



Provident Fund in Private Sector

Dechen Wangmo Dorji, Department of Labour

The MoLHR recently released a Notification informing the Private Sector to implement Provident Fund Schemes for their employees latest by 31st May 2018. The registration of employees in PF schemes is neither a new nor an unexpected endeavor on the Part of the Ministry. This requirement falls under Chapter V, the Labour and Employment Act of Bhutan, 2007 and the Regulations on Working Conditions, 2009.

Since 2007, the MoLHR had been creating awareness among the employers and employees in the Private Sector with regard to the need to enroll in the PF Scheme. Now, after ten years of continuous awareness creation, it is felt necessary to strictly enforce the PF require

ment in order to improve the social security of the employees in Private Sector.

Provident Fund is a source of financial security for employees around the world. In simple terms it is an investment fund contributed to by employees, employers, and (sometimes) the state. Upon retirement a lump sum is provided to the employee which includes all contributions and interest accrued on them.

However, an employee

with less than five year's participation in PF Scheme is entitled to receive only the amount of his/her contribution plus interest accrued over the period. Similarly, the employer's contribution plus interest over that same period can be claimed by the employer.

The current segment of the working population in the private sector availing of Provident Fund is a small fraction of its total number. These do not include the agricultural sector or most enterpris-

es of small and cottage status. Nor do they include the members of the National Workforce or the ESP and GSP. The portability of Provident Fund for employees who prefer to continuously change employment is also an issue.

The Draft National Pension and PF Policy is currently under consideration by the government and if it is approved, most of the issues will be addressed.



▶ Hon'ble Lyonchhen addressing during the Mid-Year Review of Annual Performance Agreements (APA) **Pg. 2**

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Mid-Year Review of Annual Performance Agreements (APA) Concluded

Sonam Choden, Policy and Planning Division

The mid-year review of the Annual Performance Agreements (APA) for the financial year 2017-18 of ten Ministries was held in Thimphu on February 7th, 2018. It was chaired by Hon'ble Prime Minister, Dasho Tshering Tobgay. During the annual review meeting, the Ministry of Labour and Human Resources presented progresses for 32 Success Indicators (SIs), of which two indicators have been achieved, 28 indicators were reported as on track and two SIs at risk.

	Current	Capital	Total
Revised Budget	269.35	774.36	1043.71
Released	205.16	424.24	629.4
Expenditure	123.99	240.54	364.53
Percentage of overall budget expenditure			34.92%

MoLHR has spent 34.92% of the Nu. 1043.71 million budget as of December 2017. Government performance management system work.

Achieved Success Indicators

Objective	Success Indicators	Achievement
To improve quality and relevance of TVET	Timeline by which 3 courses are launched at JWPTI. Target: August 31, 2017	Launched on 5 th September 2017 No. of trainees = 40 Courses: Transmission and Distribution Lineman (14 months), Underground Power Cable Trenching, Laying and Termination (8 weeks) and Repair and Maintenance of Transformer (8 months)
	Timeline by which College of Rigney is inaugurated. Target: August 31, 2017	Inaugurated on 26 th August, 2017 No. of students = 12 (1. Lhadri – 3 male & 6 female, 2. Jimzo – 1 male, and 3. Patra – 2 male)

Hon'ble Lyonchhen applauded and thanked all the civil servants for working hard and for their unconditional support in making the gov-

The review meeting was attended by the Ministers, Secretaries and officials from various ministries and GNHC.

Success Indicators at Risk

Success Indicators	Details
Percentage of youth unemployment. Target: 2.5 percent	As per the LFS 2016, youth unemployment stands at 13.2%. The Ministry feels that it will not be able to achieve youth unemployment rate of 2.5% as per the 11 th FYP target with only 2 quarters remaining.
Percentage of female youth unemployment. Target: 5 percent	As per the LFS 2016, female youth unemployment stands at 11%. The Ministry feels that we will not be able to achieve female youth unemployment rate of 5% as per the 11 th FYP target with only 2 quarters remaining.

Coinciding with the World Water Day on March 22nd, 2018, the Ministry of Labour and Human Resources family celebrated the day by cleaning the Chubachu stream and office premises for clean and better environment



MoLHR celebrated the World Water Day 2018

Sonam Choden, Policy and Planning Division



Outcome of the Regional Job Fair - Phuntsholing

Chumo Wangmo, Regional Office - Phuntsholing

A total of 300 out of school youth paid a visit to the job fair to seek opportunities from companies who participated in this year's Regional Job Fair held on 31st January 2018 in Phuntsholing. The theme for this year's fair was *'Your work is your identity, get one.'*

The event hosted 17 employers from across southern dzongkhags displaying a total of 178 employment opportunities. The organizations who participated includes Tashi Group of Companies, Bhutan Brewery Private Limited, Lhaki Steel and Rolling Pvt. Ltd, Pelden Enterprise, Bhutan Polymers Company Ltd, Bhutan Board Product Ltd, Tashi Beverages, CMI, Druk Institute of Management and Technology, GPY Training Institute, Neethsel Pvt. Ltd, Best Placement Agency (Overseas Agent), Saint Gobain, Jattu Wood Industry, Tashi Metals Pvt. Ltd, Technical Training Institute, Thimphu and Bhutan Silicon Metals Pvt. Ltd (BSMPL).

This year, instead of having individual stalls the Regional Office decided to have an open space so that everything from recruitment to education are offered all under one roof to help job seekers with spacious and free flowing environment to move around and share their ideas. The mornings were designated for each company to present an overview of their company and they exhibited the availability of job opportunities along with its job description. In the second half of the day, jobseekers and employers got the chance to interact face-

to-face and learn about each other's expectations. Some variety of exhibitors namely Neethsel Pvt. Ltd, Saint Gobain, Tashi Beverages, Bhutan Polymers Company Ltd and Jattu Wood Industry conducted interviews on site in the hope of filling positions which were in urgent need.

The fair has proven to be one of the most efficient and effective methods for the reason that a total of 45 youth (Male - 33 and Female - 12) were employed in various firms. However, some posts still remain unfilled because most of the jobs available were mostly in technical field and at operational level while most of the jobseekers were general graduates and non-skilled. So it was clearly a mismatch between the supply and demand of jobseekers in the labour market. It is must that our youth are technically sound or choose a degree that is employable, only then we can address the unemployment issue.

The participating employers also expressed positive feedback as well as a desire to be part of future job fairs. In addition, the jobseekers appreciated the effort of bringing together multitude of employers which gave them the opportunity to choose career that best suited them.

This is an annual event organized by the Phuntsholing Regional Office of the Ministry of Labour and Human Resources and it serves as a bridge to connect individuals and companies in mutually beneficial ways.

Job fair serves as a bridge to connect individuals and companies in mutually beneficial ways.



Jobseekers await for opportunities



Participating Companies at the Regional Job Fair



Jobseekers queued for registration



Tashi Beverages conducted on-the-spot interview

Occupational Health and Safety Assessment for good practices: A Comparative Analysis

Phuntsho Dendup, Department of Labour

Occupational Health and Safety (OHS) relates to health, safety and welfare issues in the workplace. Laws, standards and programs related to OHS aim to make the workplace better for workers and general public. Better occupational health and safety standards ensures good business, high morale and employee peace of mind. OHS addresses many types of workplace hazards, such as chemical, physical, biological, psychological, ergonomic and accidental. It enforces safety practices and examines legal perspectives. The employers and the managements are obliged to provide a safe working environment today. The demands for workplace safety are ever increasing. The trend is leading to financial investments and technical innovations. Thus, the Department of Labour (DoL) felt the need to assess the good practice of occupational health and safety in the workplaces annually. In 2015,

the DoL in collaboration with Department of Public Health (DoPH) initiated assessing the companies that had constituted Health and Safety Committee (HSC) throughout the country with the primary objectives;

- To raise awareness on occupational health and safety;
- To encourage enterprises and individuals to take initiative and interest on the subject;
- To recognize and celebrate enterprises' significant contributions on Safety culture; and,
- To generate information on the OHS standards compliance by the companies.

Recognizing the potential of such events in promoting OHS in the country, it was then decided to be considered as annual event. Every year on 28th February, DoL joins international communities in celebrating World Safety Day and on that

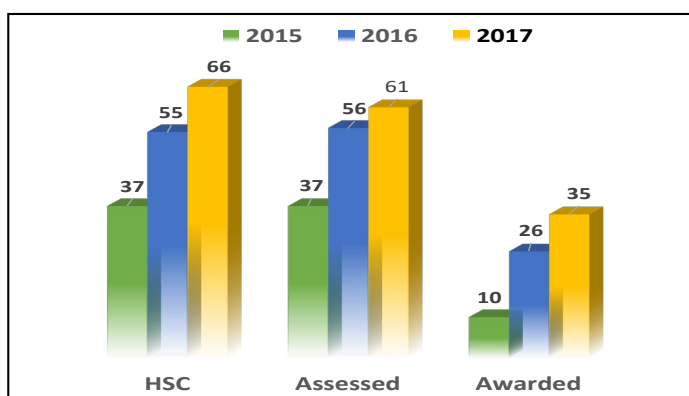


Figure 1. No. of companies with HSC, assessed and awarded for good safety practice within 3 years

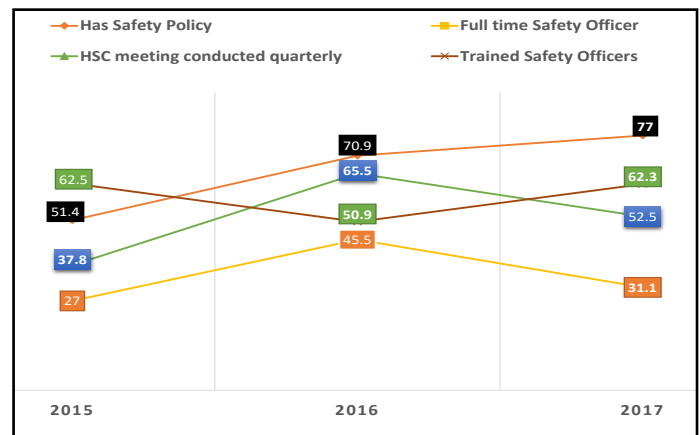


Figure 2. Percentage of companies with OHS policy, Safety officers and HSC meetings

day those companies who have good OHS practices at their workplace are recognized and awarded. The DoL is in the process and the results will be de-

A comparative analysis on OHS policy, safety officer and HSC of past three years illustrates that the companies having OHS policy and trained safety officers showed an

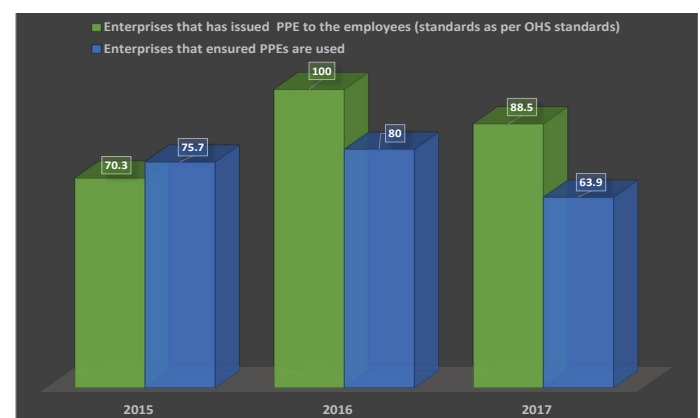


Figure 3. Percentage of companies issuing PPE and ensuring workers use it always

clared on 28th April 2018. Ever since 2015, the number of companies with HSC increased from 37 in 2015 to 66 in 2017 as illustrated in Figure 1. The numbers of companies recognized and awarded for good OHS practice increased from 27% in 2015 to 53% in 2017 which is a good indication. Region-wise, Phuentsholing had the largest numbers of companies assessed while Trashigang had the least.

increasing trend. However, decreasing trends in the full-time safety officers and conducting HSC meeting quarterly as shown in Figure 2. The findings can be associated with lack of commitment, leadership on safety and health by the management, and low level of OHS-MS at the workplace.

With regard to the Personal Protective Equipment (PPE) issuance and

the measures taken in ensuring workers use PPE all the time, it was observed that in 2017 the percentage in both issuance and ensuring workers use PPE had shown a decreasing trend as illustrated in **Figure 3**. The findings can be associated with the poor level monitoring system at the workplace.

From 2015 to 2017, an increasing trend is observed with regards to industrial first aiders, maintaining records, and sufficient first aid boxes as shown in **Figure 4**. This could be a direct result of the In

dustrial First Aid training initiated and conducted by the DoL in collaboration of DoPH from 2015 onwards where more than 500 industrial workers were trained ever since.

Health checkup is very important at workplace. According to the OHS regulations, the employers are required to examine their workers' health at the time of recruitment and during the course of employment in order to keep track of the workers' health. While, it was observed that most of the companies do health checkup during the recru-

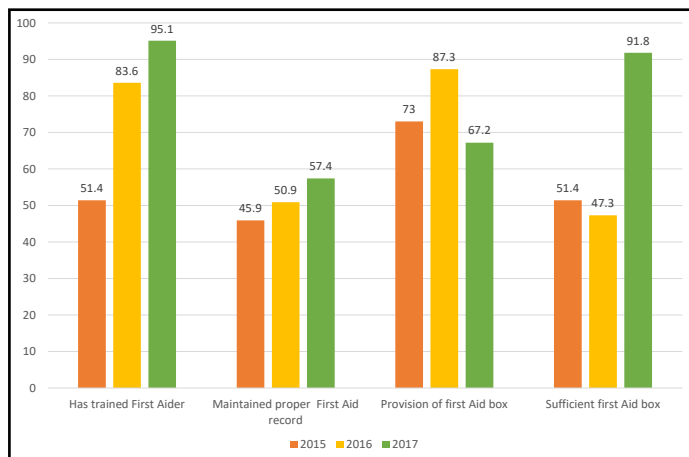


Figure 4. Percentage of workers trained on first aid and provisions on first aid

itment, only about 60% of companies carry out annual health checkup. Also, less than 50% of the companies maintain health records of the workers as shown in **Figure 5**.

The comparative analysis statement of OHS assessment for last three years indicate that the Safety and Health at Workplace has improved but only marginally. The activities initiated by the DoL had positive effect on the safe-

ty and health management of the companies. Activities such as training the safety officers, first aider, and education on maintenance of health records had direct impact on the improvement of OHS of the companies. On the other hand, lack of proper debriefing procedures on correcting the short comings found during the OHS assessment to those companies who could not qualify (i.e. did not score above

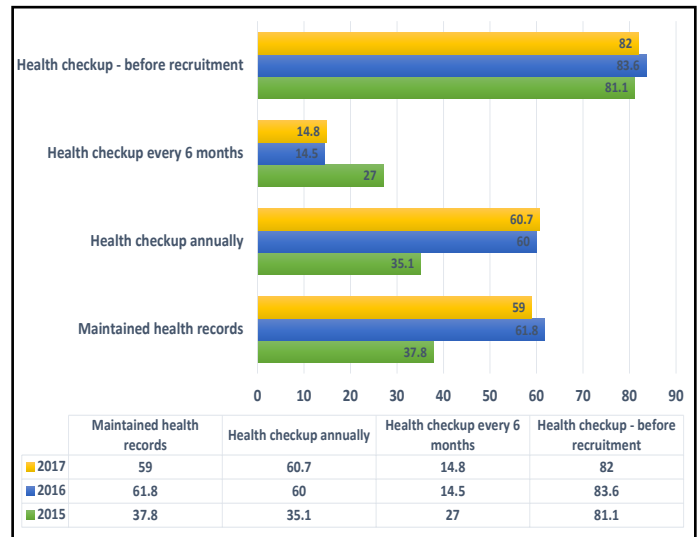


Figure 5. Percentage of companies with health checkup

70%) was found to be a likely cause of these companies not improving their OHS standards. In addition, failing to train the workers in those companies by the DoL and the companies by themselves had negative effect on the OHS performance.

Thus, it is found vital for the DoL to take serious role in educating, training, and advocating OHS at every workplace so as to create a safe and health workplace for all. It is also strongly suggested to conduct debriefing after the assessment.

Preparing for Fire Hazards

Sonam Tashi, Department of Labour



MoLHR staff take part in the demonstration

A fire hazard is an unforeseen event that can occur at any time. With the aim to prepare the Ministry in handling such disaster, the Department of Labour with the technical support from M/s Ugen Trading House, a private company demonstrated to all the staff of the ministry on how to combat a fire

with basic disaster management materials such as fire extinguisher recently.

The department initiated to procure three new fire extinguishers and refilled eight existing extinguishers that have been installed in the ministry's building.

My first month at new job in Phuntsholing Regional Office - MoLHR

Kezang Tshechi, Regional Office - Phuntsholing



I had a hard time with flickering thoughts. It's either the debate of idealist or realist, or some says its destiny but I prefer to call it as a dream. It was the product of my decision, goals and dreams, not of my moods and circumstances to join the Ministry of Labour and Human Resources. Nothing brightens my day more than the warm greetings of my seniors at the very first day in the office and I felt fortunate that I didn't fall prey to the musical chair. Since the Job Fair

was round the corner, I was involved in preparation for the Fair from the very first day I joined the office. Both mentally and manually we gave our best effort to make the event a success story. It was a great opportunity for us to work together and I have learnt that officials here have a good team spirit. As a team we carried out every activity from pitching tents till hanging banners.

It was soon followed by Occupational Health and Safety Assessment (OHS). For me OHS was fairly a new term, yet I have managed to garner some knowledge about it by constantly reading the guidelines whenever time permits. Together with the team from Head quarter, we carried out OHS assessment. Despite of learning new professional experiences during OHS assessment, it was a great experience of etiquette for me as we were put

under test by our Regional Director such as waking up early, being punctual, and working as a team which I feel I have not failed. Phuntsholing Regional Office is especially a great place for me to begin my career because it is a place where values, discipline, and knowledge coexist. Thus, OHS assessment was successfully concluded with lots of knowledge and experiences. Upon reaching back to the office, it was followed by routine inspection at various private enterprises which further enriched me professionally.

I have been literate more by academic institutions but have been educated more by workplace colleagues. My supervisors and colleagues have inspired me beyond words that I am determined to work towards my goals.

Importance of Parental Counseling

Chumo Wangmo, Regional Office - Phuntsholing

To facilitate achievement of full employment, the ministry has been working and coming up with many programs in particular for the youth and one of it being counselling sessions for schools and out of school youth. However, the Regional Office, Phuntsholing has long been aware of the influence of parents on the career development and decisions of their children since parental influence is one of the most powerful influences affecting their children's career development



Counseling session with the armed forces family

activities and decisions.

To facilitate pursuit of successful careers by young adults, the office enlisted parents in the career counseling program

to ensure that their involvement be positive in developing their children's career.

The first step in enlisting parents in the program is

to increase their awareness of the tremendous impact of their attitudes and comments about the world of work, and the occupational choices within that world on their child's

“Parents are the primary forces in shaping their children’s career development that will make a life long impact on them.”

career development. This can be achieved through offering counselling session in which they are informed on the reality of changing job market over the years, the current trends, the need to acquire a wide range of skills, work values, right attitudes and influence on vocational and education choices as parents sometimes lack the information they may need to assist their children’s career. Many a times jobseekers visit the office and when offered available employment opportunities, they are not able to make concrete decisions

so they often regard parents as advisers in the career decision making process. Next day when asked about their choice, most of them state about disapproval from their parents since parental expectations sometimes emerge from a desire for their children to attain “something better,” or to have more opportunities. At times, parents prefer to have their children stay home rather than taking up some jobs where sala-

ry sometimes being one of the main causes apart from expectation. It should be noted that with strong support from the family and the willingness of the youth to take up employment has also become a major challenge despite various opportunities being offered by the ministry.

So far, a total of 939 parents, that includes the armed forces, private and corporate sector employ

ees, teachers and farmers attended the session.

Many parents shared that they are unaware of the job market and the opportunities that are there for their children. The feedback received from those parents were very encouraging.

In overall, parents are the primary forces in shaping their children’s career development that will make a lifelong impact on them. This in turn will help curb unemployment in the country.



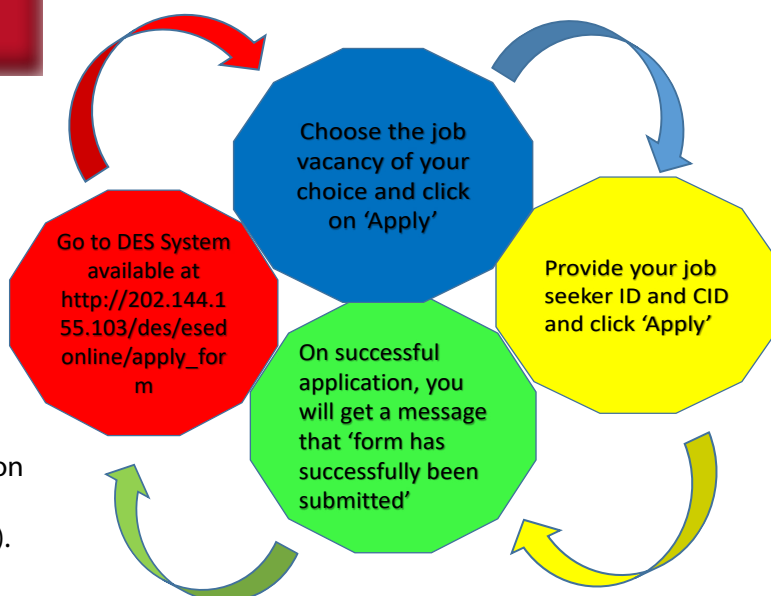
Parents attending the session for the betterment of their children

Assist your children in planning their future careers.

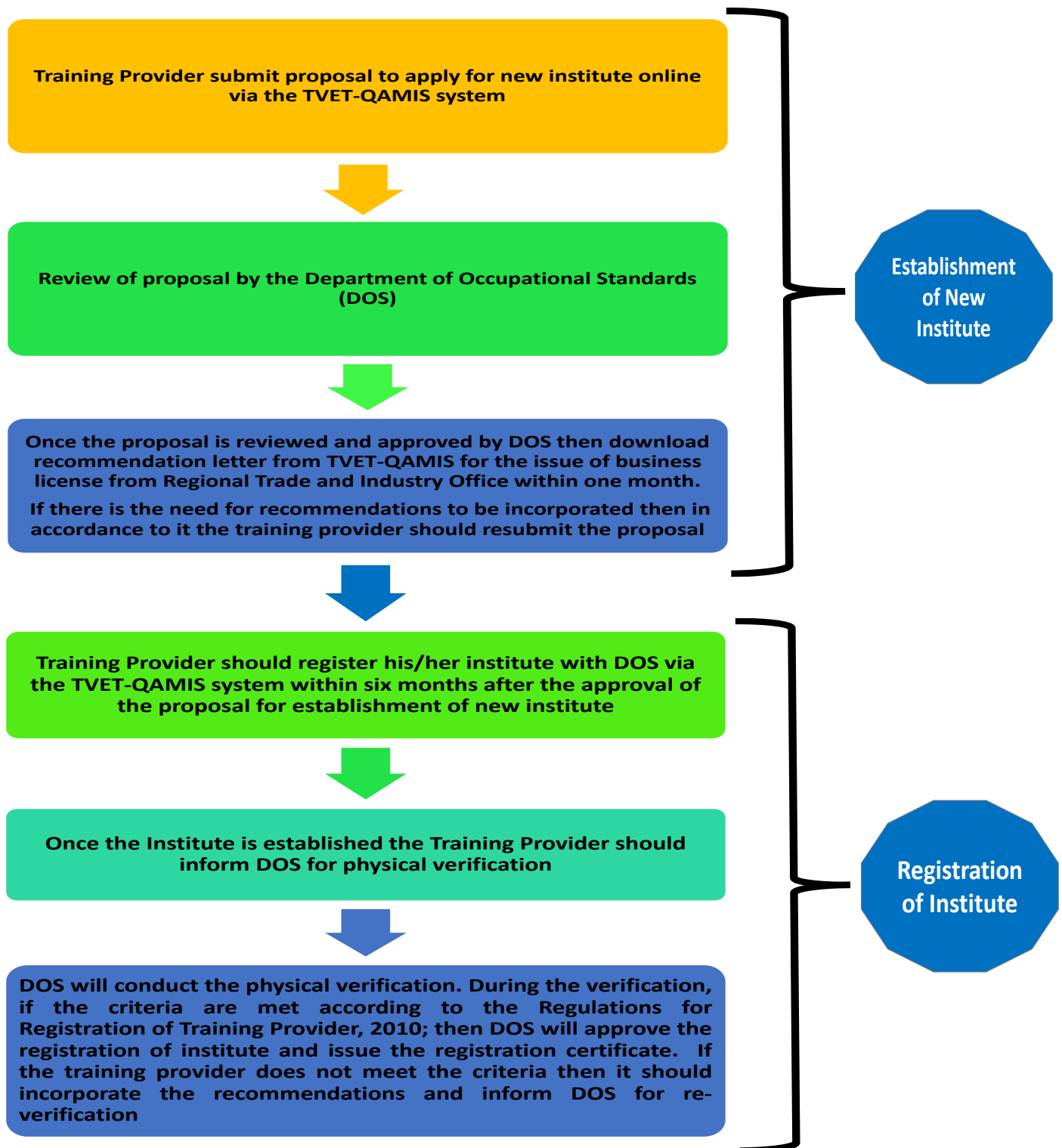
Direct Employment Scheme (DES) Online Process

What you need to know:

1. You must be registered on the Job Portal as a job seeker
2. You must be 25 years and below
3. You must have studied class 10 or more
4. If you choose to apply for a new job, the application you submitted before for a different job will be removed (You can apply for only one job under DES).
5. The Job Seeker ID must precede with JS (and not just numbers)



User Manual on Registration of Training Providers



Training Providers can apply for other online services such as registration of trainers and courses, accreditation of courses and QMS Certification

Published by:

Policy and Planning Division
Ministry of Labour and Human Resources
P.O.Box 1036, Thongsel Lam, Lower Motithang
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