access to its services, four regional offices were established in Trashigang, Samdrup Jongkhar, Gelephu and Phuentsholing regions. The Regional Offices function as the arm of the MoLHR and implement activities in each region on behalf of the Ministry.

## New Director Joins the Department of Technical Education

**Sonam Choden, Policy and Planning Division**



Mr. Norbu Wangchuk joined the Department of Technical Education (DTE), Ministry of Labour and Human Resources as the new Director on 19<sup>th</sup> December 2017.

Before joining DTE, he served as the Chief Planning Officer of Planning Monitoring and Coordination Division (PMCD) under the Gross

National Happiness Commission Secretariat.

The entire family of the Ministry of Labour Human Resources heartily welcomed the new director and we look forward to working with him.

# Acquiring Skills at Sakteng

*Wangchuk, Department of Technical Education*



## Villagers of Sakteng learning tailoring skills

The non-availability of basic services like tailoring, hairdressing, house wiring and home appliances repair caused lots of inconveniences particularly to the civil servants, RBP personnel and corporate employees posted in Sakteng. And also people in Sakteng depend on the people based at Trashigang and beyond for almost all those basic facilities and services.

In view of this, vocational skills development seemed to have be-

come very crucial for the capacity building in Sakteng to reduce its dependency on others. Therefore, the Regional Office, MoLHR, Trashigang organized the three months long tailoring training at Sakteng, Trashigang which commenced from 10<sup>th</sup> October 2017 and ended on 9<sup>th</sup> January 2018.

The training is provided under the Village Skills Development Program (VSDP) and has 37 participants including house wives, school dropouts and villagers of

Sakteng.

The training program is expected to not only develop capability and supplement income for the highlanders but also mitigate rural-urban migration and revitalize the relationship amongst the community in Sakteng.

Meanwhile, similar trainings are being conducted for 69 participants in Samdrupjongkhar, Samtse and Shompangkha, Gelephu in tailoring and salon.

## Successful Booming of Special Skills Development Program (SSDP)

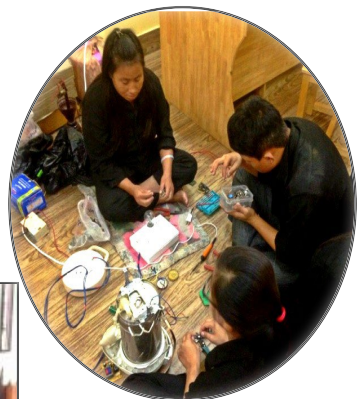
*Wangchuk, Department of Technical Education*

25 monks from Daga Trashiyantse, Lhamoizingkha and Dagapala Dratshangs participated in the hair cutting training for a duration of two weeks. Trainees were provided with training equipment and daily subsistence allowances by the MoLHR. The training ended on 5<sup>th</sup> December 2017.

47 spouses of armed force personnel are undergoing three months basic skills training at Pelrithang, Gelephu in coor-

dination with the Project HOPE (Home Ownership Project Endowment), under His Majesty's Secretariat in trades such as tailoring, cooking, baking, home appliances repair and salon. The training will end on 12<sup>th</sup> January 2018.

Similar trainings are ongoing at Damthang, Haa, Dewathang and Sipsu. About 177 spouses of armed force personnel are participating in the program.



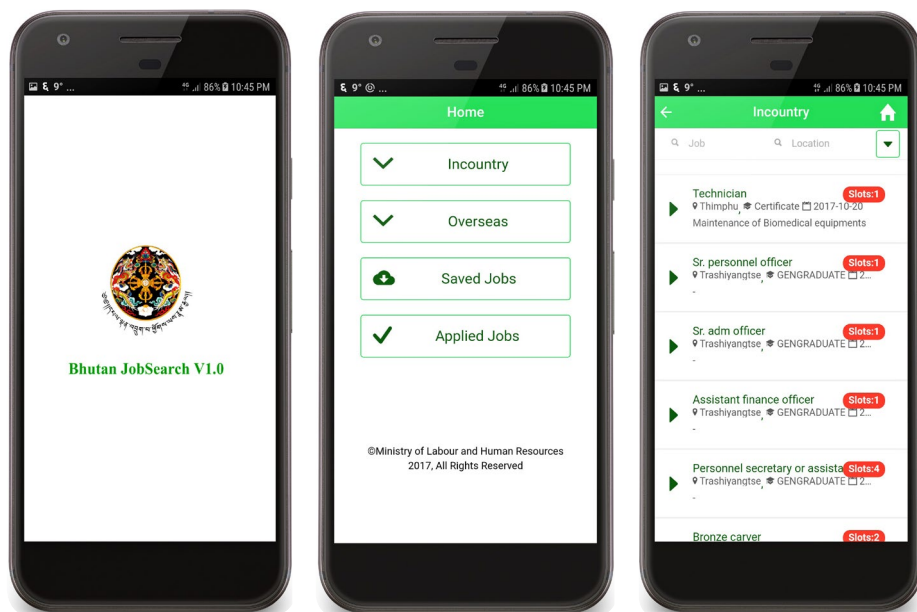
**Participants acquiring skills in various skill trades**





# ICT for Better Service Delivery

**Kuenzang Lhadon, ICT Division**



**Homepage, Menu and Job Vacancy in JobSearch App**

Information and Communication Technology (ICT) division plays a pivotal role in the Ministry's services and therefore the ICT officials as a team worked together on different ICT projects of the Ministry such as network revamp, website redevelopment and JobSearch App aligned to the Ministry's vision. The JobSearch App improves the service delivery of the Ministry to the job seekers by

consolidating all the job vacancy information in one place.

The App has the following features:

1. Displays jobs by categories, qualification required and location;
2. Shows number of vacancies in each job category;
3. Shows the deadline for application and information on where to

apply;

4. Provides social sharing buttons;

5. Job information can be saved offline to view later without the need of Internet;

6. Registered job seekers can apply for jobs through the App for Direct Employment Scheme (DES) of the Ministry by just giving the job seeker ID and CID;

7. List of jobs for which a job seeker has applied for are saved in 'Saved Jobs' and shows the date on which they are submitted;and,

8. Jobs that job seekers applied for are saved only on successful application and are notified of error if there is problem in submitting the application.

The web version of the app is also available on [www.molhr.gov.bt](http://www.molhr.gov.bt)

## 2017 Civil Service Awardees

**Ugyen Tenzin, Human Resource Division**

This year, the Ministry of Labour and Human Resources recognized 46 employees for the Civil Service Award.

To honor that, Hon'ble Dasho, Sonam Wangchuk, Secretary of the Ministry of Labour and Human Resources awarded medals and certificates on their recognition on 11<sup>th</sup> December 2017 at the Civil Service Award Ceremony and extended sincere congratulations and best wishes for their dedicated service to the country and its people.

Of the 46 employees, two received

gold medals, three received bronze medals and 37 received silver medals. Four of them received lifetime (superannuation) award.

Out of 46, 12 are women and 34 are men.



**20 Recipients of the Civil Service Award with Hon'ble Secretary at the Ministry, Thimphu**

# Additional SKILLS for Observers

Wangda Dorji, Department of Occupational Standards

This was an eye opener for the twelve winners of the 13<sup>th</sup> National Skills Competition from Bhutan who participated as an observers during the 44<sup>th</sup> World Skills Competition held in Abu Dhabi National Exhibition Centre, UAE from 14<sup>th</sup> – 18<sup>th</sup> October 2017.

During the event, observers were of the view that the Bhutanese could also compete in some of the trades like carpentry, restaurant service and electrical installation with proper guidance and practice.

The aim of the World Skills was to promote the image of the Skilled Workers and to provide a platform for the skilled workers and industries to meet in order to improve the world with the power of skills. The 44<sup>th</sup>

World Skills Competition had 52 trades for competition.

About 1300 competitors from the member countries participated in the event.

The winners of the World Skills are awarded Gold, Silver and Bronze medals. The World Skills International organizes the World Skills Competition every two years.

The strong message from the 44<sup>th</sup> World Skills Competition was

***“There is no economy without Skilled Workers.”***

The participation of the Bhutanese skilled workers was funded by Royal Government of Bhutan (RGoB) and OSD4CS Project of HELVETAS.



**MoLHR officials and winners of the 13th Skills Competition at World Skills Competition**



**Wall and Floor Tiling Skills testing**



**Autobody Repair of Vehicle at the competition**

## Objectives of the Visit

Encourage Bhutanese youth to take up TVET vocations.

Uplift the image of the TVET workers.

Take the responsibility of TVET Advocate in Bhutan.

Open up exposure to the TVET workers through such exposure.

Benchmark the skill levels of Bhutanese TVET workforce with those of international workforce.

Improve the organization of the skills competition back home.

Discuss on the way forward for becoming member of World Skills Organization.



# 14th Skills Competition

Rinchen Tshewang, Department of Occupational Standards



A total of 90 competitors gathered in the Royal Institute of Tourism and Hospitality (RITH), Motithang to display their skills in the trades they are fond of in the 14<sup>th</sup> Skills Competition themed “Our Skills, Our Future”. They competed in nine trades namely Brick and Tile Laying, Wooden Furniture Making, *Dozo* (Traditional Stone Masonry), *Patra* (Wood Carving), *Tsemdru* (Embroidery), *Lhadri* (Thangka Painting), Cooking, Housekeeping and Food and Beverage Services.

The competitions were conducted for a standard duration of 16 hours spread across the three days from November 6-8, 2017. The assessors evaluated the competitors based on the process and product (quality) of work, time, occupational health and safety and economic use of materials.

Of 90, 27 of them received cash prizes of Nu. 40,000 (First Position Holder), Nu. 30,000 (Second Position Holder) and Nu. 20,000 (Third Position Holder) along with Certificate of Merit each. Those who secured 60 percent and above were awarded Certificate of Competency and Certificate of Participation for those securing less than 60 percent.

The Department of Occupational Standards, Ministry of Labour and Human Resources in collaboration with Tourism Council of Bhutan conducted the three days skills completion.

This is an annual event of the MoLHR organized by the DOS. It has been adopted as one of the key strategies to promote the Technical and Vocational Education and Training (TVET) in the country. The Skills Competition was first initiated in 2003 by the then National Technical Training Authority (NTTA).

## OBJECTIVES

- To promote the image and status of skilled workers in the country;
- To showcase and celebrate the technical and vocational skills of our youth;
- To raise standards of excellence in technical and vocational skills;
- To promote collaborative efforts between the Technical and Vocational Education and Training (TVET) institutions, industry and relevant government agencies in the development of skilled workforce;
- To provide our skilled workers and trainees the opportunity to assess their own competence against the standards demonstrated by their peers;
- To select highly skilled youths to represent Bhutan at international skills competition in the future;
- To update the skilled workers with emerging technologies in different occupations; and,
- To prepare for possible participation in the regional and international level skills competitions in the future.

## Pictures of participants competing in some of the trades



**Skills assessment of bricks and tile laying**



**Harnessing imagination, empowerment and creativity**



**Putting skills into practise**



# Industrial First Aid

**Sangay Choden, Nurse, Phuentsholing General Hospital**



“Most of the time when we ask people what they know about first aid, they quickly respond saying bandaging and wound dressing. Though it is a part of First aid it doesn't truly define what first is actually about.”

First aid is an initial assistance given to an injured person before the arrival of professional help. It is a responsibility, accountability, compassion, therapeutic, knowing what you are doing technically when you go forward and help

someone in times of need.

Regardless of where you work, what you do, it is vital for every individual to know how to perform basic first aid. Emergencies can be as simple as a finger cut in your kitchen while cooking or it can be a heart attack when you are climbing uphill. Emergencies doesn't send notice before they come. So it is always best to be prepared beforehand.

Working as a Nurse in an emergency room, we have encountered many workers brought to hospital and some of them die on the way due to various preventable causes like excessive bleeding, electrocution and etc. These unfortunate events can be prevented if first aid treatment is given at the site before professional help arrives.

In 2015, Ministry of Labour and

Human Resources (MoLHR) and Phuentsholing General Hospital (PGH) gave me an opportunity to be a trainer for the “Industrial First Aid Training”. The first batch of participants were from industries and Labour Officials. Since then, I have trained more than 500 industrial workers over the years with the support from MoLHR, Regional Office Phuentsholing and PGH. Beside industries, about 20 sport teachers and two Dratshangs were also trained on first aid for sport and minor injuries.

I acknowledge MoLHR and Ministry of Health for giving me the opportunity to train industrial workers and general public on the basic first aid. I am honoured to be part of building preventative safety culture in the world of work through emergency preparedness.



**First Aid Courses conducted at various workplaces in Phuentsholing.**





# Skilled Supervisor Training for Industry Focal Persons

**Karma Dorji, Department of Technical Education**



A total of 17 managers and supervisors from CDCL, AMC, DGPC, FMCL, WCCL, Thimphu Thromde, CMU and BHSL took part in the Skilled Supervisor Training Program conducted by TVET Professional Services Division (TPSD) under the Department of Technical Education (DTE), MoLHR. The one week capacity building program was organized mainly for those supervisors and managers from the Industries' who are directly engaged in mentoring and monitoring of the trainees and instructors of the various Technical and Vocational Education and

Training (TVET) institutes during On-the-Job Training (OJT), Apprenticeship Training Program (ATP) and industrial attachments.

The main objectives of the training was to prepare supervisor capable of supervising, imparting skill training and evaluating and assessing trainees during OJT, ATP and industrial attachment. Beside basic instructional and assessment methodology, the session on Bhutan Vocational Qualification Framework (BVQF), National Competency Standard, Occupational Health and Safety (OHS) reg-

ulation and Labour and Employment Act 2007 were also covered.

The participants felt that the training is relevant and it will definitely help to fill the skill gap for imparting an effective training and mentoring trainees of TVET institutes, who are attached with them for OJT, ATP and Industrial attachment at their industry. They agreed that it is very important to engage Industry in delivering skill training to our youth as per the BVQF process to enhance the training quality and provide them right skill to make it more relevant to labour market requirements.

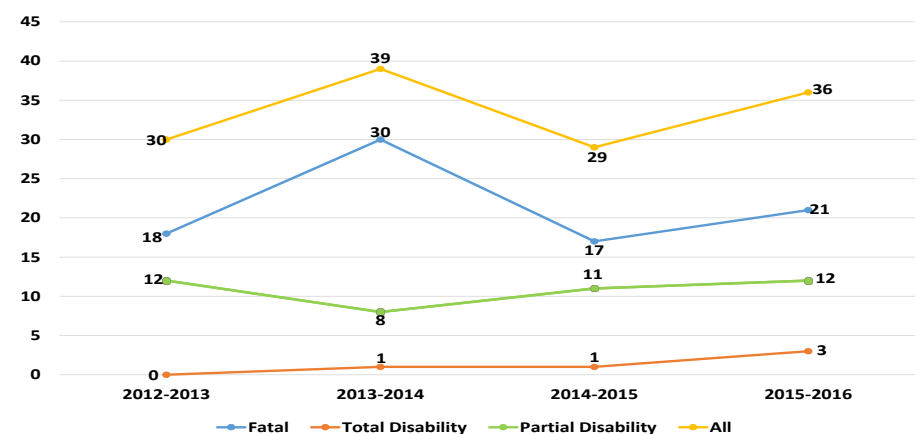
The training program which was conducted at Jigme Wangchuck Power Training Institute (JWPTI) w.e.f 20<sup>th</sup> to 25<sup>th</sup> November, 2017 was facilitated by officials from DTE, DOS and Regional Office Gelephu, MoLHR.

## Safety and Health at Work: Cost of Workplace Accident

**Phuntsho Dendup, Department of Labour**

Globally, workplace accident is estimated at 317 million annually and 6,300 workers die daily of occupational diseases and accidents. Workplace accident and injury have negative impact on the physical, mental and social wellbeing of workers and also to the society at large.

Occupational Health and Safety (OHS) in Bhutan is at an emerging stage. Even though there exist handful of laws and standards on safety developed by various agencies, it does not address OHS in a holistic manner. The broader understanding of OHS at workplace only began in 2007 when the La-



**Figure 1. Accidents Trend**

bour and Employment Act of Bhutan 2007 was enacted. Furthermore, regulations on OHS started to promulgate only in 2012 via the Regulation on Occupational Heal-

th and Safety for Construction Industry 2012 and the Regulation on Occupational Health, Safety and Welfare 2012.

*Continued on page. 10*

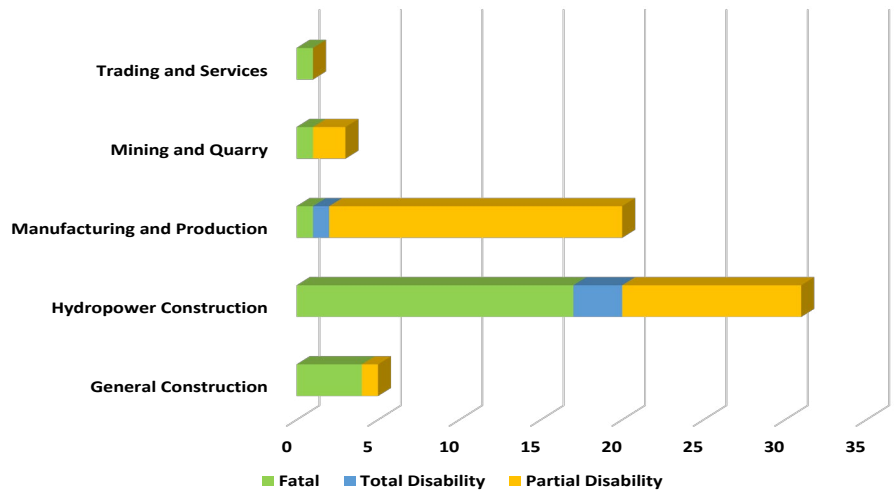
# Safety and Health at Work: Cost of Workplace Accident

From Pg. 10

Due to its infancy, there exist gaps in practical implementation and enforcement of safety and health laws. These issues are coupled with lack of competency and capacity in the field both at industrial and national level. And hardly there exists reliable information on the occupational diseases in the country due to the absence of an occupational health surveillance system.

Many workers are exposed to various hazards and are highly susceptible to workplace accident and occupational illness. Over the years, Bhutan has experienced an increasing trend of workplace accidents as shown in *Figure 1*. This increase in incidence of workplace accident may be triggered by poor level of safety practice. The poor level of practices could be caused by lack of capacity of the enforcing agency coupled with poor knowledge, resistance to acceptance of OHS compliance by the employers and employees.

In 2015/16, the highest accident was recorded in hydro construction industry with 51.7% followed by manufacturing industry 33.3%, general construction 8.3 % and



**Figure 2. Consequences of Workplace Accidents (2016/17)**

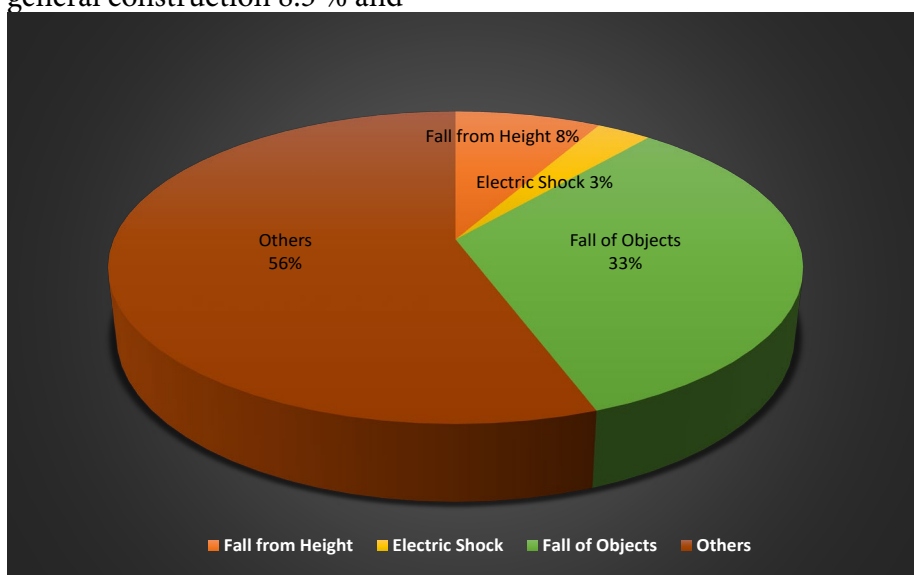
trading and service sector 1.6 %. In the same year, fatal accident was recorded at 40% followed by Partial Disability and Total Disability as shown in *Figure 2*. However, many accidents go unreported and the statistics illustrated could be the tip of an iceberg. A study conducted on the prevalence of workplace accident among the ferroalloy industries in Bhutan indicated a prevalence rate of 20% (200 per 1000 workers annually). This is clear indication that prevalence of workplace accident in Bhutan may be very high.

Falls from heights and getting struck by object(s) are found to be the leading causes of workplace

accidents. Similarly, in Bhutan, these factors were found to have contributed significantly to workplace accidents with approximately 8% caused by falls from heights and 33% by falling objects in 2015/16, as illustrated in *Figure 3*.

It is estimated that an average of 4% of global Gross Domestic Product (GDP) is lost due to workplace accident and illness which according to ILO account for 1.8% to 6% GDP of the country. OSHA estimated employers pay almost \$1 billion per week as workers' compensation in USA. Similarly, in Bhutan workmen's compensation alone accounted to Nu. 6.64 million in the year 2015/2016 and construction industry is reported to have the highest portion at 93.20% of all the industries. In the last four years, the highest workmen's compensation paid was recorded in the year 2013/14 at Nu 14.8 million, Nu 5.4 million in 2012/13 and the lowest of Nu 5.2 million in the year 2014/15 as shown in *Figure 4*.

The cost of workplace injury and illness include direct and indirect cost. Direct cost includes workers' compensation, medical expenses and legal services. Some examples of indirect cost are; training replacement, accident investigation

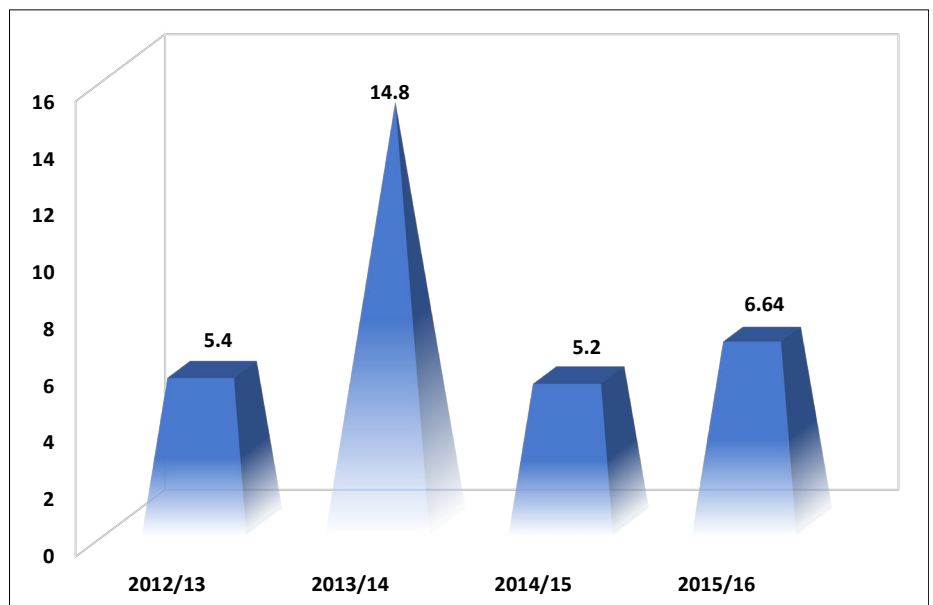


**Figure 3. Causes of Workplace Accidents**



and implementation of corrective measures, lost productivity, repair of damage property and equipment, and cost associated with lower employee morality and absenteeism.

Workplace accident and illness is a costly affair. However, due to lack of comprehensive information on the cost incurred due to workplace accident in Bhutan, it is difficult to determine the actual cost of workplace incidences and illness. Our information only includes workmen's compensation cost but according to the Health and Safety Executive (HSE) the cost should be calculated at the society level where the cost to society is calculated as the sum of cost to individual, cost to employers and cost to government i.e. (cost to society = cost to individual + cost to employ



**Figure 4. Workmen's Compensation (Nu. in million)**

ers+cost to government. HSE has found that among the three groups, cost burden to individual is higher than the government and employers. Hence, it is important

for the country to have systematic way of maintaining or recording cost of workplace accidents and illnesses in order to determine actual cost of workplace accident and illness.

## Competency Based Curriculum Developed for Tourism and Hospitality Sector

**Karma Dorji, Department of Technical Education**

In order to maintain the quality and standards of training of skilled worker under tourism sector, Tourism Council of Bhutan (TCB) in collaboration with the Ministry of Labour and Human Resources (MoLHR) developed National Competency Standard (NCS) for the occupation under tourism sector. In line with the NCS, TCB in collaboration with TVET Professional Services Division (TPSD) under the Department of Technical Education (DTE), the Competency Based Curriculum (CBC) for various training courses of Tourism and Hospitality Sector are being developed.

TCB and DTE has carried out development of curriculum for Front Office and House Keeping from 16<sup>th</sup> to 28<sup>th</sup> October, 2017. For the

twelve days workshop, the facilitators from DTE and the relevant experts from various institutes and industries took part in the curriculum development workshop. Total of four draft curricula i.e. Front Office NC-II and III and House Keeping NC-II and III were developed and it is tabled for validation and endorsement by the Technical Advisory Committee.

Similarly, the second workshop was conducted to develop a curriculum for Food Production Services and Food and Beverages from 20<sup>th</sup> November to 2<sup>nd</sup> December, 2017. CBC for Food Production Services NC-II and NC-III and Food and Beverages NC-II and NC-III were developed.

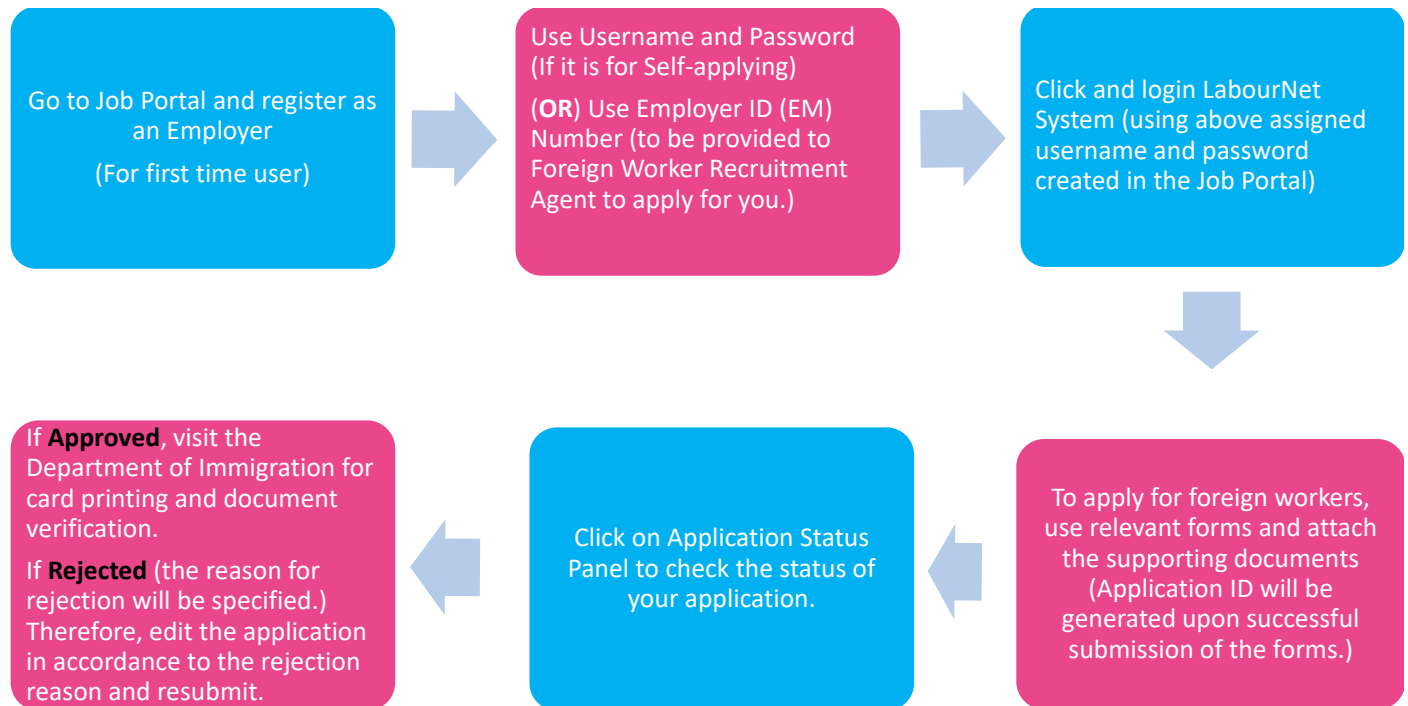
There are plans to develop CBC for three trades i.e. Cultural Tourist Guide, Trekking Cook and Trekking guide within this fiscal year.

With validation and endorsement of those curricula, TCB and MoLHR are planning to make it mandatory for the training institutes around the country to follow the same curricula for the National Certificate (NC) courses. This will help the training of NC courses under the tourism and hospitality sector to become uniform and standardized around the country.

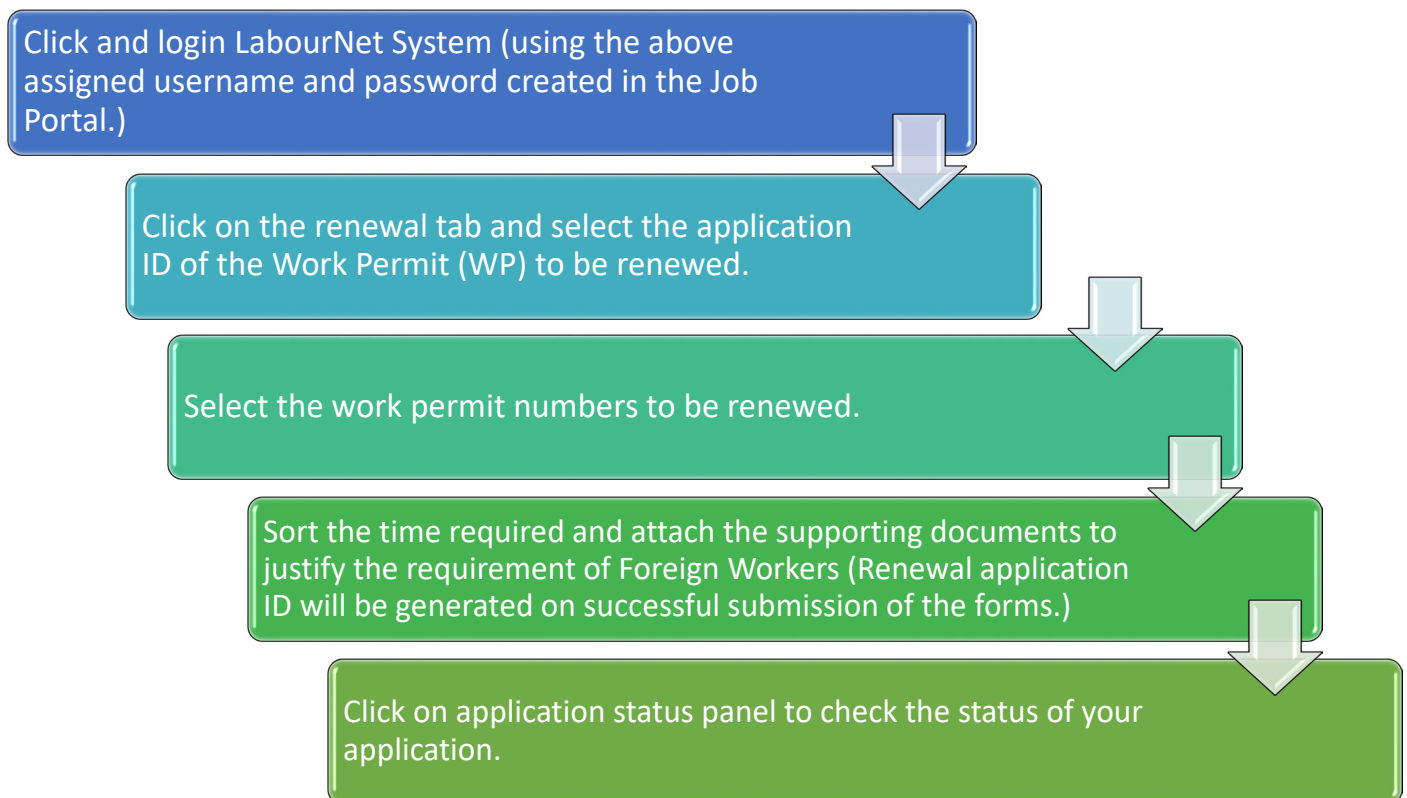
Further the tourism and hospitality sector is hoping to receive the graduates from training institutes who are skilled and competent with nationally recognized certificate.

# LabourNet Manual

## For Fresh Application



## For Renewal of Work Permit



### Published by:

Policy and Planning Division  
Ministry of Labour and Human Resources  
P.O.Box 1036, Thongsel Lam, Lower Motithang  
Thimphu: Bhutan  
Tel: 02-333867  
email: ppd@molhr.gov.bt

Download e-newsletter from [www.molhr.gov.bt](http://www.molhr.gov.bt)