



## 16th National Job Fair

The Department of Employment and Human Resources conducted the 16th National Job Fair on 25th and 26th May 2019 at Changlimithang parking area, Thimphu. More than 1000 job seekers attended the 2-day Job Fair where employers and training providers from both overseas and incountry exhibited training and employment opportunities.

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The National Job Fair was inaugurated by His Excellency Lyonpo Ugyen Dorji, the Minister for the Ministry of Labour and Human Resources. His Excellency highlighted the importance of participation in the national job fair which ensures Bhutanese youth in transition from school to world of work to have access to information on domestic and overseas employment opportunities, the type of works and working environment, and provides opportunity for companies who are interested in employing Bhutanese youth to engage with them and shortlist possible candidates for employment. His Excellency said that with the increasing unemployment issues in the country, the government has accorded the highest priority to job creation and has set the overall goal for the 12th FYP as “Productive and Gainful Employment for the People of Bhutan”. His Excellency also emphasized about various programs like:

1. Employment Responsibility System where the government and the private sector will work in a coordinated effort to enhance job creation with assigned employment target for each agency.
2. Youth Engagement and Livelihood Program to provide job seekers with avenues to gain on-the-job skills and job experience which are required to enhance their employability in the job market, and
3. National Service Program to increase the employability of our university graduates and emphasize skills training augmented with service activities related to the national development priorities.



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During the Job Fair, His Excellency launched two books published by the Department of Employment and Human Resources:

- 1) Labour Market information Guide for Job Seekers 2019, a guidebook mainly to make job seekers better informed on the various employment and training opportunities provided by the Ministry of Labour and Human Resources and well aware of the current nature of our labour market, and
- 2) Experiences and Stories of our Beneficiaries which is a compilation of success stories of the beneficiaries of various School-to-Work Transition (STWT) support services provided by the DoEHR to different youth in transition to work from schools, colleges and different institutions. The books are published to inspire job seekers to take up various opportunities provided by the Department. The two books are available for download on MoLHR website under DoEHR publication section at [http://www.molhr.gov.bt/molhr/?page\\_id=348](http://www.molhr.gov.bt/molhr/?page_id=348).

A total of 41 private, corporate and overseas exhibitors participated resulting in 1619 vacancies and training opportunities. Out of this, 1210 were training opportunities, 203 were job vacancies and 206 were overseas vacancies. In addition, 379 job vacancies available in-country were also displayed.

Members of parliament, government officials and other dignitaries also attended the opening of the Job Fair.

## Thirty Five TVET Faculties Certified

**Karma Dorji, Sr. PO, TPD, DTE**



The 14th batch of Training of Trainer-Technical Instruction and Pedagogy was successfully completed on 8th June 2019, certifying 35 TVET faculties from Ugyen Wangchuck Institute for Conservation and Environmental Research (UWICER), Technical Training Institutes, Royal Institute of Hospitality and Tourism, Agriculture Machinery Training Centre (AMTC), and private training institutes as registered trainer according to the "Regulations for Registration of Training Provider, 2010". The four-module ToT-Technical Instruction and Pedagogy was conducted by the TVET-Professional Services Division, Department of Technical Education, MoLHR.

This program is conducted for the professional development of TVET trainers to design and plan training session, manage practical and theory classes and assess teaching learning process (Technical Instruction) professionally as per Competency Based Training System inline with the Bhutan Vocational Qualification Framework. It is part of the regular ToT program for enhancing professionalism and quality of TVET sector. Each module is conducted for two week contact hours with intensive training, assignments/coursework, project work and micro-teaching. In between each module, they are required to carry out at least two weeks of teaching practice in their respective field.

Aum Chhimmy Pem, Director, Department of Occupational Standard, MoLHR graced the closing and certification ceremony. During the closing ceremony, the graduates took an oath to uphold the professionalism and code of conduct of the teaching profession.

## World Day for Safety and Health at Work, 2019

**Tshering Dhendup, LO, DoL**

The Department of Labour under the Ministry of Labour and Human Resources joined the International Community to observe the World Day for Safety and Health at Work with the theme "Safety and Health and the Future of Work" on 28th April 2019 at Phuntsholing, Chukha. The main objective for celebrating the Day was to promote safe, healthy and decent work. It was also a platform to educate and create awareness on the occupational diseases and disseminate health related information. More than 200 Safety and Health Officers and company representatives from across the country attended the celebration.

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The Labour Officers assessed a total of 84 enterprises as per the prevailing Occupational Health and Safety guidelines of which 49 enterprises scored 70% and above. They were awarded Certificate of Recognition for good occupational health and safety practices on 28th April 2019.

The Department of Labour has initiated various kinds of awards to promote Occupational Health and Safety standards of our enterprises and to encourage Safety and Health Officers.

For example, since 2018 the Department of Labour has started recognizing and awarding Safety and Health Officers Award for their excellent contribution in the field of workplace safety and health. This year a total of nine Safety and Health Officers were awarded the certificate.

Similarly, Safe Work Recognition Award was started from 2017 to encourage and recognize those Safety and Health Officers who put consistent effort in improving safety and health at their workplace. It was considered based on the progressive Occupational Health and Safety practices from 2017 to 2019 irrespective of enterprise scoring 70% or less. Some of the enterprises who did not score 70% were also awarded the certificate because they showed a good sign of improvement in safety and health at their workplace compared to previous years.

A total of eight enterprises received this award during the celebration of World Day for Safety and Health at Work.

Overall following three enterprises topped the list of 49 award winners:

Sl. No	Name of the enterprises	Score	Award
1	Zimdra Food Private Limited	94.8%	Gold
2	Tala Hydro Power Plant	93.8%	Silver
3	Bhutan Hydro Power Services Limited	92.9%	Bronze

Out of 84 enterprises assessed, 35 enterprises were found below the satisfactory occupational safety and health practices at their workplace. The Department of Labour, MoLHR, conducted debriefing for these poor performers. If they fail to comply even after constant monitoring, they will be dealt according to the Labour and Employment Act 2007 and its Regulations.

**Embracing Life as it is**

**Dechen Yangzom, LO, DoL**



I began my education in Samtse Primary School. As a student, I had a very competitive mind. I aspired to achieve the highest scores and I worked hard for it too. I always ranked first or second in school. I also actively participated in all the extra-curricular activities. I especially enjoyed reciting poems and giving extempore in front of crowd.

After eleven years in Samtse, we moved to Paro and I enrolled in Khangkhu Middle Secondary School. Khangkhu school has a special place in my heart for various reasons. First, it was my safe haven where I spent most of my time eating and gossiping with my girl gang. Second, I met very talented teachers who helped spur my intellectual growth. It was a place where I was allowed to raise questions, share opinions and therefore, Think. When I know there are places around the world where girls' education has to be fought for, I consider myself very fortunate to have been raised in a society where schooling of all children is encouraged.

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**Dual Training Program for Skilled Supervisor**

**Karma Dorji, Sr. PO, TPD, DTE**



Fifteen Skilled Supervisor from National Housing Development Corporation Ltd., Construction Development Corporation Ltd., Gyeltshen Furniture, and Wood Craft Cooperation Ltd. completed Skilled Supervisor Training on 25th May, 2019. The capacity building program is conducted by TVET Professional Services Division, Department of Technical Education and it is designed for industry focal person to implement Dual Training Program to be piloted for construction sector from August, 2019.

Skilled Supervisor Training for Dual Training Program (DTP) is a two-week training program, focused on acquisition and integration of wide range of competencies required for skilled supervisors for DTP in the context of Bhutan. At the end of the program, the supervisors are competent in carrying out training supervision, managing practical class and managing assessment of the DTP trainees.

DTP is a pilot project supported by the Occupational Skill Development for Construction Sector (OSD4S), phase II, Helvetas Swiss Inter-cooperation, managed under the Department of Technical Education, MoLHR and is aimed at providing alternative training mode to TVET courses to enhance access and effectiveness of the TVET Program.

## Training of Trainers(TOT) on Entrepreneurship Development for Private Training Institutes of Bhutan 2019

Rattu, PO, DoEHR



Training of Trainers (ToT) on entrepreneurship development was conducted by Entrepreneurship and Self-Employment Division, in collaboration with Human Resources and Skill Development Division (HRSDD), Department of Employment and Human Resources, Ministry of Labour and Human Resources.

This is as per the “12th FYP Human Resources Development Master Plan for Economic Sectors (2018-2023)”, in which a total of 60 different areas have been identified to skill approximately 5000 youth.

Based on the HRD modality, components of employability skills and entrepreneurship skills are core feature of the program where critical skills provided with the intention for self-employment is tied closely with entrepreneurship training. To this end, a capacity building training, TOT (Training of Trainers) on Entrepreneurship Development was organized for private training institutes, so that in return the entrepreneurship training is delivered to youth who have undergone the specific critical skills training from respective private training institutes.

A total of 40 trainers from private training institutes were trained in two batches, with 24 trainers and 16 trainers attending the first and second batches respectively. The training was for 12 working days delivered by the licensed CEFE trainers. The TOT was conducted using Competency based Economies through Formation of Enterprises (CEFE) methodology. It is an entrepreneurship training concept for small and medium scale enterprise promotion, developed and promoted by the German Technical Cooperation (GTZ).

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I was voted the School Leader during the final year of Middle Secondary School. This role helped me develop good leadership skills. Midway through the year, I was selected to take part in the 'Golden Youth Award' camp and there, I met some of the brightest youth from across the country. Though I did not win the competition, I was very grateful for the experience. During the BCSE (X) I scored 86.5 percent.

I continued my studies at Motithang Higher Secondary School and pursued Science because of my interest in math and physics. However, it wasn't a smooth ride for me. I started to experience insecurities that are common for a teenager i.e. trying to fit in, fear of being judged and not being able to live up to the expectations of the people around. A culmination of these started taking psychological toll on me, affecting other important areas of my life and especially my academic performance and relationship with others at home. My exam scores dropped. At home, I fist-fought with my brother often and my dad thought my behaviour was worsening by the day. All of this affected me deeply as a 16-year-old kid. I should have confided in my parents about what I was going through. But I was too young then to have that courage. When BHSEC (XII) results were announced, I found out I scored 74 percent. Considering my past records, I had clearly under performed.

I was lucky to receive the ICCR scholarship and left home to study Mechanical Engineering in Sri Venkateswara College of Engineering and Technology (SVCET) located in Chittoor; Andhra Pradesh. I was transported to another part of the world. Living in India for four years completely transformed me as a person. College life for me was self-reflection, healing and redemption. During the nights, when everything fell silent, I would lie on my bed and stare at my room ceiling. I cherished that feeling because after a busy day, this was the time I could have for myself. I spent time contemplating self. This helped enrich my insights and broaden my perspective on life. As the academic sessions began, I started to work hard. While I got through each semester with very good grades, I also made sure I did not miss out on fun and leisure. I met some amazing friends in college whom I can proudly call 'friends for life'. The best thing about having friends is when they end up becoming your family and mine definitely did. I cannot thank them enough for being a part of my life even if it was for a brief period. I bid

them farewell with a heavy heart.

After returning home, I started preparing for the preliminary exams. When the result was declared, I was happy to learn that I scored 76 percent. A month later, I appeared for the Royal Civil Service Examination in which I topped in my own category with 65 percent. All those years in college, spent working on humility, training for discipline and rebuilding self confidence, had finally paid off.

In January, I joined the Ministry of Labour and Human Resources along with another guy as a Labour Officer in Labour Protection Division. On the first day of office, I was very nervous because I did not know what to expect. I had so many questions on my mind. Inside the office, we were greeted by the division chief with a firm, hearty handshake. He was very kind and welcoming. He told us in brief about our roles and responsibilities as Labour officers. We had the opportunity to meet with the Director, Department of Labour as well. He welcomed us to the department and advised us to work hard. It's always nice to have good people around at your work place. My division chief is a man of integrity. He always makes sure that I am involved in all the activities carried out by the division. My seniors are extremely kind and friendly as well. As individuals, they are so different from one another. But together, they have excellent team work, unity and friendship. Their dedication towards work is commendable and what's more admirable is that they enjoy every process of it. Every day is a learning experience.

The past five months has been a roller coaster ride for me. Sometimes, I felt extremely worn-out after a tour. Other times, I felt grateful for the opportunities that were given to me. Sometimes, I was filled with excitement and thrill to see a new place and there were also times when work seemed so mundane. To put it more precisely, I experienced the full gamut of human emotions. When I went on tours, it wasn't easy coping with my seniors who were well-experienced and knew what they were doing. I did, however, decide to learn by observing and not take it too hard on myself. I want to thank my chief and seniors for allowing me sufficient time and space to acclimatise with the work environment. I believe this is only the beginning of a journey and I look forward to everything that's yet to come.

## Basic Entrepreneurship Course Conducted for Unemployed Youths of Tsirang and Lhuentse Dzongkhag

**Dawa Zangmo Tamang, PO, DoEHR**

About 48 youth underwent 10 days Basic Entrepreneurship Course from 8-20 April, 2019 at Tsirang Dzongkhag. The youth came from different gewogs within the Dzongkhag. During the course, youth were taught basic concepts of entrepreneurship, support services and general ecosystem on entrepreneurship in Bhutan, including case studies of successful entrepreneurs and developing business plans. In a group the trainees came up with 10 different business ideas, of which some of the ideas were already in initial execution phase.

Sl.No	Business Idea	Business Category	Location
1	Druk Langleb	Manufacturing	Tsirang
2	Druk Sper Furniture	Production	Tsirang
3	Lemon Tea	Production	Tsirang
4	Ginger Products	Production	Tsirang
5	Integrated Farming	Production	Tsirang
6	Bhutan Veg. Juma	Production	Tsirang
7	Floriculture	Production	Tsirang
8	Tailoring	Services	Tsirang
9	Bamboo Product	Production	Tsirang
10	mobile Rehab	Services	Tsirang

The winners (Druk Langleb: Soap Manufacturing, Druk Super Furniture and Integrated Farming) were awarded cash prizes and certificates.

Ginger products, tailoring and mobile rehab have started the businesses after the completion of course, and few trainees have joined the team to get skills and knowledge in furniture making and tailoring.



The closing program was attended by Hon'ble Dasho Dzongdag of Tsirang Dzongkhag. Dasho highlighted on some of the business opportunities that were simple and doable. He highlighted on the Dzongkhag's available resources and the potential to harness those resources to turn into business opportunities. He also highlighted on the scope of flower business in the Dzongkhag. He emphasised that the trainees should start interesting ventures for self-employment opportunities and create employment opportunities for others as well.

### Lhuentse-Basic Entrepreneurship Course

A 10 day Basic Entrepreneurship course was conducted for the youth of Lhuentse in the month of June, 2019. There were a total of 34 participants from gewogs in and around Lhuentse Dzongkhag. The course was delivered by resource persons from Entrepreneurship and Self-employment Division, Ministry of Labour and Human Resources on various topics.

At the end of the course, the youth were asked to develop basic business plans as partial fulfilment towards course completion. The youth came up with business ideas such as agricultural production and marketing, herbal hot stone bath, bakery, poultry farm and potato chips production.

The youth were also taken for study visits to incense and brick manufacturing sites in Tangmachu and Khoma. The students also did mini market activities to learn about market research and understand the market trends. The closing program was graced by Dasho Dzongdag, Lhuentse Dzongkhag Administration along with judges who were asked to assess the business plans. The judges were from Bank of Bhutan, BNB, BDBL, and REDCL who had sound knowledge of existing business opportunities and the prospects of ideas presented during the end of the course. They also gave a brief information on various support program of the respective financial institutes.



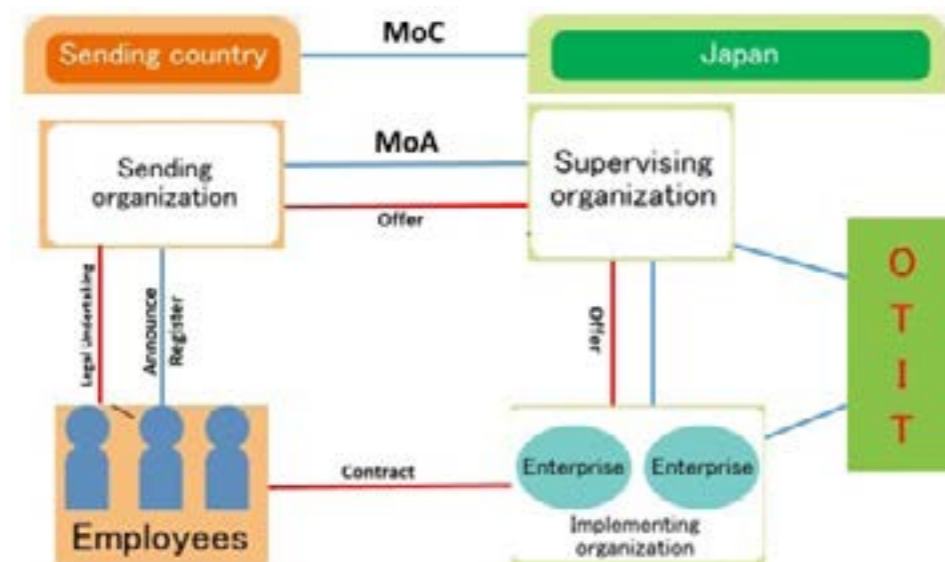
## TECHNICAL INTERN TRAINING PROGRAM FACILITATED

*Phurba Sonam Waiba, PO, DoEHR*

### 1. Introduction

The Technical Intern Training Program (TITP) is a program of the Government of Japan initiated to transfer skills, techniques and knowledge to developing countries in order to develop the human resource capacity and contribute toward the economic development of developing countries. It was initiated by the Ministry of Labour and Human Resources (MoLHR) to engage Bhutanese youth as Technical Intern Trainees (TITs) in Japan. The aim of implementing the TITP is to provide Bhutanese skills development opportunities through internship placements and contribute toward human resource and economic development of Bhutan. It is also an avenue to promote Bhutan-Japan cooperation.

### 2. Structure



The TITP which is for a period of five years is divided into the following three levels:

- a. First year after entry (for acquisition of skills);
- b. Second and third year after entry (enhancement of skills); and
- c. Fourth and fifth year after entry (mastery skills).

A TIT shall be required to successfully complete the required level of National Trade Skills Test (NTST) in order to progress to the next level. The period of stay in Japan of a TIT shall be determined by the success completion of the NTST. In order to extend the period of stay, a TITs with the consent of the Sending Organization (SO), the Supervising Organization (SVO) and the Implementing Organization (IO), will be required to apply for change in status of residence.

The TITP in Bhutan will be facilitated by Ministry of Labour and Human Resources (MoLHR) with Human Resources and Skills Development Division (HRSDD) as the government contact point for all matters related TITP and will be responsible to facilitate and monitor the TITP implementation and Employment Service Division (ESD) as the SO.

### 3. Engagement Categories

Sl/No	Sector	Job Category	Operation
1	Others	Caregiving	Care worker
2	Construction	Carpentry	Carpentry Construction Work
3	Plumbing	Construction Piping Work	Plant Piping Work
4	Food Manufacturing	Ham, Sausage and Bacon Making	Ham, Sausage and Bacon Making
		Bread Baking	Bread Baking Work
		Agricultural Pickles Processing	Agricultural Pickles Processing Work
5	Textile	Spinning, Weaving, Dyeing, Tailoring, Carpet, Cloth Sewing	Spinning, Weaving, Dyeing, Tailoring, Carpet, Cloth Sewing Works
6	Airport	Airport Ground Handling	Aircraft Ground Support Work
			Cargo Handling
			Cabin Cleaning Work
7	Tourism	Under consultation with OTIT and relevant Ministry	TBD



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