



Inside this Issue

- Pg. 1 & 2** - Monitoring the use of PPEs by workers in Gelephu Town
- Pg. 1 & 3** - Food Production Training with RITH
- Pg. 2** - New Minister assuming office
- Pg. 4** - First Startup Innovation Tech Week conducted
- Pg. 5** - 2018 Civil Service Awardees
 - The Team MoLHR bagged second position in the Departmental football match 2018
- Pg. 6** - Manual for an online leave system



MoLHR and RITH signed a Memorandum of Understanding for the implementation of the critical skills training [Pg.3](#)

Monitoring the use of Personal Protective Equipment by Workers in Gelephu Town

Sonam Dendup, Regional Office - Gelephu

The Regional Office of Ministry of Labour and Human Resources, Gelephu carried out mass Labour Inspection of employers and employees in the construction sector of Gelephu Thromde from 20-25 May 2018 with the principle objective to create awareness on the usage of Personal Protective

Equipment (PPE). The PPE include helmet, safety boot, ear plug, mask, safety belt, goggles, welding shield, etc. that protect workers from death and injuries, and it is considered as the last resort to save workers from fatal work related accident.

[Pg.2](#)

The Ministry of Labour and Human Resources offers prayers and warm wishes for good health, happiness and success for everyone in 2019.

Notification on Employers Registration in the Job Portal System

In line with Clause 232 and 233 on the Disclosure of Information as per the Labour and Employment Act of Bhutan 2007, the Ministry of Labour and Human Resources would like to notify all the private, NGOs and corporate firms to kindly register in the Job Portal System. The ministry will depute its officials for assisting the firms in the registration process from December 11, 2018 to 28 February, 2019. The information obtained will give the ministry access to up-to-date data to develop appropriate HR policies for the private and corporate sectors and improve compliance on the Labour and Employment Act of Bhutan 2007.

This notification is issued in the public interest and all are requested to extend full cooperation.

Monitoring the use of Personal Protective Equipment by Workers in Gelephu Town

From Pg.1



Inspection team at the laborers work site

The inspection team found that the workers—especially those from the borders, are reluctant to use PPE despite repeated reminders and notifications risking their lives to fatal work related accidents. The employers and foreign workers recruited through the Foreign Workers Recruitment Agents were briefed thoroughly about the usage of PPE and the liability for penalty on failure of compliance according to the Labour and Employment Act 2007.

Moreover, in November 2018 a special inspection was carried out led by the Regional Director during which 14 employees in Gelephu Town were penalized for not using PPEs. During the special inspection, the Regional Director also informed the workers and employers that a fine of Nu. 11,250.0 is imposed if employers fail to provide PPE to workers and Nu. 500.0 per employee is imposed if they have not used the PPE after their employers have issued them. They were also informed that the penalty amount is doubled on repeating the offence which is collected on the spot and deposited to the government revenue.

He emphasised on the importance of occupational health and safety at workplace and sought

cooperation from both the employers and employees in following the Regulations on Occupational Health and Safety at Workplace since failure of the employers in implementing this regulation makes it difficult for the Regional Office of the Ministry of Labour and Human Resources in creating conducive and harmonious working environment. He added that creating a safe workplace has to be a collective effort of employers, workers, government officials and all individuals in the workplace.

Even though it is high time that the employers—especially under construction sector adopted the safety work culture as part of their investment because losing one's life would cost more than the cost of issuing PPE, there is no full compliance. It was learned that the workers do not use PPE due to the discomfort, thus compromising their safety. It was also observed that many accidents go unreported.

Therefore, the Regional Office, MoLHR, Gelephu decided to conduct an intensive labour inspection so that Gelephu could adopt accident free zone for employers and employees besides being an example to the rest of the dzongkhags under MoLHR's Regional Offices.



Few workers found using PPEs during inspection

New Hon'ble Minister Joined Office



Mr. Ugyen Dorji joined the Ministry of Labour and Human Resources as its Minister on 7 November 2018. His Excellency is the member of parliament from Thrimshing-Kangpar constituency of the third democratically elected government and was appointed as the Labour Minister after receiving Dayken from His Majesty The King on 7th November 2018. His Excellency is one of the ten cabinet ministers of the Government.

Before this post, His Excellency served as Desk officer in the Ministry of Foreign Affairs, Research Assistant in Singapore and reporter for The Journalist.

Food Production Training with Royal Institute of Tourism and Hospitality

From Pg.1

A total of 250 youth will be skilled in Food Production from 2019 to 2023 at Royal Institute of Tourism and Hospitality with fund support from Asian Development Bank (ADB) STEP-UP Project of the Ministry of Labour and Human Resources (MoLHR).

RITH currently offers 50 slots training for class XII passed out youth in Diploma in Hospitality and Tourism annually. Now with support from MoLHR, RITH will be providing additional of 50 slots for class X and passed job seekers in the Food Production Training annually. Upon completion of the 1 year Institute and

Industry based learning the graduates will be certified at National Certificate 3 (NC 3) putting them at a competitive advantage of finding a gainful employment in the Tourism and Hospitality Sector. The trainees will also have an opportunity for dual system of learning, institute based learning (class room learning) and industry based learning. The 1 year course of Food Production will have 2 components of learning, 6 months of Institute Learning and 6 months of Industry Attachment.

Similarly MoLHR will also be partnering with registered Private Training Providers to

provide critical skills training in different trades for total of 750 job seekers from the same project. The training program are designed with the objective of imparting industry related skills and demand responsive skills for fostering employment opportunities in relevant Sector.

A Memorandum of Understanding and the Annual Contract was signed between MoLHR and RITH on 5 November 2018 for the implementation of the critical skills training. Currently the RITH is on the process of mobilizing the trainees for the 2019 intake.

First Startup Innovation Tech Week Conducted

Dawa Zangmo Tamang
Department of Employment and Human Resources

The Entrepreneurship and Self-Employment Division of Department of Employment and Human Resources conducted the first Startup Innovation Tech Week from 12-16 November, 2018. The program was conducted as part of the celebration of Global Entrepreneurship Week, which is celebrated annually all over the world from 12-18 November, 2018 coordinated by the Global Entrepreneurship Network.

The theme for the event was kept as “**Youth and Innovation**” to give importance to the meaningful engagement of youths and also to provide platform for creative youths to unleash their potential through innovative technology ideas that can be scaled up to launch in the market.

The program saw more than 50 participants and 15 of them pitched their ideas on various businesses as a solution to the various issues in Bhutan. For example, the top three winners presented ideas on Air Cooler, Rice Transplanting machine and Natural Pigment Production and took cash prize of Nu.100, 000.0, 75,000.0,

and Nu.50,000.0 respectively. The winner of the event, Mr.Roshan Rasaily based in Sarpang has already received order for Air Cooler during the Sarpang Cooperative meeting held on November, 2018 and has started manufacturing two Air Coolers for the poultry.

The 15 participants had background from various expertise and they went through five days of rigorous entrepreneurship development training. The training methodologies were conceptualized from Startup Weekend which is usually held for three days during weekends which is as per the international standard set by Techstars.

The event was stretched for five days to give hands on experience on developing prototype, doing market validation, conducting business canvas and finally being able to pitch the idea in limited time frame so that youths get idea on how to present their ideas to any potential investors.

Pictures of the Winners along with their products



Roshan Rasaily with his product Polar Brezz Air Cooler



Deepak Ghalley with his product Rice Transplanting Machine



Penjor Dorji with his product Natural Pigment of Colours

2018 Royal Civil Service Awardees

Sonam Choden
ICT Division



Recipients of the Civil Service Award with Hon'ble Secretary

The Civil Service Award 2018 annual event as per the Royal for the Ministry of Labour and Human Resources was held on 11 December 2018. The Civil Service Award has been institutionalised by the Royal Civil Service Commission as an

Dasho Sonam Wangchuk, Secretary of the Ministry of Labour and Human Resources awarded medals and certificates to the 11 employees under the Ministry. He reminded the recipients that in addition to acknowledging the contribution made, it is also a reminder to continue their work with the utmost dedication.

Of the 11 employees, one received gold medal, one received silver medal and nine received bronze medals. Out of 11 award recipients, five are men and six women.

The Team MoLHR bagged second position in the Departmental football match, 2018

Tashi Tshering, Directorate Services

The Ministry of Labour and Human Resources participated in the Departmental Football Tournament organised by the National Assembly Secretariat from November 1 to December 1 2018. The final match was played between the Ministry and Ministry of Home and Cultural Affairs on December 1, 2018 at the changlimithang stadium. MoHCA bagged trophy for securing first position while the team MoLHR lifted trophy for securing second position. They received cash prize of Nu. 70,000.0 and



MoLHR's team bonded together to win



Trophy received with pride

Nu. 40,000.0 respectively. A total of 16 teams from various ministries and agencies took part in the tournament. The tournament was organised to strengthen coordination amongst government agencies and to promote healthy lifestyle through sport.

Manual For Online Leave System For MoLHR Staff

ICT Division, MoLHR initiated an online leave application system in order to maintain proper record of leave availed by its employees and to reduce the usage of paper. The leave system was developed using Google App Script for google apps and it currently caters to casual and earned leave.

Visit www.molhr.gov.bt


In the left side bar under 'For MoLHR Staff', click on Casual and Earned Leave Form

Fill up the form:

1. Staff who do not have MoLHR email can use their personal email address.
2. In the Employee ID field, staff who do not have Employee ID can use their CID. If you enter your EID/CID wrong, your supervisor will not receive your leave form.
3. Choose the dates from which you want to take leave.
4. Under **DAYS (CASUAL LEAVE)**, put the duration of casual leave you want to take. If the leave you want to take is Earned leave only, put 0 (zero) under this category. You cannot leave it blank.
5. Under **DAYS (EARNED LEAVE)**, put the duration of earned leave you want to take. If the leave you want to take is casual only then put 0 (zero) under this category and you cannot leave it blank. For example, if you are taking 2 days of casual leave and 3 days of earned leave with a total leave of 5 days, you have to put 2 under Casual Leave and 3 under Earned Leave.
6. Once you have filled up the form, you can click on 'Submit' button and your leave request will be received by your supervisor through email.

Once your leave is approved, the system will update your leave balance accordingly in the Leave Database maintained with the Human Resource Division.

For further clarification or queries, kindly contact ICT Division at ict@molhr.gov.bt



WORKERS' COMPENSATION AND HOW TO CLAIM

(As per section 96 and 102 of the Labour and Employment Act, 2007)

Workers' Compensation is a form of insurance provided to the employees who are affected as follows in the course of employment:

- Death
- Total Permanent Disability
- Temporary Partial Disability
- Occupational Diseases

"SYSTEM OF COMPENSATING THE LOST OF EARNING CAPACITY OF EMPLOYEES"

WHEN AND WHAT ARE INCLUDED IN THE CLAIM?

- 1. Death**
1080 X Nu. 125
- 2. Disabled Employees**
 - Lost of Earning**
70% of Employees Basic Pay X 1 Year
 - Total Permanent Disability**
70% of Employees Basic Pay X 5 Year
 - Temporary Partial Disability**
70% of Employees Basic Pay X 5 Year
After 5 years 365 X Nu.125 lump sum pay
- 3. Occupational Diseases**
 - Medical Care
 - Support Services
 - Emergency Care
 - Medical Care
 - Support Services

It is the duty of the employer to compensate an injured employee or who is suffering from occupational disease.

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