



**ANNUAL REPORT
(JULY 2018- JUNE 2019)**

**Department of Labour
Ministry of Labour and Human Resources**

Prepare by
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Department of Labour



དཔལ་ལྷན་འབྲུག་གཞུང་། ལས་གཞི་ལྷན་ཁག། ལས་མི་ལས་ཁུངས།
Royal Government of Bhutan
Ministry of Labour and Human Resources
DEPARTMENT OF LABOUR

Foreword

I am honored to share the Annual Report of the Department of Labour, Ministry of Labour and Human Resources for the Fiscal year 2018 – 2019. The Report provides comprehensive information on the activities carried out by the Department and the Regional Offices. Information provided in this report comprised of planned and ad-hoc activities carried out by the Department of Labour and the Regional Offices.

This report is formulated to aligned with Annual Performance Agreement Targets of the Department and Regional Offices.

I am grateful to say that we have achieved a good result for the fiscal year 2018 – 2019 and am proud to lead the Team of committed individuals who understand our Vision and Mission of the Ministry. There were four objectives of the Department; (i) to improve working condition in Private and Corporate sector, (ii) strengthen safety culture at workplace, (iii) strengthen labour dispute prevention and settlement mechanism, and (iv) strengthen foreign workers administration with 13 Sub Indicators (SIs).

I would like to express my sincere thanks to all the dedicated & hardworking Officials and Staffs of Regional Offices and Department of Labour for their tremendous efforts in achieving all the targets set in the 2018-2019 APA.

I would also like to acknowledge Mr. Phuntsho Dendup, Labour Officer, for initiating and bringing out this Report in time.

Sonam Wangdi
Director

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ABBREVIATION

APA	Annual Performance Agreement
BIL	Bhutan Insurance Limited
DoL	Department of Labour
FWD	Foreign Workers Division
FWRA	Foreign Workers Recruitment Agent
ISR	Internal Service Rule
IN	Improvement Notice
LEA	Labour and Employment Act 2007
LPD	Labour Protection Division
LRD	Labour Relations Division
MoLHR	Ministry of Labour and Human Resources
NPPF	National Pension and Provident Fund
OHS	Occupational Health and Safety
PF	Provident Fund
PM	Penalty Memo
RO	Regional Office
RICBL	Royal Insurance Corporation of Bhutan Limited
SPD	Social Protection Division
PPE	Personal Protective Equipment

EXECUTIVE SUMMARY

Globally it is observed that the speeding up of globalization and liberalization has a positive effect on the quantity of jobs, but not always on the quality. With the increase in competitiveness, employers sometimes compromise on working conditions and health and safety.

The Department of Labour, MoLHR, with the mission “***promote decent working conditions through sound labour policies and enforcement of labour laws***”, plays a crucial role in ensuring a conducive, safe and healthy work environment in the private and corporate sectors. The Department caters its services through four divisions; Labour Protection, Relation, Foreign workers and Social protection division, and four regional offices; Phuntsholing, Gelephu, Samdrup jongkhar and Tashigang. Employees and employers are educated on their legal rights and obligations. Workplaces are monitored through regular inspections. Measures are taken to improve labour relations through support in settling labour disputes, education, and training employees and employers. Improvement notices are issued and penalties are sanctioned to the enterprises not complying with the labour standards.

Labour Protection

Labour Inspection plays an important role in protecting employees’ rights, ensuring health and safety at the workplace and combating unsafe working environment. It also prevents breaches of provisions of Labour and Employment Act and promote decent working condition in the world of work.

In the fiscal year 2018-2019, a total of 2711 workplaces were visited. The highest coverage was in the service sector with 36.6% followed by Hotels and restaurants with 31.4%. Compared to fiscal year 2017-2018 there is an increase of 20.2% in the overall inspection visit and 29.6% increase in Routine inspection.

During the inspection visit, a total of 150 Improvement Notices were served to those enterprises not complying with the labour legislation and 12 Penalty memos were sanctioned for the same. Majority of Improvement Notices were served to Hotels and Restaurants (56) followed by Service (39) and Manufacturing (22) sectors. The

Improvement Notices were mainly issued for non-compliance on the provision of Internal Service Rules (47.3%) followed by Provident Fund, Working Hours, Leave, Rest Period, and Public Holiday (36.7%). Compared to fiscal year 2017-2018, there is a decrease of 16.2% in IN issued and a decrease of 40% in PM issued.

Aside from routine inspections, the Department and the Regional offices also take proactive measures to ensure that the workers and employers know their rights and responsibilities, and also to gain compliance with the regulations. The Department and Regional Offices conducted an awareness to 3004 participants on the Labour and Employment Act 2007 with the objective to gain compliance with the provision of the Act and regulations.

Occupational Health and Safety

Workplaces are not free from safety hazards if occupational health and safety is not taken care. Thus, Occupational Health and Safety standards and laws are paramount to the well-being of the employees and the employers. Despite the hard work that the Department of Labour puts in to ensure a safe and healthy working environment, independent studies have shown that the prevalence of workplace accident in the industries of Bhutan is still very high and that the workers are exposed to various hazards such as highly intensive noise level and high concentration of respirable dust.

A total of 42 workplace accident are reported to Department of Labour in the fiscal year 2018-2019 compared to 90 in fiscal year 2017-2018. Of the total 42 reported, fatal accident comprise of 38.1% of which 93.8% were from Construction Industry. From the 26 workplace injuries, 2 had led to total permanent disabilities where 16 led to temporary partial disability and 8 were just first aid treatment. Considering sectors, construction sector contributed to 52.4% of workplace accident followed by Manufacturing industry (40.5%). The major cause of accident found for the fiscal year 2018-2019 was struck by moving, flying or falling object at 26.2% followed by fall from height at 14.3%.

During the fiscal year 2018-2019, 14 enterprises have constituted safety committee in their enterprises adding up the total to 92 enterprises with safety committee. Of the new safety committee constituted majority was from manufacturing industry (50%).

Further, 45 enterprises have developed and declared OHS Policy statement for their enterprises showing their commitment to safety and health at their workplace.

Occupational Health and Safety assessment was conducted to assess the good safety practices in the workplace of those enterprises having safety and health committee. A total of 84 enterprises were assessed and 49 of them were found adopting good OHS practices in their workplace. It was found that there was 25.6% increase in the enterprises adopting good OHS practices compared to 2018.

Labour Relation

Labour Relation aims to promote social justice, labour peace and harmony at workplace. The Department influences the labour relation process through formulation and implementation of policies and laws.

The Department of Labour and Regional offices received 495 labour disputes in the fiscal year 2018-2019 of which 149 were resolved successfully. 54.7% of labour dispute were from construction sector, followed by 13.5% from Hotels and Restaurants and 10.1% from Services industry. Thimphu alone had received 86.7% of disputes followed by Phuntsholing region (3.2%). From the total labour dispute received, 30.1% were successfully resolved by the Department and Regional offices, 28.7% were forwarded to Department of Immigration and 26.3% to Royal Court of Justice.

Majority of the disputes were due to non-payment of wages by the employers (29.7%) followed by Absconded after taking advance money (28.7%) especially with the Foreign workers in construction sector.

Foreign Workers

Foreign workers are hired in Bhutan to fill the gap between the demand for workers in certain occupations and sectors such as construction industry. The Department of Labour assess the need for foreign workers in the country and recommend to the government from time to time on the need of specific industry and occupations. It also reviews the application for foreign workers and accord approval. These services can be availed online or through Foreign Workers Recruitment Agents.

In the fiscal year 2018-2019, a total of 50057 foreign workers were approved for working in Bhutan. From the total approved, 49677 were Indian Nationals and most of them hired in the occupation of craft and related trade (43568). Hydropower construction employ about 11975 foreign workers. Considering the minor occupation, majority (41083) of Foreign workers were approved and employed in the Building and related trade indicating that most of them are hired in construction industry.

1.1 Inspection

1.1.1 Region

A total of 2711 workplaces were visited during the fiscal year 2018 -2019 which is an increase of 20.2% in overall inspection visit and 29.6% increase in the Routine Inspection compared to fiscal year 2017-2018. The details are shown in Table 1.



Table 1: Number of Inspection by Region

Region	Types of Inspection			
	Routine ¹	Follow Up ²	Special ³	Grand Total
Gelephu	306	5		311
Phuntsholing	580	13	1	594
Samdrup Jongkhar	328	43		371
Tashigang	165	10	1	176
Thimphu	1215	35	9	1259
Grand Total	2594	106	11	2711

¹ Routine Inspection means a regular inspection visit as directed by DoL aim to anticipated and prevent problems by informing and educating on the content of law and enforcement. It normally covers full range of matters to be inspected.

² Follow up visit mean an inspection visit focusing on the problems and contraventions of law as identified in the routine inspection.

³ Special inspection means an inspection focused on a specific and particular issue which such as specific issue, complains, and workplace accident.

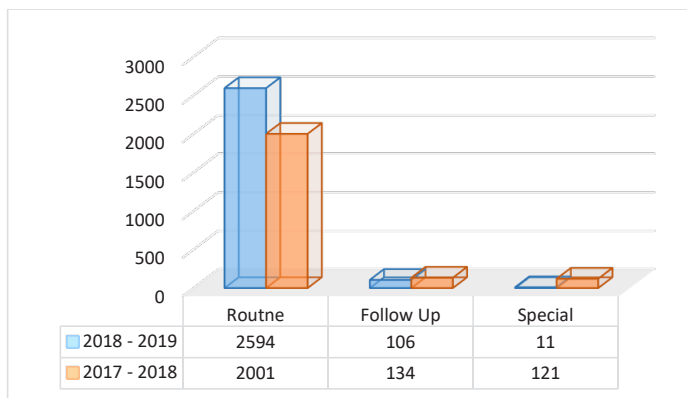


Figure 1: Number of Inspection in two Fiscal Year

Table 2: Number of inspections by Region in two Fiscal Year

Region	2017 - 2018				2018 - 2019			
	Routine	Follow Up	Special	Grand Total	Routine	Follow Up	Special	Grand Total
Gelephu	326	0	55	381	306	5		311
Phuntsholing	668	10	10	688	580	13	1	594
Samdrup Jongkhar	329	78	5	412	328	43		371
Tashigang	140	13	2	155	165	10	1	176
Thimphu	538	33	49	620	1215	35	9	1259
Grand Total	2001	134	121	2256	2594	106	11	2711

1.1.2 Sector

In the fiscal year 2018-2019, the majority of inspection covered was in the Service (36.6%) and Hotels and Restaurants (31.4%) sectors.

Table 3: Number of Inspection by Major Sector

Major Sector	Routines	Follow up	Special	Grand Total
Agriculture Livestock Forestry and Fishing	7	1	0	8
Construction	135	9	9	153
Electricity and Water Supply	9	0	0	9
Entertainment	7	0	0	7
Finance Insurance and Real Estate	43	0	0	43
Health and Education	62	2	0	64
Hotels and Restaurants	808	42	1	851
Manufacturing	282	11	1	294
Mining and Quarry	25	1	0	26
Public administration	3	0	0	3
Services	957	29	0	986
Transport Storage and Communications	30	3	0	33
Wholesale and Retail Trade	226	8	0	234
Grand Total	2594	106	11	2711

Table 4: Number of Inspection by Major Sector in two Fiscal Year

Major Sector	2017 - 2018				2018 - 2019			
	Routines	Follow up	Special	Grand Total	Routines	Follow up	Special	Grand Total
Agriculture Livestock Forestry and Fishing	9	0	0	9	7	1	0	8
Construction	286	4	4	294	135	9	9	153
Electricity and Water Supply	16	0	0	16	9	0	0	9
Entertainment	0	0	0	0	7	0	0	7
Finance Insurance and Real Estate	27	0	0	27	43	0	0	43
Health and Education	165	5	1	171	62	2	0	64
Hotels and Restaurants	459	41	1	501	808	42	1	851
Manufacturing	293	12	62	367	282	11	1	294
Mining and Quarry	34	4	45	83	25	1	0	26
Public administration	3	0	0	3	3	0	0	3
Services	468	52	8	528	957	29	0	986
Transport Storage and Communications	0	0	0	0	30	3	0	33
Wholesale and Retail Trade	241	16	0	257	226	8	0	234
Grand Total	2001	134	121	2256	2594	106	11	2711

1.1.3 Dzongkhag

Table 5: Number of Inspection by Dzongkhag

Dzongkhag	Routine	Follow up	Special	Grand Total
Bumthang	43	0	0	43
Chukha	480	13	1	494
Dagana	21	0	0	21
Gasa	28	0	0	28
Haa	0	1	0	1
Lhuentse	18	2	0	20
Mongar	65	4	0	69
Paro	2	1	0	3
Pemagatshel	85	13	0	98
Punakha	136	0	0	136
Samdrup Jongkhar	243	30	0	273
Samtse	100	0	0	100
Sarpang	206	5	0	211
Thimphu	792	32	0	824
Trashigang	65	4	1	70
Trongsa	7	0	0	7
Tsirang	18	0	0	18
Wangdue	256	1	9	266
Zhemgang	11	0	0	11
Grand Total	2594	106	11	2711

Table 6: Number of Inspection by Dzongkhag in two Fiscal Year

Dzongkhag	2017-2018				2018-2019			
	Routine	Follow up	Special	Grand Total	Routine	Follow up	Special	Grand Total
Bumthang	86	0	14	100	43	0	0	43
Chukha	601	10	13	624	480	13	1	494
Dagana	26	0	3	29	21	0	0	21
Gasa	2	0	0	2	28	0	0	28
Haa	32	0	0	32	0	1	0	1
Lhuentse	12	2	0	14	18	2	0	20
Mongar	40	2	3	45	65	4	0	69
Paro	65	5	2	72	2	1	0	3
Pemagatshel	31	3	6	40	85	13	0	98
Punakha	83	8	0	91	136	0	0	136
Samdrup Jongkhar	298	75	11	384	243	30	0	273
Samtse	67	0	8	75	100	0	0	100
Sarpang	155	0	47	202	206	5	0	211
Thimphu	278	14	4	296	792	32	0	824
Trashigang	21	3	2	26	18	0	0	18
Trashigang	67	6	3	76	65	4	1	70
Trongsa	13	0	3	16	7	0	0	7
Tsirang	27	0	0	27	18	0	0	18
Wangdue	78	6	0	84	256	1	9	266
Zhemgang	19	0	2	21	11	0	0	11
Grand Total	2001	134	121	2256	2594	106	11	2711

1.1.4 Number of Workers

Table 7: Number of Workers employed by Major Sector

Major Sector	Bhutanese Regular Worker			Bhutanese Casual worker			Foreign Worker			Bhutanese Workers Grand Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture Livestock Forestry and Fishing	21	8	29	4	3	4	3	0	3	1368
Construction	686	652	1316	46	3	52	2022	15	1928	975
Electricity and Water Supply	752	215	967	8	9	8	3	0	3	34
Entertainment	24	8	32	1	0	2	0	0	0	1181
Finance Insurance and Real Estate	680	487	1167	13	0	14	75	3	78	319
Health and Education	148	131	279	24	4	40	4	5	9	2739
Hotels and Restaurants	903	1290	2177	450	26	562	356	133	456	5596
Manufacturing	3620	1880	5403	180	381	193	1199	104	1252	791
Mining and Quarry	571	199	770	21	5	21	202	5	207	9
Public administration	5	2	7	0	0	2	0	0	0	7844
Services	5050	2168	7161	420	13	683	762	37	754	231
Transport Storage and Communications	176	37	213	18	0	18	7	0	7	1389
Wholesale and Retail Trade	702	560	1263	110	10	126	295	11	306	231
Grand Total	13338	7637	20784	1295	454	1725	4928	313	5003	22509

1.2 Notices

A total of 150 Improvement notices were issued in the fiscal year 2018-2019 and 12 Penalty Memos. There was a decrease of 16% in IN issued and also a decrease of 40% in PM issued compared to fiscal year 2017-2018.

Table 8: Number of Improvement Notice and Penalty Memo issued by Region

Region	Improvement Notices	Penalty Memo
Gelephu	17	0
Phuntsholing	23	5
Samdrup Jongkhar	42	0
Tashigang	15	0
Thimphu	53	7
Grand Total	150	12

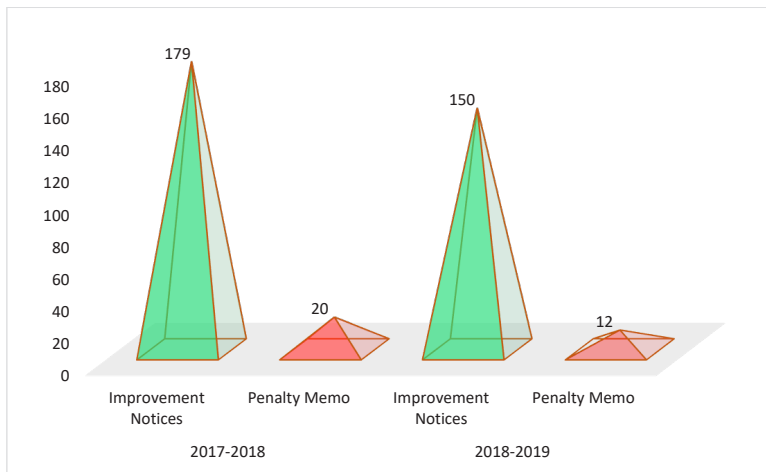


Figure 2: Number of Improvement Notice and Penalty Memo issued in two Fiscal Year

Table 9: Number of Improvement Notice and Penalty Memo issued in two Fiscal Year

Region	2017-2018		2018-2019	
	Improvement Notices	Penalty Memo	Improvement Notices	Penalty Memo
Gelephu	20	0	17	0
Phuntsholing	10	6	23	5
Samdrup Jongkhar	83	2	42	0
Tashigang	21	0	15	0
Thimphu	45	12	53	7
Grand Total	179	20	150	12

Table 10: Number of Improvement Notice and Penalty Memo issued by Major Sector

Major Sector	Improvement Notices	Penalty Memo
Agriculture Livestock Forestry and Fishing	1	0
Construction	17	7
Electricity and Water Supply	0	0
Entertainment	0	0
Finance Insurance and Real Estate	0	0
Health and Education	1	0
Hotels and Restaurants	56	2
Manufacturing	22	0
Mining and Quarry	2	0
Public administration	0	0
Services	39	0
Transport Storage and Communications	3	2
Wholesale and Retail Trade	9	1
Grand Total	150	12

Table 11: Number of Improvement Notice and Penalty Memo issued by Dzongkhag

Dzongkhag	Improvement Notices	Penalty Memo
Bumthang	0	0
Chukha	17	5
Dagana	0	0
Gasa	0	0
Haa	0	0
Lhuentse	5	0
Mongar	4	0
Paro	0	0
Pemagatshel	13	0
Punakha	0	0
Samdrup Jongkhar	29	0
Samtse	6	0
Sarpang	17	0
Thimphu	52	1
Trashy Yangtse	0	0
Trashigang	6	0
Trongsa	0	0
Tsirang	0	0
Wangdue	1	6
Zhemgang	0	0
Grand Total	150	12

Table 12: Number of Improvement Notice issued by Contravening Section

Infringement	No. of Improvement Notice	Percent
Benefits	2	1.3
Internal Service Rules and Related Provisions	71	47.3
No Wage record, Non-Payment of Wage	7	4.7
Occupational Health and Safety - duties of employer	15	10.0
Provident Fund, Working Hours, Leave and Rest Period, Public Holiday	55	36.7
Grand Total	150	100.0

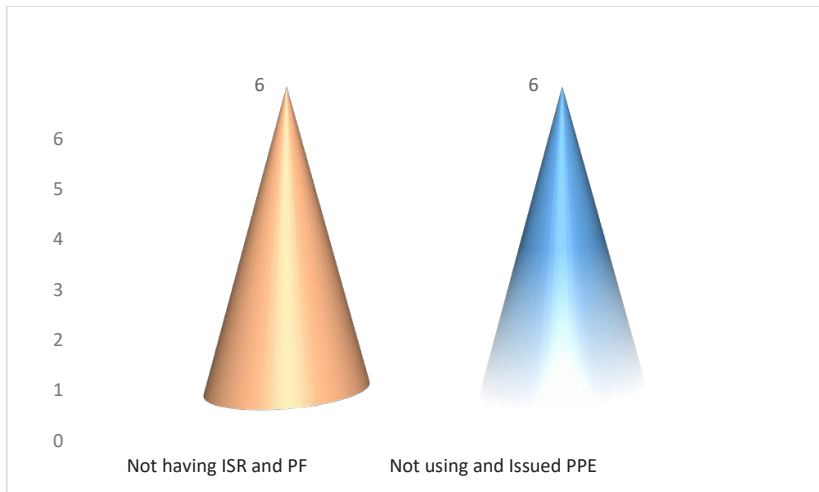


Figure 3: Number of Penalty Memo issued by Contravening Section

1.3 Working conditions

This section presents information on the working conditions collected during the Inspection visit. The information will cover only those enterprises visited during the fiscal year 2018-2019.

1.3.1 Internal Service Rules

Table 13: Number of Enterprise who required to have ISR by Major Sector

Major Sector	Enterprise Required to have ISR	Enterprise who have ISR	Endorsed by CLA
Agriculture Livestock Forestry and Fishing	4	3	3
Construction	101	38	32
Electricity and Water Supply	8	6	6
Entertainment	1	1	1
Finance Insurance and Real Estate	19	19	19
Health and Education	54	50	48
Hotels and Restaurants	543	357	350
Manufacturing	216	140	133
Mining and Quarry	21	20	19
Public administration	1	0	0
Services	730	500	486
Transport Storage and Communications	18	16	14
Wholesale and Retail Trade	149	82	83
Grand Total	1865	1232	1194

Table 14: Number of Enterprise required to have ISR by Region

Region	Enterprise Required to have ISR	Enterprise who have ISR	Endorsed by CLA
Gelephu	289	0	0
Phuntsholing	577	505	478
Samdrup Jongkhar	0	0	0
Tashigang	109	49	40
Thimphu	890	678	676
Grand Total	1865	1232	1194

1.3.2 Provident Fund contribution**Table 15: Number of Enterprise found of having Provident Fund by Major Sector**

Major sector	PF Scheme	
	Number	Percent
Agriculture Livestock Forestry and Fishing	1	0.2
Construction	43	8.2
Electricity and Water Supply	8	1.5
Entertainment	1	0.2
Finance Insurance and Real Estate	38	7.3
Health and Education	19	3.6
Hotels and Restaurants	69	13.2
Manufacturing	105	20.0
Mining and Quarry	16	3.1
Public administration	2	0.4
Services	161	30.7
Transport Storage and Communications	15	2.9
Wholesale and Retail Trade	46	8.8
Grand Total	524	100.0

Table 16: Number of Enterprise found of having Provident Fund by Region

Region	With PF Scheme	
	Number	Percent
Gelephu	46	8.8
Phuntsholing	210	40.1
Samdrup Jongkhar	87	16.6
Tashigang	63	12.0
Thimphu	118	22.5
Grand Total	524	100.0

Table 17: Number of Enterprise found having rest period and leave system

Major Sector	Over time payment Recorded maintained	Payment for Public Holiday	Having weekly Rest Period	18 days Annual Leave	Casual Leave
Agriculture Livestock Forestry and Fishing	1	1	1	3	3
Construction	18	20	44	45	58
Electricity and Water Supply	1	4	6	6	6
Entertainment	0	0	1	5	5
Finance Insurance and Real Estate	2	13	19	41	42
Health and Education	7	18	37	27	33
Hotels and Restaurants	25	32	228	85	115
Manufacturing	66	81	143	115	142
Mining and Quarry	14	12	19	16	23
Public administration	1	1	1	2	2
Services	74	99	349	248	313
Transport Storage and Communications	6	15	18	26	28
Wholesale and Retail Trade	26	47	100	77	92
Grand Total	241	343	966	696	862

Table 18: Number of enterprises with proper wage record and un lawful deduction

Major Sector	Maintained Proper Wage Record	Un lawful deduction
Agriculture Livestock Forestry and Fishing	4	0
Construction	67	0
Electricity and Water Supply	6	0
Entertainment	5	0
Finance Insurance and Real Estate	43	0
Health and Education	42	0
Hotels and Restaurants	161	3
Manufacturing	172	0
Mining and Quarry	22	0
Public administration	2	0
Services	367	3
Transport Storage and Communications	28	0
Wholesale and Retail Trade	132	0
Grand Total	1051	6

1.4 Provident Fund

Table 19: Number of Enterprises participated in PF by Sector

Major Sector	Enterprise Participated in PF	
	Number	Percent
Agriculture, Livestock, Forestry and Fishing	19	0.9
Construction	269	12.1
Electricity and Water Supply	43	1.9
Entertainment	26	1.2
Finance, Insurance and Real Estate	61	2.7
Health and education	111	5.0
Hotels and Restaurants	292	13.1
Manufacturing	203	9.1
Mining and Quarrying	39	1.8
Public Administration	301	13.5
Services	455	20.4
Transport, Storage and Communications	133	6.0
Wholesale and Retail Trade	276	12.4
Grand Total	2228	100.0

Table 20: Numbers of Employees participated in PF by sector

Major Sector	Member Participation in PF		
	Active	Non-Active	Grand Total
Agriculture, Livestock, Forestry and Fishing	857	73	930
Construction	7480	9187	16667
Electricity and Water Supply	6320	1179	7499
Entertainment	118	143	261
Finance, Insurance and Real Estate	2467	583	3050
Health and education	1276	601	1877
Hotels and Restaurants	3835	2894	6729
Manufacturing	6114	3644	9758
Mining and Quarrying	1111	663	1774
Public Administration	2720	649	3369
Services	5265	3577	8842
Transport, Storage and Communications	1126	371	1497
Wholesale and Retail Trade	2281	1049	3330
Grand Total	40970	24613	65583

Table 21: Number of Employees participated in PF by Financial Institute

Financial Inst	Member Participation in PF		
	Active	Non-Active	Grand Total
Bhutan Insurance Ltd	2531	2314	4845
National Pension and Provident Fund	15950	3368	19318
Royal Insurance Corporation of Bhutan	22489	18931	41420
Grand Total	40970	24613	65583

CHAPTER 2

OCCUPATIONAL HEALTH AND SAFETY

2.1 Workplace Accident

The workplace accident reported to Department of Labour in the fiscal year 2018-2019 is 42. Fatal accidents comprise of 38.1% of the total accident occurred of which 93.8% were from construction industry. Construction sector contributed to 52.4% of workplace accident followed by Manufacturing industry (40.5%).

The major cause of accident was found to be struck by moving (+ flying/ falling) object (26.2%) followed by falls from height (14.3%) for the fiscal year 2018-2019.



Table 22: Workplace Accident by Region

Region	Fatal	Injury	Grand Total
Gelephu	4	3	7
Phuntsholing	2	14	16
Samdrup Jongkhar	1	2	3
Thimphu	9	7	16
Tashagang	0	0	0
Grand Total	16	26	42

Table 23: Workplace Accident by Major Sector

Major Sector	Fatal		Injury		Grand Total	
	n	%	n	%	n	%
Agriculture, Livestock, Forestry and Fishing	0	0.0	0	0.0	0	0.0
Health and education	0	0.0	0	0.0	0	0.0
Manufacturing	1	6.3	16	61.5	17	40.5
Mining and Quarrying	0	0.0	2	7.7	2	4.8
Construction	15	93.8	7	26.9	22	52.4
Electricity and Water Supply	0	0.0	1	3.8	1	2.4
Entertainment	0	0.0	0	0.0	0	0.0
Finance, Insurance and Real Estate	0	0.0	0	0.0	0	0.0
Hotels and Restaurants	0	0.0	0	0.0	0	0.0
Public Administration	0	0.0	0	0.0	0	0.0
Services	0	0.0	0	0.0	0	0.0
Transport, Storage and Communications	0	0.0	0	0.0	0	0.0
Wholesale and Retail Trade	0	0.0	0	0.0	0	0.0
Grand Total	16	100	26	100.0	42	100.0

Table 24: Workplace accident by Major Cause

Major Cause	Fatal	Injury	Grand Total
Burns due to heat produced by explosion, flame, radiation, and direct contact with hot surfaces	0	4	4
Cave in due to collapsing of tunneling or excavation	5	0	5
Contact with electricity or electrical discharge	1	2	3
Contact with/by moving machinery	0	5	5
Falls from height	3	3	6
Hit or Runover or crush by heavy Machineries or Vehicles	1	0	1
Slips and trips	2	3	5
Struck by moving (+ flying / falling) object	3	8	11
Trapped by something collapsing or overturning	1	1	2
Grand Total	16	26	42

Table 25: Number of Workplace accident by Major Sector in two fiscal year

Major Sector	2017- 2018			2018-2019		
	Fatal	Injury	Total	Fatal	Injury	Total
Agriculture, Livestock, Forestry and Fishing	0	0	0	0	0	0
Construction	27	20	47	15	7	22
Electricity and Water Supply	0	4	4	0	1	1
Entertainment	0	0	0	0	0	0
Finance, Insurance and Real Estate	0	0	0	0	0	0
Health and education	0	0	0	0	0	0
Hotels and Restaurants	1	0	1	0	0	0
Manufacturing	3	33	36	1	16	17
Mining and Quarrying	0	0	0	0	2	2
Public Administration	0	0	0	0	0	0
Services	2	0	2	0	0	0
Transport, Storage and Communications	0	0	0	0	0	0
Wholesale and Retail Trade	0	0	0	0	0	0
Grand Total	33	57	90	16	26	42

Table 26: Types of Injury by Region

Region	First Aid treatment ⁴	Temporary Partial Disability ⁵	Total Permanent Disabilities ⁶	Grand Total
Gelephu	2	0	1	3
Phuntsholing	5	9	0	14
Samdrup Jongkhar	0	2	0	2
Thimphu	1	5	1	7
Tashigang	0	0	0	0
Grand Total	8	16	2	26

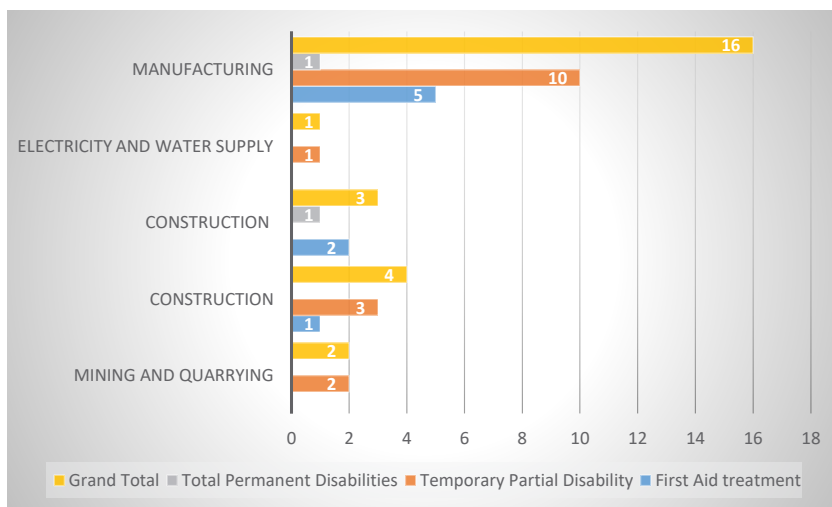


Figure 4: Types of Injury by Major Sector

⁴ First aid treatment means an emergency care or treatment given to an ill or injured person before regular medical aid can be obtained.

⁵ Temporary Partial Disability means a condition where an injured employee's capacity is impaired for a time, but he or she is able to continue working at reduced efficient or temporarily cannot perform his or her normal task, but is expected to fully recover.

⁶ Total Permanent Disabilities that because of injury due to work accident or occupational diseases an employee is unable to Regulations on Working Condition, 2012 36 work in his or her occupation for which he or she is suited by training, education or experiences and will be unable to perform any task throughout his or her lifetime or he or she will not recover or that in all possibility will continue indefinitely, e.g. loss of both eyes, arms or legs.

Table 27: Types of Injury by Major Sector

Major Sector	First Aid treatment	Temporary Partial Disability	Total Permanent Disabilities	Grand Total
Mining and Quarrying		2		2
Construction	3	3	1	7
Electricity and Water Supply		1		1
Manufacturing	5	10	1	16
Grand Total	8	16	2	26

2.2 Occupational Health and Safety Committee

In the fiscal year 2018-2019, 17 enterprises have constituted Safety Committee and majority are from Thimphu and Phuntsholing region and by sector, 7 are from manufacturing industry.

Table 28: New Safety Committee formed by Major Sector

Major Sector	Number	Percent
Agriculture, Livestock, Forestry and Fishing	1	5.9
Construction	2	11.8
Hotel and Restaurant	2	11.8
Manufacturing	7	41.2
Mining & Quarry	2	11.8
Service	3	17.6
Grand Total	17	100.0

Table 29: New Safety Committee formed by Region

Region	Number	Percent
Gelephu	0	0.0
Phuntsholing	6	35.3
Samdrup Jongkhar	3	17.6
Thimphu	6	35.3
Trashigang	2	11.8
Grand Total	17	100.0

Table 30: List of new OHS committee established in the enterprises

SI.No	Name	Sector	Dzongkhag	Region
1	SEEICHU (packing drinking water)	Manufacturing	Samdrup Jongkhar	S/Jongkhar
2	State Mining Corporation Ltd (Hanbrang and Tshophangma Coal mines)	Mining & Quarry	Samdrup Jongkhar	S/Jongkhar
3	State Mining Corporation Ltd (Gypsum)	Mining & Quarry	Pemagatshel	S/Jongkhar
4	Druk Green Power Corporation Ltd	Service	Thimphu	Thimphu
5	Natural Resource Development Corporation Ltd	Agriculture, Livestock, Forestry and Fishing	Thimphu	Thimphu
6	Construction Development Corporation Ltd	Construction	Thimphu	Thimphu
7	Drukair Corporation Ltd	Service	Paro	Thimphu
8	Bhutan Engineering Company Pvt. Ltd	Construction	Thimphu	Thimphu
9	Karma Feeds	Manufacturing	Chukha	Phuntsholing
10	Bhutan Soya Portions	Manufacturing	Chukha	Phuntsholing
11	Sersang Kpong Food Pvt. Ltd	Manufacturing	Chukha	Phuntsholing
12	Bhutan Concrete Bricks Pvt. Ltd	Manufacturing	Thimphu	Thimphu
13	Thinley Pelbar Printers and Publishers (samtse)	Manufacturing	Samtse	Phuntsholing
14	Lhazey Preform and Closure	Manufacturing	Samtse	Phuntsholing
15	Zimdria Industries Private Limited (Automobile Workshop)	Service	Chukha	Phuntsholing
16	Wangchuk Hotel	Hotel and Restaurant	Mongar	Tashigang
17	Druk Deothjung Resort Pvt. Ltd	Hotel and Restaurant	Tashigang	Tashigang

Table 31: Total Number of Safety Committee by Region

Region	Number	Percent
Gelephu	8	8.5
Phuntsholing	51	54.3
Samdrup Jongkhar	9	9.6
Thimphu	21	22.3
Trashigang	5	5.3
Grand Total	94	100.0

Table 32: Number of Safety Committee by Major Sector

Major Sector	Number	Percent
Agriculture, Livestock, Forestry and Fishing	2	2.1
Construction	15	16.0
Hotel and Restaurant	2	2.1
Electricity & water supply	5	5.3
Manufacturing	58	61.7
Mining & Quarry	6	6.4
Service	6	6.4
Grand Total	94	100.0

2.3 Occupational Health and Safety Policy Statement

A total of 45 enterprises have developed OHS policy statement for their enterprises in the fiscal year 2018-2019. Majority of them are from Manufacturing sectors.

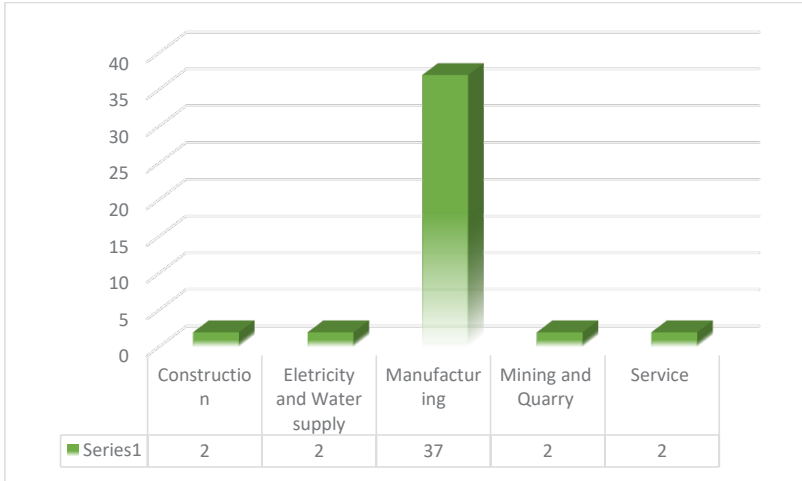


Figure 5: Enterprises developed OHS Policy Statement in the fiscal year by Major Sector

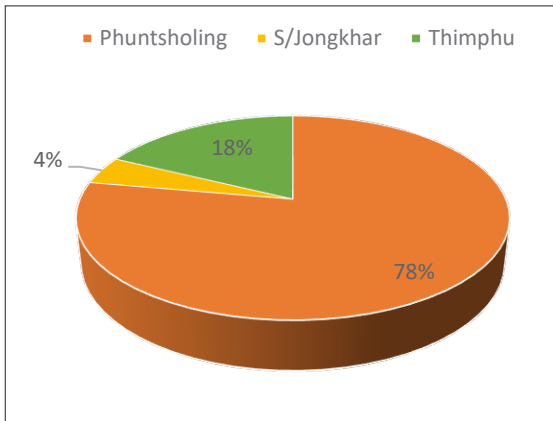


Figure 6: Enterprises developed OHS Policy Statement in the fiscal year by Region

Table 33: List of Enterprise who have developed OHS Policy Statement

Enterprise	Major sector	Dzongkhag	Region
Dungsam Cement Corporation Ltd.	Manufacturing	Pemagatshel	S/Jongkhar
Dungsam Polymers Ltd.	Manufacturing	Pemagatshel	S/Jongkhar
Zimdra Food Pvt. Ltd	Manufacturing	Chukha	Phuntsholing
Bhutan Ferro Alloys Ltd.	Manufacturing	Chukha	Phuntsholing
Pelden Enterprise Limited	Manufacturing	Chukha	Phuntsholing
Bhutan Steel Industries Ltd.	Manufacturing	Chukha	Phuntsholing
Bhutan Rolling Mills Ltd.	Manufacturing	Chukha	Phuntsholing
Lhaki Steels & Rolling(P) Ltd.	Manufacturing	Chukha	Phuntsholing
Lhaki Cement	Manufacturing	Samtse	Phuntsholing
Bhutan Brewery Pvt. Ltd.	Manufacturing	Chukha	Phuntsholing
Druk Wang Alloys Ltd.	Manufacturing	Chukha	Phuntsholing
PHPA I	Construction	Wangdue	Thimphu
PHPA II	Construction	Wangdue	Thimphu
Kuensel Corporation Ltd.	Service	Thimphu	Thimphu
Ugen Ferro Alloys Pvt. Ltd.	Manufacturing	Chukha	Phuntsholing
Druk Air Corporation Ltd.	Service	Paro	Thimphu
Bhutan Carbide & Chemicals Limited	Manufacturing	Chukha	Phuntsholing
RSA Pvt. Limited	Mining and Quarry	Thimphu	Thimphu
Singye Sand & Stone Factory	Manufacturing	Thimphu	Thimphu
Wood Craft Centre	Manufacturing	Thimphu	Thimphu
Karma Feeds	Manufacturing	Chukha	Phuntsholing
Bhutan Soya Proteins	Manufacturing	Chukha	Phuntsholing
Sersang Kbhong Food Pvt. Ltd	Manufacturing	Chukha	Phuntsholing
Jigme Mining Corporation Ltd	Mining and Quarry	Chukha	Phuntsholing
Jigme Industries Ltd	Manufacturing	Chukha	Phuntsholing
Druk Ferro Alloys Ltd.	Manufacturing	Chukha	Phuntsholing
Neetshel Pvt. Ltd	Manufacturing	Samtse	Phuntsholing
Quality Gases Pvt. Ltd.	Manufacturing	Chukha	Phuntsholing
RSA Pvt. Limited (Marble Unit)	Manufacturing	Chukha	Phuntsholing

RSA Pvt. Limited (Poly Unit)	Manufacturing	Chukha	Phuntsholing
Bhutan Polymers	Manufacturing	Samtse	Phuntsholing
Penden Cement Authority Ltd.	Manufacturing	Samtse	Phuntsholing
Green Wood Manufacturing Company	Manufacturing	Chukha	Phuntsholing
Bhutan Silicon Metal Pvt. Ltd	Manufacturing	Chukha	Phuntsholing
Bhutan Concast Pvt. Ltd.	Manufacturing	Chukha	Phuntsholing
Bhutan. Board Products Ltd	Manufacturing	Chukha	Phuntsholing
Bhutan Board Products Ltd. (Factory)	Manufacturing	Chukha	Phuntsholing
Drangchu Beverages Pvt. Ltd.	Manufacturing	Chukha	Phuntsholing
Saint Gobain Ceramic Materials Bhutan Pvt. Ltd.	Manufacturing	Chukha	Phuntsholing
Tashi Beverages Ltd.	Manufacturing	Chukha	Phuntsholing
Bhutan Fruits Products Pvt. Ltd.	Manufacturing	Samtse	Phuntsholing
Chukha Hydro Power Plant	Electricity and Water supply	Chukha	Phuntsholing
Tala Hydro Power Plant	Electricity and Water supply	Chukha	Phuntsholing
Bhutan Engineering Company Pvt. Ltd.	Manufacturing	Thimphu	Thimphu
Kenpa Pvt Ltd.	Manufacturing	Samtse	Phuntsholing

2.4 Occupational Health and Safety Assessment



A total of 84 enterprisers were assessed for good OHS practice in 2019 (details in Table 31). Manufacturing industry represents 66.7% followed by 14.3% from Hydropower Construction.

Over the past five year, an increase in the good OHS practice among the enterprises assessed is observed. The good OHS practice increased from just 37% in 2015 to 58.3% in 2019.

Table 34: Number of Enterprise conducted OHS Assessment by Region

Region	Number	Percent
Gelephu	8	9.5
Phuntsholing	44	52.4
Samdrupjonglhar	9	10.7
Tashigang	5	6.0
Thimphu	18	21.4
Total	84	100.0

Table 35: Number of Enterprise conducted OHS Assessment by Major Sector

Major Sector	Number	Percent
Construction	2	2.4
Hydropower Construction	12	14.3
Gypsum Mining	1	1.2
Manufacturing	56	66.7
Mining and quarry	3	3.6
Service	10	11.9
Grand Total	84	100.0

Table 36: Number of Enterprise with good OHS practice by Major Sector and Region

Region	Sector			
	Construction	Manufacturing	Mining and Quarry	Grand Total
Gelephu	4	3	0	7
Phuntsholing	0	23	1	24
Sjongkhar	0	2	1	3
Tashiganag	0	2	0	2
Thimphu	6	5	1	12
Grand Total	10	35	3	49

Table 37: List of enterprises with Good OHS practices 2019

Sl. No.	Name	Region	Score (%)
1	Zimdra Food Pvt. Ltd	Phuntsholing	94.8
2	Tala Hydro Power Plant	Phuntsholing	93.8
3	Bhutan Hydro-Power Services Limited	Gelephu	92.9
4	Bhutan Ferro Alloys limited	Phuntsholing	90.7
5	Larsen & Toubro (PHPA I)	Thimphu	90.4
6	Tashi Metal Pvt. Ltd.	Phuntsholing	89.4
7	Jaiprakash Associates Ltd.	Gelephu	89.1
8	Tashi Beverages Ltd.	Phuntsholing	89.0
9	Bhutan Agro Industries Ltd.	Thimphu	88.9
10	Chukha Hydro Project	Phuntsholing	88.0
11	Pelden Enterprise	Phuntsholing	87.5
12	Basohu Power Plant	Thimphu	86.8
13	Dungsam Cement Corporation Ltd	Samdrup jongkhar	85.8
14	Bhutan Brewery Pvt. Ltd	Phuntsholing	85.7
15	Penden Cement Authority Ltd.	Phuntsholing	85.4
16	Druk Green Power Corporation Ltd	Thimphu	84.6
17	Neethsel Pvt.Ltd.	Phuntsholing	84.1
18	Army Welfare Project	Gelephu	83.2
19	Saint Gobain Ceramic Material Pvt. Ltd	Phuntsholing	83.1
20	Jigme Mining	Phuntsholing	82.0
21	Singye Stones and Sand Factory	Thimphu	81.9
22	Druk Wang Alloys Pvt. Ltd.	Phuntsholing	81.8
23	Mangduchue Hydropower Authority	Gelephu	81.6
24	Punatshangchu Hydropower Authority II	Thimphu	81.3
25	Bhutan Centennial Distillery	Gelephu	81.2
26	Army Welfare Project (Distillery)	Phuntsholing	81.0
27	Gammon II (PHPA II)	Thimphu	81.0
28	Bhutan Rolling Mills	Phuntsholing	80.9
29	Mountain Hazelnut Private Limited	Tashiganag	80.9

30	Vajra Builders	Thimphu	80.8
31	Punatshangchu Hydropower Authority I	Thimphu	80.6
32	Kurichhu Hydro Electric Project	Tashiganag	80.1
33	Army Welfare Project (Cardboard)	Phuntsholing	79.9
34	SD Eastern Bhutan Ferro Silicon Pvt. Ltd	Samdrup Jongkhar	79.4
35	HCC (PHPA I)	Thimphu	78.5
36	Lhaki Cement	Phuntsholing	78.3
37	PES Engineers Pvt. Ltd.	Gelephu	77.4
38	State Mining Corporation Ltd. (Gypsum Mining)	Samdrup Jongkhar	75.6
39	Jay Pee Associate LTD. (PHPA II)	Thimphu	75.4
40	Bhutan Board Product Ltd (Darla)	Phuntsholing	74.4
41	Lhaki Steel Pvt. Ltd	Phuntsholing	73.4
42	RSA Pvt. Ltd. (marble processing)	Phuntsholing	73.2
43	Druk Ferro Alloys Limited	Phuntsholing	72.0
44	Drangchu Beverages Pvt. Ltd	Phuntsholing	71.6
45	Bhutan Carbide and Chemical Ltd	Phuntsholing	71.2
46	Gammon Engineers and Contracts Pvt. Ltd	Gelephu	70.6
47	Bhutan Polymers Company Ltd	Phuntsholing	70.4
48	Bhutan Fruit Product Ltd	Phuntsholing	70.2
49	Bhutan GRC	Thimphu	70.1

Table 38: List of enterprises with poor OHS Practices 2019

SI.No	Name	Region	Score (%)
1	Druk GYP Products and Chemicals Ltd	Samdrup Jongkhar	69.9
2	Dungsam Polymers Limited	Samdrup Jongkhar	69.7
3	Ice Beverages Pvt. Ltd	Phuntsholing	69.3
4	Tashi Engineering Workshop	Phuntsholing	68.1
5	Bhutan Steel Industries Ltd.	Phuntsholing	66.4
6	State Mining Corporation Ltd. (Bangtar Coal mining)	Samdrup Jongkhar	65.6
7	RSA Poly Unit	Phuntsholing	63.5

8	Ugyen Ferro Alloys Ltd.	Phuntsholing	63.1
9	Kinjore Brewery Pvt. Ltd.	Phuntsholing	62.0
10	Bhutan Silicon Metal Pvt. Ltd	Phuntsholing	59.2
11	Tangsibji Hydro Energy Ltd.	Gelephu	58.3
12	Kholongchhy Hydro Energy Limited	Tashiganag	58.2
13	Bhutan Board Products Ltd.	Phuntsholing	58.1
14	Bhutan Panel Wood Industry & Bhutan Pack-aging Industries	Phuntsholing	56.8
15	Wood Craft Corporation Ltd	Thimphu	54.6
16	Seelchu Water Plant	Samdrup Jongkhar	53.8
17	Bhutan Quality Gases Pvt. Ltd.	Phuntsholing	52.6
18	RSA	Thimphu	52.5
19	Burma Chemicals Industry	Samdrup Jongkhar	51.8
20	Bhutan Alloy Steel Casting	Phuntsholing	51.4
21	Wangchuk Group of Companies	Tashiganag	50.3
22	SD Eastern Bhutan Coal Company Ltd	Sjongkhar	49.1
23	Dharma Arts	Thimphu	44.3
24	Natural Resources Development Corp. Ltd	Thimphu	41.5
25	Druk Deothjung Resort Private Limited	Tashiganag	41.3
26	Kenpa Pvt. Ltd.	Phuntsholing	39.9
27	Bhutan Concast Pvt. Ltd.	Phuntsholing	39.0
28	Construction Development Corp. Ltd	Thimphu	38.5
29	Bhutan ply Unit	Phuntsholing	37.6
30	State Trading Corporation of Bhutan Limited	Phuntsholing	37.6
31	Green Wood Manufacturing Corporation	Phuntsholing	36.5
32	Rabten Engineering Workshop	Phuntsholing	32.7
33	Druk Cement Pvt. Ltd.	Phuntsholing	29.4
34	Greener Way Pvt. Ltd.	Thimphu	14.8
35	Yangzom cement	Phuntsholing	0.0

2.5 Comparative statement on Occupational Health and Safety Assessment

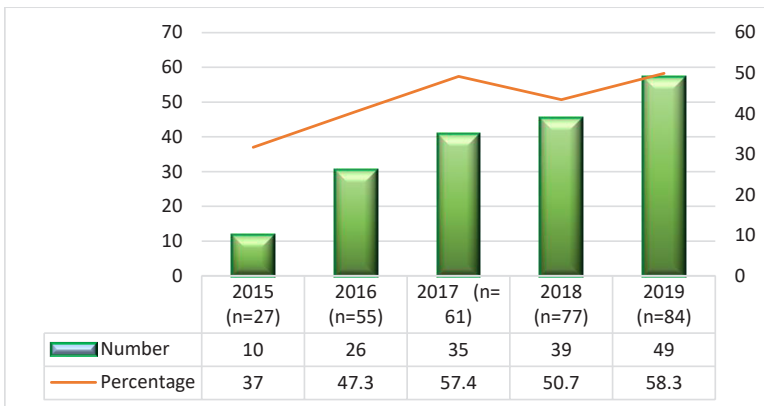


Figure 7: Number of Enterprise with good OHS practices for last 5 consecutive years

Table 39: Number of Enterprise with good OHS practices for last 5 consecutive years

Region	2015 (n=27)		2016 (n=55)		2017 (n= 61)		2018 (n=77)		2019 (n=84)	
	n	%	n	%	n	%	n	%	n	%
Phuntsholing	5	20.8	11	42.3	20	57.1	20	51.3	25	51.0
Thimphu	3	30.0	7	26.9	8	22.9	6	15.4	12	24.5
Gelephu	1	10.0	7	26.9	5	14.3	8	20.5	7	14.3
Samdrup Jongkhar	1	10.0	1	3.8	1	2.9	2	5.1	3	6.1
Trashigang	0	0.0	0	0.0	1	2.9	3	7.7	2	4.08
Total	10	37.0	26	47.3	35	57.4	39	50.7	49	58.3

2.6 Debriefing on Occupational Health and Safety Assessment

Table 40: Numbers of Enterprises conducted Debriefing on OHS assessment by Region

Region	Number
Gelephu	5
Phuntsholing	46
Samdrup jongkhar	5
Sjongkhar	2
Tashiganag	5
Thimphu	17
Grand Total	80

Table 41: List of Enterprises conducted Debriefing on OHS assessment

Sl. No.	Name	Region	Sl. No.	Name	Region
1	Army Welfare Project	Gelephu	41	HCC (PHPA I)	Thimphu
2	Army Welfare Project (Cardboard)	Phuntsholing	42	Ice Beverages Pvt. Ltd	Phuntsholing
3	Army Welfare Project (Distillery)	Phuntsholing	43	Jay Pee Associate LTD. (PHPA II)	Thimphu
4	Basohu Power Plant	Thimphu	44	Jigme Mining	Phuntsholing
5	BCCL	Phuntsholing	45	Karma Feeds	Phuntsholing
6	Bhutan Argo Industries Ltd.	Thimphu	46	Kenpa Pvt. Ltd.	Phuntsholing
7	Bhutan Alloy Steel Casting	Phuntsholing	47	Kholongchhy Hydro Energy Limited	Tashiganag
8	Bhutan Board Product Ltd (Darla)	Phuntsholing	48	Kinjore Brewery Pvt. Ltd.	Phuntsholing
9	Bhutan Board Products Ltd.	Phuntsholing	49	Kurichhu Hydro Electric Project	Tashiganag
10	Bhutan Brewery Pvt. Ltd	Phuntsholing	50	Lhaki Cement	Phuntsholing
11	Bhutan Centennial Distillery	Gelephu	51	Lhaki Steel Pvt. Ltd	Phuntsholing
12	Bhutan Concast	Phuntsholing	52	M/S Pelden Enterprise	Phuntsholing
13	Bhutan Concast Pvt. Ltd.	Phuntsholing	53	Mountain Hazelnut Private Limited	Tashiganag
14	Bhutan Ferroalloys limited	Phuntsholing	54	Neethsel Pvt.Ltd.	Phuntsholing
15	Bhutan Fruit Product Ltd	Phuntsholing	55	NRDCL	Thimphu
16	Bhutan GRC	Thimphu	56	Penden Cement Authority Ltd.	Phuntsholing
17	Bhutan Hydro-Power Services Limited	Gelephu	57	PHPA I	Thimphu

18	Bhutan Panel Wood Industry & Bhutan Packaging Industries	Phuntsholing	58	PHPAIL	Thimphu
19	Bhutan ply Unit	Phuntsholing	59	Rabten Engineering Workshop	Phuntsholing
20	Bhutan Polymers Company Ltd	Phuntsholing	60	RSA Poly Unit	Phuntsholing
21	Bhutan Quality Gases Pvt. Ltd.	Phuntsholing	61	RSA Pvt. Ltd.	Phuntsholing
22	Bhutan Rolling Mills	Phuntsholing	62	RSA, Mining	Thimphu
23	Bhutan Silicon Metal Pvt. Ltd	Phuntsholing	63	Saint Gobain Ceramic Material Pvt. Ltd	Phuntsholing
24	Bhutan Steel Industries Ltd.	Phuntsholing	64	SD Eastern Bhutan Ferro Silicon Pvt. Ltd	Sjongkhar
25	Burma Chemicals Industry	Samdrup jongkhar	65	Seelchu Water Plant	Samdrup jongkhar
26	Chukha Hydro Project	Phuntsholing	66	Sersang Food	Phuntsholing
27	Construction Development Corporation Ltd	Thimphu	67	Singye Stones and Sand Factory	Thimphu
28	DGPC	Thimphu	68	State Mining Corporation Ltd. (Bangtar Coal mining)	Samdrup jongkhar
29	Drangchu Beverages Pvt. Ltd	Phuntsholing	69	State Mining Corporation Ltd. (Gypsum Mining)	Sjongkhar
30	Druk Cement Pvt. Ltd.	Phuntsholing	70	State Trading Corporation of Bhutan Limited	Phuntsholing
31	Druk Deothjung Resort Private Limited	Tashiganag	71	Tala Hydro Power Plant	Phuntsholing

32	Druk Ferro Alloys Limited	Phuntsholing	72	Tangsibji Hydro Energy Ltd.	Gelephu
33	Druk GYP Products and Chemicals Ltd	Samdrup jongkhar	73	Tashi Beverages Ltd.	Phuntsholing
34	Druk Wang Alloys pvt. Ltd.	Phuntsholing	74	Tashi Engineering Workshop	Phuntsholing
35	Dungsam Polymers Limited	Samdrup jongkhar	75	Tashi Metal Pvt. Ltd.	Phuntsholing
36	Gammon Engineers and Contracts Lvt. Ltd	Gelephu	76	Ugyen Ferro Alloys Ltd.	Phuntsholing
37	Gammon II (PHPA II)	Thimphu	77	Vajra Builders	Thimphu
38	Green Wood Manufacturing Corporation	Phuntsholing	78	Wangchuk Group of Companies	Tashiganag
39	Greener Way Pvt. Ltd.	Thimphu	79	Wood Craft Corporation Ltd	Thimphu
40	HCC(PHPA I)	Thimphu	80	Zimdra Food Pvt. Ltd	Phuntsholing

CHAPTER 3

LABOUR RELATION

3.1 Labour Dispute

A total of 495 Labour Disputes were registered with the Department of Labour and the Regional Offices in the fiscal year 2018-2019. Among the disputes registered, construction sector had highest with 54.7%, followed by 13.5% and 10.1% in Hotels and Restaurants, and Services industry respectively. Region wise, Thimphu (429) had highest number of dispute cases registered followed by Phuntsholing (16).

Majority of the disputes registered were due to non-payment of wages by the employers (29.7%) followed by Absconded after taking advance money (28.7%) especially with the Foreign workers in construction sector.

Of the total 495 Labour disputes registered, 30.1% were successfully resolved by the Department and Regional offices, 28.7% were forwarded to Department of Immigration and 26.3% to Royal Court of Justice.

Table 42: Number of Labour Dispute handled by Major Sector

Major Sector	Labour Dispute	
	Number	Percent
Agriculture/Livestock/Forestry/Fishing	1	0.2
Construction	271	54.7
Electricity and Water Supply	5	1.0
Finance, Insurance, and Real State	32	6.5
Health and Education	5	1.0
Hotels and Restaurants	67	13.5
Manufacturing	40	8.1
Mining and Quarry	7	1.4
Services	50	10.1
Transport, Storage and Communications	8	1.6
Wholesale and Retail Trade	9	1.8
Grand Total	495	100.0

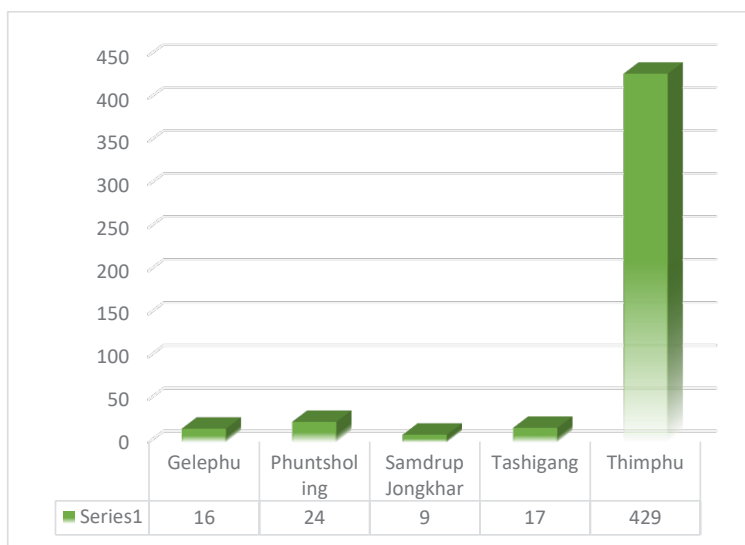


Figure 8: Number of Labour Dispute handled by Region

Table 43: Number of Labour Dispute handled by Region for two fiscal year

Region	2017-2018	2018-2019
Gelephu	13	16
Phuntsholing	23	24
Samdrup Jongkhar	13	9
Tashigang	17	17
Thimphu	431	429
Grand Total	497	495

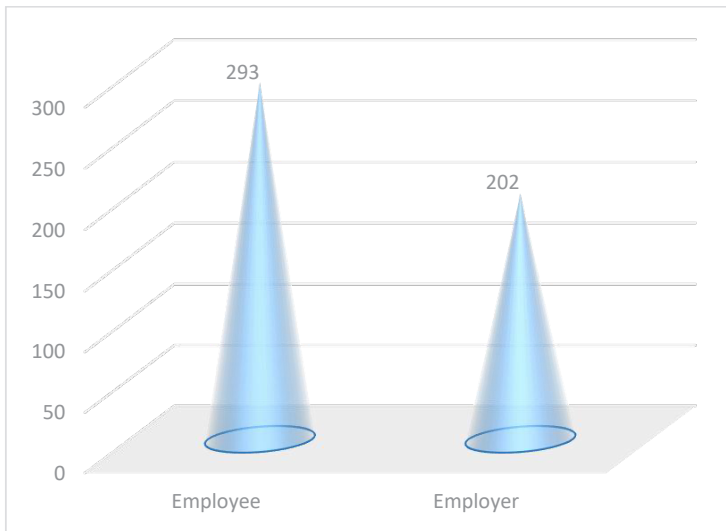


Figure 9: Dispute registered by employee and employer with the Department

Table 44: Number of Labour Dispute by Nature

Nature of Dispute	Number	Percent
Absconded after taking advance	142	28.7
Breach of agreement	9	1.8
Discrimination	1	0.2
Forgery	1	0.2
Harassment at workplace	1	0.2
Job placement in Malaysia	3	0.6
Non-fulfillment of obligations	1	0.2
Non-issuance of relieving order	8	1.6
Non-payment in lieu of weekly rest period & public holidays.	29	5.9
Non-payment of advance taken	1	0.2
Non-payment of Benefits such as PF, GIS, allowance, and Gratuity	37	7.5
Non-payment of service charges	17	3.4
Non-payment of wage	147	29.7
Non-payment of worker's compensation	6	1.2
Oversea Employment without Valid Employment Agent's License	4	0.8
Recruitment procedure lapses	4	0.8
Termination of contract without serving notice	78	15.8
Others	6	1.2
Grand Total	495	100.0

Table 45: Number of Labour Dispute handled by region and status

Status	I	II	III	IV	V	Grand Total	
						Number	Percent
Forwarded for Inspection	0	0	0	0	1	1	0.2
Forwarded to Court	6	7	4	5	108	130	26.3
Forwarded to HQ	1	0	0	0	0	1	0.2
Forwarded to Immigration Office	0	0	0	0	142	142	28.7
Forwarded to Legal service division	0	0	0	0	2	2	0.4
Forwarded to Regional Office	0	2	0	0	8	10	2.0
Forwarded to Royal Bhutan Police	0	0	0	0	1	1	0.2
Under Review	2	0	1	1	39	43	8.7
Resolved	6	15	4	11	113	149	30.1
Withdrawn	1	0	0	0	15	16	3.2
Grand Total	16	24	9	17	429	495	100.0

Note: I – Gelephu, II Phuntsholing, III- Samdrup Jongkhar, IV- Tashigang, V- Thimphu

3.2 Internal Service Rules (ISR)

In the Fiscal Year 2018-2019, a total of 192 Internal Service Rules were received by the Department of Labour and the Regional offices of which 169 were reviewed and endorsed by the CLA and 14 ISR are still under review. Consider sectors, 57 ISR were submitted from Hotels and Restaurants, followed by 28 from Wholesale and Retail Trade. Thimphu alone had received 145 ISR and of which 122 are endorsed, followed by Phuntsholing where 25 ISR were received and endorsed.

Table 46: Number of ISR received, endorsed, Amendment and under process by Region

Region	Amendments	Endorsed	Under process/ review	Grand Total
Gelephu	0	6	0	6
Phuentsholing	0	25	0	25
Samdrup Jongkhar	0	8	0	8
Tashigang	0	8	0	8
Thimphu	9	122	14	145
Grand Total	9	169	14	192

Table 47: Number of ISR by Region and Status in two fiscal year

Region	2017-2018				2018-2019			
	Amendments	Endorsed	Under process/ review	Grand Total	Amendments	Endorsed	Under process/ review	Grand Total
Gelephu	0	54	0	54	0	6	0	6
Phuentsholing	4	38	2	44	0	25	0	25
Samdrup Jongkhar	0	15	0	15	0	8	0	8
Tashigang	0	15	0	15	0	8	0	8
Thimphu	15	133	0	148	9	122	14	145
Grand Total	19	255	2	276	9	169	14	192

Table 48: Number of ISR received, endorsed, Amendment and under process by Major Sector

Major Sector	Amendments	Endorsed	Under process/ review	Grand Total
Agriculture/Livestock/For- estry/Fishing	0	0	0	1
Construction	0	8	0	8
Electricity and Water Supply	0	1	1	2
Entertainment	0	1	0	1
Finance/ Insurance/ Real Estate	0	2	0	2
Health and Education	1	8	1	10
Hotels and Restaurants	3	46	8	57
Manufacturing	0	16	0	16
Mining and Quarry	0	2	0	2
Services	5	55	4	64
Transport	0	1	0	1
Wholesale and Retail Trade	0	28	0	28
Grand Total	9	169	14	192

Table 49: Number of ISR received, endorsed, Amendment and under process by Dzongkhag

Dzongkhag	Amendments	Endorsed	Under process/ review	Grand Total
Bumthang	0	1	0	1
Chhukha	0	22	0	22
Haa	0	2	0	2
Lhuentse	0	2	0	2
Mongar	0	3	0	3
Paro	1	10	5	16
Pemagatshel	0	4	0	4
Punakha	0	5	0	5
Samdrup Jongkhar	0	4	0	4
Samtse	0	5	0	5
Sarpang	0	3	0	3
Thimphu	8	98	8	114
Trashigang	0	3	0	3
Trongsa	0	0	1	1
Tsirang	0	2	0	2
Wangdue	0	5	0	5
Grand Total	9	169	14	192

CHAPTER 4 FOREIGN WORKERS

4.1 Foreign Workers

In the fiscal year 2018-2019 a total of 50057 foreign workers were approved by the Department of Labour of which 49677 were Indian nationality. For Hydropower Construction 11975 Foreign Workers were approved and by Major Occupation highest number of Foreign workers approved were for Craft and related trade.

Table 50: Foreign Workers Approved by Major Occupation and Nationality

Major Occupation	Indian			Others			Grand Total
	Male	Female	Total	Male	Female	Total	
Clerical support workers	78	36	114	0	0	0	114
Craft and related trade workers	43161	407	43568	119	2	121	43689
Elementary Occupation	2369	592	2961	10	0	10	2971
Managers (Professionals)	164	3	167	34	12	46	213
Plant and machine operators and assemblers	1490	2	1492	23	0	23	1515
Professionals	763	61	824	76	44	120	944
Service and sales workers	133	8	141	12	5	17	158
Skilled Agricultural, Forestry and Fishery	47	0	47	1	0	1	48
Technicians and Associate Professionals	356	7	363	31	11	42	405
Grand Total	48561	1116	49677	306	74	380	50057

Table 51: Numbers of Foreign Workers approved by Hydropower and Non-Hydropower Sector

Major Category	Hydropower	Non-hydropower	Total
Clerical support workers	8	106	114
Craft and related trade workers	9851	33838	43689
Elementary Occupation	24	2947	2971
Managers (Professionals)	73	140	213
Plant and machine operators and assemblers	1283	232	1515
Professionals	440	504	944
Service and sales workers	26	132	158
Skilled Agricultural, Forestry and Fishery workers	0	48	48
Technicians and Associate Professionals	270	135	405
Grand Total	11975	38082	50057

Table 52: Foreign Workers approved by Nationality and Gender

Country	Male	Female	Total
Australia	5	9	14
Bangladesh	15	1	16
Belgium	1	0	1
Canada	2	4	6
Chile	1	0	1
China	1	0	1
Czech Republic	1	0	1
Ethiopia	1	0	1
France	1	2	3
Germany	7	1	8
Ghana	1	0	1
Greece	3	0	3

Hungary	1	0	1
Iceland	51	1	52
India	48561	1116	49677
Indonesia	26	0	26
Iran	10	0	10
Israel	2	0	2
Japan	42	23	65
Jersey	0	1	1
Jordan	1	0	1
Malaysia	1	0	1
Malta	2	0	2
Myanmar	2	1	3
Namibia	8	0	8
Nepal	49	2	51
Netherlands	2	0	2
New Zealand	3	1	4
Pakistan	2	0	2
Philippines	4	2	6
Portugal	0	1	1
Saint Helena	3	0	3
Singapore	1	1	2
South Africa	3	1	4
South Korea	0	1	1
Spain	1	1	2
Sri Lanka	3	0	3
Sweden	1	0	1
Switzerland	0	1	1
Thailand	21	6	27
United Kingdom	4	1	5
United States	13	11	24
Vietnam	11	2	13
Grand Total	48867	1190	50057

Table 53: Foreign Workers approved by Minor Occupation and Nationality

Minor Occupation	Indian			Others			Grand Total
	Male	Female	Total	Male	Female	Total	
Administrative and Commercial Managers	36	0	36	6	2	8	44
Agriculture and Forest Professionals	3	0	3	2	2	4	7
Assemblers	56	0	56	1	0	1	57
Building and related trade workers	40594	404	40998	84	1	85	41083
Business and administration associate professionals	253	2	255	16	8	24	279
Business and administration professionals	35	0	35	3	1	4	39
Chief executives, senior officials and legislators	65	2	67	18	6	24	91
Cleaner and Helper	51	3	54	0	0	0	54
Customer Service clerk	1	0	1	0	0	0	1
Drivers and mobile plant operator	1007	0	1007	5	0	5	1012
Food processing, wood working, garment and other related trade workers	7	0	7	1	0	1	8
General and keyboard clerks	72	36	108	0	0	0	108
Handicraft and printing workers	14	0	14	31	1	32	46
Health Associate Professionals	6	4	10	0	1	1	11
Health Professionals	8	2	10	6	8	14	24
Hospitality, Retail and Other Service Manager	13	0	13	3	3	6	19
Information and Communication Technology associate professionals	5	0	5	0	1	1	6

Information and Communications Technology Professional	11	0	11	2	0	2	13
Legal, social and cultural Professional	5	0	5	1	0	1	6
Legal, social, cultural associate professionals	2	0	2	4	0	4	6
Manual Workers	2288	586	2874	10	0	10	2884
Market-oriented skilled forestry, fishery and hunting workers	47	0	47	1	0	1	48
Metal, machinery and related trade workers	2546	3	2549	3	0	3	2552
Numerical and material recording clerks	5	0	5	0	0	0	5
Personal Service Worker	130	8	138	12	5	17	155
Physical and Social Science Professionals	28	1	29	2	3	5	34
Process Control Technicians	4	0	4	0	0	0	4
Production and Specialized Service Manager	50	1	51	7	1	8	59
Refuse Worker and other elementary workers	14	3	17	0	0	0	17
Sales Workers	3	0	3	0	0	0	3
Science and engineering associate professionals	85	0	85	11	1	12	97
Science and Engineering Professionals	480	2	482	34	1	35	517
Stationary plants and machine operators	427	2	429	17	0	17	446
Street and related services worker	16	0	16	0	0	0	16
Teaching Associate	1	1	2	0	0	0	2
Teaching Professionals	193	56	249	26	29	55	304
Grand Total	48561	1116	49677	306	74	380	50057

4.2 Foreign Workers Recruitment Agent

A total of 51 Foreign Workers Recruitment Agents are registered with the Department of Labour and majority of them are located in Phuntsholing Region (28) as detailed in Table 46.

Table 54: Foreign Worker Recruitment Agent by Region

Region	Number	Percent
Gelephu	15	29.4
Phuntsholing	28	54.9
Samdrup Jongkhar	8	15.7
Tashigang	0	0.0
Thimphu	0	0.0
Grand Total	51	100.0

Table 55: Foreign Worker Recruitment Agent by Region and Dzongkhag

Region	Dzongkhag				Grand Total
	Chhukha	Samdrup Jongkhar	Samtse	Sarpang	
Gelephu	0	0	0	15	15
Phuntsholing	25	0	3		28
Samdrup Jongkhar	0	8	0	0	8
Tashigang	0	0	0	0	0
Thimphu	0	0	0	0	0
Grand Total	25	8	3	15	51

Table 56: List of Foreign Worker Recruitment Agent by Region and Dzongkhag

Sl. No	Name of Enterprise	Dzongkhag	Region
1	Norbu Yeabar Foreign Workers Recruitment Agents	Chhukha	Phuntsholing
2	Namgay Foreign Workers Recruitment Agency	Chhukha	Phuntsholing
3	Bhutan Foreign Workers Recruitment Agency	Chhukha	Phuntsholing
4	Reeta foreign Workers Recruitment Agent	Chhukha	Phuntsholing
5	Shenphen Foreign Worker Recruitment Agent	Chhukha	Phuntsholing
6	Dechen Zam Foreign Workers Recruitment Agent	Chhukha	Phuntsholing
7	Sigey Dema Foreign worker Recruitment Agent	Chhukha	Phuntsholing
8	Pema Foreign Workers Recruitment Agents	Chhukha	Phuntsholing
9	Sangay phuensum Foreign Workers Recruitment Agents	Chhukha	Phuntsholing
10	Zhabtoo Foreign Workers Recruitment Agent	Chhukha	Phuntsholing
11	Lekdhen Foreign Workers Recruitment Agents	Chhukha	Phuntsholing
12	Dungkhar Foreign Workers Recruitment Agents	Chhukha	Phuntsholing
13	Thuendrel Foreign Worker Recruitment Agent.	Chhukha	Phuntsholing
14	Rickzang Foreign Worker Recruitment Agent	Chhukha	Phuntsholing
15	Choki Foreign Workers Recruitment Agents	Chhukha	Phuntsholing
16	Norjune Foreign Workers Recruitment Agents	Chhukha	Phuntsholing

17	Jabab Foreign Workers Recruitment Agents	Chhukha	Phuntsholing
18	Rabgay Foreign Workers Recruitment Agents	Chhukha	Phuntsholing
19	Menjong Foreign Workers Recruitment Agents	Chhukha	Phuntsholing
20	STP foreign worker recruitment agent	Chhukha	Phuntsholing
21	Kinso Foreign Workers Recruitment Agents	Chhukha	Phuntsholing
22	Kee Tee Foreign Worker Recruitment Agent	Chhukha	Phuntsholing
23	Yarkay Foreign Workers Recruitment Agents	Chhukha	Phuntsholing
24	A & A Foreign Workers Recruitment Agent	Chhukha	Phuntsholing
25	Tshewang Foreign Workers Recruitment Agency	Chhukha	Phuntsholing
26	Dorjee Meybar Foreign Workers Recruitment Agents	Samtse	Phuntsholing
27	SD Foreign Workers Recruitment AgentP	Samtse	Phuntsholing
28	Shing-Chhu Foreign Workers Recruitment Agents	Samtse	Phuntsholing
29	Menjong Foreign Workers Recruitment Agency	Sarpang	Gelephu
30	Melam Foreign Workers Recruitment Agents	Sarpang	Gelephu
31	Songtshe Foreign Workers Recruitment Agents	Sarpang	Gelephu
32	Ganga Foreign Workers Recruitment Agents	Sarpang	Gelephu
33	Namgay Foreign Workers Recruitment Agents	Sarpang	Gelephu
34	Youang Foreign workers Recruitment Agent	Sarpang	Gelephu
35	Yezhin Pelter Foreign Workers Recruitment Agent	Sarpang	Gelephu

36	Sonam Dzhenphel FWRA	Sarpang	Gelephu
37	Dorji Foreign Workers Recruitment Agency	Sarpang	Gelephu
38	Tashee Ongmoo FWRA	Sarpang	Gelephu
39	Gelephu Foreign Workers Recruitment Agents	Sarpang	Gelephu
40	Pema Yeshe Foreign Workers Recruitment Agents	Sarpang	Gelephu
41	Lhanam Foreign Workers Recruitment Agency	Sarpang	Gelephu
42	Panbang Foreign Workers Recruitment Agents	Sarpang	Gelephu
43	Lhamo Foreign Workers Recruitment Agents	Sarpang	Gelephu
44	Dejo Foreign Workers Recruitment Agency	Samdrup Jongkhar	Samdrup Jongkhar
45	Kundrup Foreign Workers Recruitment Agents	Samdrup Jongkhar	Samdrup Jongkhar
46	Ugyen Rangjung Labour Agent	Samdrup Jongkhar	Samdrup Jongkhar
47	Kunphen Foreign Workers Recruitment Agent	Samdrup Jongkhar	Samdrup Jongkhar
48	City Foreign Workers Recruitment Agents	Samdrup Jongkhar	Samdrup Jongkhar
49	Lunglha Foreign Recruitment Agent	Samdrup Jongkhar	Samdrup Jongkhar
50	Dechen Wangmo FWRA	Samdrup Jongkhar	Samdrup Jongkhar
51	Big Karma Foreign Worker Recruitment Agency	Samdrup Jongkhar	Samdrup Jongkhar

CHAPTER 5

AWARNESS AND TRAINING PROGRAM AND OTHER ACTIVITIES

5.1 Awareness and Training Program

The Department of Labour and Regional offices provided awareness program on Labour and Employment Act 2007 to 3004 participants, and awareness on OHS for 1446 participants. A total of 477 workers were trained on OHS and 178 on industrial first aid.

Table 57: Types of Program conducted and the numbers of Participants attended

Types of Program	No. of Participants
Awareness on LEA 2007	3004
Awareness on Occupational Health and Safety	1446
Awareness on Provident Fund	102
Industrial First aid	178
Basic training on Occupational Health and Safety	194
Training on Occupational Health and Safety (supervisory and safety committee members)	283
Grand Total	5207

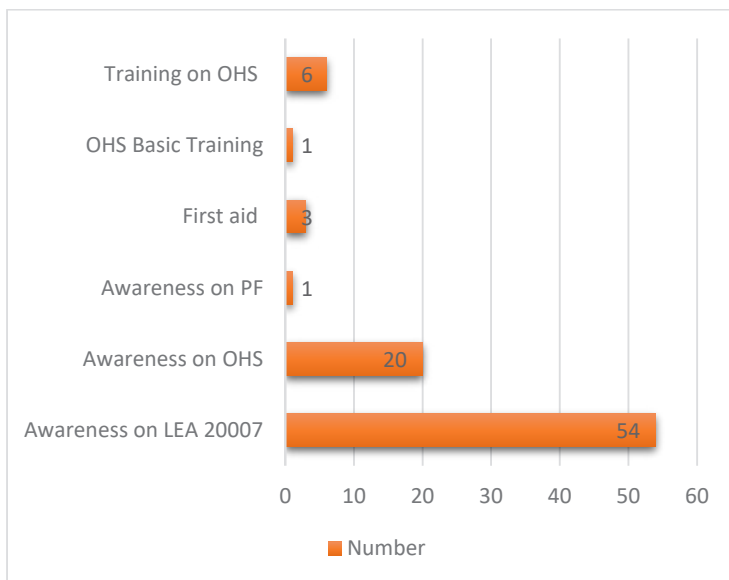


Figure 10: Numbers of types of program conducted

Table 58: Number of types of Program conducted by Region

Region	Awareness on LEA 20007	Awareness on OHS	Awareness on PF	First aid	OHS Basic Training	Training on OHS	Grand Total
Gelephu	3	12	0	0	0	0	15
Phuentsholing	14	1	1	0	0	0	16
Samdrupjongkhar	21	0	0	0	0	0	21
Thimphu	10	7	0	3	0	6	26
Trashigang	6	0	0	0	1	0	7
Grand Total	54	20	1	3	1	6	85

Table 59: Number of Participant attended the programs by region

Region	Awareness on LEA 20007	Awareness on OHS	Awareness on PF	First aid	OHS Basic Training	Training on OHS	Grand Total
Gelephu	154	573	0	0	0	0	727
Phuentsholing	1486	22	102	0	0	0	1610
Samdrupjongkhar	284	0	0	0	0	0	284
Thimphu	384	851	0	178	0	283	1696
Trashigang	696	0	0	0	194	0	890
Grand Total	3004	1446	102	178	194	283	5207

Table 60: Number of types of Program conducted by Major Sector

Major Sector	Awareness on LEA 20007	Awareness on OHS	Awareness on PF	First aid	OHS Basic Training	Training on OHS	Grand Total
Agriculture, Livestock, Forestry and Fishing	4	1	0	0	0	1	6
All Sector	8	3	0	0	0	3	14
Construction	3	0	0	1	0	1	5
Construction	1	2	0	0	0	0	3
Health and Education	4	1	0	0	1	1	7
Hotels and Restaurants	5	0	1	2	0	0	8
Manufacturing	13	7	0	0	0	0	20
Mining and Quarrying	1	0	0	0	0	0	1
Public Administration	5	0	0	0	0	0	5
Services	10	6	0	0	0	0	16
Grand Total	54	20	1	3	1	6	85

Table 61: Number of Participant attended the programs by Major Sector

Major Sector	Awareness on LEA 20007	Awareness on OHS	Awareness on PF	First aid	OHS Basic Training	Training on OHS	Grand Total
Agriculture, Livestock, Forestry and Fishing	493	30	0	0	0	30	553
All Sector	269	84	0	0	0	98	451
Construction	34	0	0	50	0	75	159
Construction	55	191	0	0	0		246
Health and Education	869	163	0	0	194	80	1306
Hotels and Restaurants	256	0	102	128	0	0	486
Manufacturing	386	855	0	0	0	0	1241
Mining and Quarrying	9	0	0	0	0	0	9
Public Administration	172	0	0	0	0	0	172
Services	461	123	0	0	0	0	584
Grand Total	3004	1446	102	178	194	283	5207

Table 62: Number of types of Program conducted by Dzongkhag

Dzongkhag	Awareness on LEA 20007	Awareness on OHS	Awareness on PF	First aid	OHS Basic Training	Training on OHS	Grand Total
Bumthang	0	1	0	0	0	0	1
Chukha	8	1	1	0	0	0	10
Dagana	1	4	0	0	0	0	5
Lhuntse	1	0	0	0	0	0	1
Mongar	2	0	0	0	0	0	2
Pemagathel	13	2	0	0	0	0	15
Punakha	1	0	0	0	0	1	2
Samdru Jongkhar	8	0	0	0	0	0	8
Samdru Jongkhar	0	2	0	0	0	0	2
Samtse	6	0	0	0	0	0	6
Sarpang	2	3	0	0	0	0	5
Thimphu	5	3	0	3	0	0	11
Trashigang	1	0	0	0	0	0	1
Trashigang	1	0	0	0	0	0	1
Trongsa	0	1	0	0	0	0	1
Tsirang	0	3	0	0	0	0	3
Wangdue	1	0	0	0	0	2	3
Eastern Region	1	0	0	0	0	1	2
Western Region	2	0	0	0	0	2	4
Grand Total	54	20	1	3	1	6	85

Table 63: Consultative meeting held with FWRA on Foreign Workers Policies and Procedures

Region	Number	Percent
Gelephu	2	33.3
Phuentsholing	2	33.3
Samdrupjongkhar	2	33.3
Thimphu	0	0.0
Trashigang	0	0.0
Grand Total	6	100.0

5.3 Achievements

The Department joined the International Community in observing the World Safety Day on 28th April, 2018 at Phuntsholing. Coinciding with the day, certificates were also awarded to the companies who passed the Assessment for Good Practice of OHS at Workplace.

5.4 Shortcomings

Following are the challenges faced by the Department, which if addressed adequately, more can be achieved:

- a. Lack of competent and trained professionals to carry out inspections on occupational health and safety. The Department is also not equipped with Work Environment Exposure monitoring equipment.
- b. Lack of competent and trained professional to conduct training and provide technical support for implementation and enforcement of OHS standards.
- c. The Labour Relation Division have seen an increase in the number of Labour Dispute registered with the Department however, there is shortage of human resources. The situation is further inflamed due to lack of competent person or without any legal background.

5.5 Classification of economic sectors

The economic sector is classified into 13 categories as follow.

1. Agriculture, Livestock, Forestry and Fishing
2. Construction
3. Electricity and Water Supply
4. Entertainment
5. Finance, Insurance and Real Estate
6. Health and education
7. Hotels and Restaurants
8. Manufacturing
9. Mining and Quarrying
10. Public Administration
11. Services
12. Transport, Storage and Communications
13. Wholesale and Retail Trade