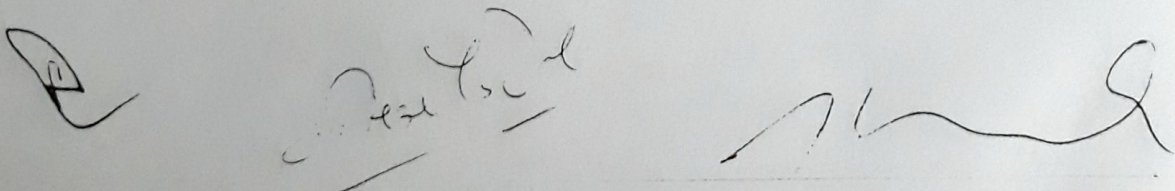


I. Changes made in the Regulation on Employment of Bhutanese Overseas

- 2.14.1 No person shall recruit and deploy a Bhutanese citizen to work overseas without a valid license issued under this Regulation.
- 2.14.2 A person who contravenes section (2.14.1) shall pay fine for each contraventions as follows:
 - 1st Offence: Thirty (30) times the Daily Minimum Wage;
 - 2nd Offence: Ninety (90) times the Daily Minimum Wage; and
 - 3rd Offence and each subsequent Offence: Three Hundred Sixty Five (365) times the Daily Minimum Wage
- The Administration may also collaborate with registered Education Consultancy Firms in placing youth under education and skills development program.
- The BOEA shall maintain comprehensive insurance of transit and work place for BOW with the destination country and in Bhutan which shall be monitored by the Administration.
- The Administration shall charge fees as deemed appropriate for the BOEA license, which shall be renewed once in two years.
- Upon approval of the application, the applicant shall pay registration charge of Nu. 100,000 (one hundred thousand) and a lump sum security deposit amounting to Nu. 500,000/ (Five Hundred Thousand) only once at the time of the registration to the Ministry of Labour & Human Resources. The security deposit shall be refunded if the BOEA seek to withdraw from operating BOEA and after producing the evidence that all the BOW's sent through the agent has successfully completed the employment contract with the employers of the destination countries.
- The registration shall be valid for two years from the date of issuance unless sooner cancelled, revoked or suspended for violation of applicable Bhutanese laws, regulations and other pertinent issuances. The license shall be valid only at the place/s stated therein and when used by the licensed person.
- Except where the prevailing system in the country of destination, either by law, policy or practice, do not allow the charging or collection of placement and recruitment fee, BOEA may, upon successful placement, charge and collect from its hired workers a 50% placement fee on the receipt of clearance letter from CLA and 50% on successful arrival and placement in the destination country in an amount equivalent to one month salary, exclusive of documentation costs.

The bottom of the page features three handwritten signatures or initials in black ink. The first is on the left, the second is in the center, and the third is on the right. They appear to be official signatures.

- Unless otherwise provided by the **foreign employer, the principal or the BOW** shall be responsible for the payment of the following:
- Except where the prevailing system in the country of destination, either by law, policy or practice, do not allow the charging or collection of placement and recruitment fee, BOEA may, upon successful placement, charge and collect from its hired workers **a 50% placement fee on the receipt of clearance letter from CLA and 50% on successful arrival and placement in the destination country** in an amount equivalent to one month salary, exclusive of documentation costs.
- The BOEAs shall advertise actual job vacancies for accredited foreign principals projects with job orders only after prior approval of the Administration. **The recruitment and selection process shall be done as per the Recruitment and Selection Regulation (RSR), 2012 except the duration of the advertisement shall be a minimum of 5 working days to facilitate adhoc demand offers.**
- The **BOEA** shall ensure that the medical examination is conducted in accordance with the requirements of the employer. **If BOW fails the medical test in the destination country, the return travel of the BOW shall be shared by the BOEA and BOW equally.**
- The Administration, other government agencies and **the concerned BOEA** shall support and provide assistance to arriving workers particularly those who are in distress and requires assistance.
- Upon receipt of the complaint, the Administration shall **review the complaint and decide whether particular case should be dismissed for a procedural reason (e.g. if claim was filed too late) & if not dismissed then** shall issue an order, together with the complaint letter and supporting documents, if any, directing the respondent/s to file a verified answer and not a Motion to Dismiss within ten (10) calendar days from receipt. attaching proof that a copy was sent to the complainant.

II. The following clauses have been deleted from the regulation:

- ~~Declare that the BOEA does not disqualify under section 2.10 of this Regulation;~~
- ~~Any person guilty of an offence under section 2.14 shall be charged for human trafficking under Penal Code of Bhutan, 2004.~~

J.T

