

**Annual Report for t he Fiscal Year 2018-19**

**Ministry of Labour and Human Resources**

**Royal Government of Bhutan**

**Policy and Planning Division**

**September 30, 2019**

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# **VISION AND MISSION**

The Ministry of Labour and Human Resources (MoLHR) is guided by its long-term vision of “A nation where its citizens have the opportunity for gainful and quality employment characterized by harmonious and productive relationships in the workplace and the community”.

Achievement of its vision is further supported by its strategic and vibrant mission of “Facilitating human resource development for economic development to ensure gainful employment for all Bhutanese workforce”.

#

# **INTRODUCTION**

During the 12th FYP, the Ministry of Labour and Human Resources (MoLHR) is responsible for implementing two of the seventeen National Key Result Areas (NKRAs) viz. i) Productive and Gainful Employment Created and ii) Quality of Education and Skills Improved. While MoLHR is the lead agency for implementing the former, it is a major collaborator in implementing the later with the Ministry of Education.

The two NKRAs are measured through implementation of sixteen broad Key Performance Indicators *(Annexure I)* at the national level which are further adopted into various activities at the agency level implemented every year through Annual Performance Agreements (APAs).

Therefore, this report presents the progress of various activities executed by MoLHR during the first fiscal year of the 12th FYP (July 1, 2018 to June 30, 2019). It also outlines the significant achievements and important initiative MoLHR has undertaken during the FY 2018-19.

# **C.** **SIGNIFICANT ACHIEVEMENTS**

The followings are the significant achievements of the Ministry during the FY 2018-19:

1. Approval of Youth Engagement for Livelihood Program
2. Approval of National Service Program
3. Approval of Employment Responsibility System
4. Approval of CSI and Startup Flagship Program
5. Initiated development of TVET database
6. Initiated registration of employer and employees of private and corporate sectors
7. Conducted review and amendment of the Regulation on Training Provider
8. Developed Framework and Guideline for implementation of Dual Training Program
9. Introduced female friendly courses

# **D.** **DEPARTMENTAL ACHIEVEMENTS**

## **Department of Employment and Human Resources:**

**Vision**

Every Bhutanese worker attains full, decent and productive employment.

**Mission**

To promote gainful employment opportunities, facilitation of employment creation and provide timely and reliable labour market statistics.

**Objectives**

1. To ensure reliable and timely labour market information;
2. To foster entrepreneurship and self-employment support services;
3. To enhance synergy of HRD plans/program and to develop critical skills/ capabilities of workforce in different economic sectors; and
4. To enhance employment support services and coordination.

The following actions/activities were implemented to achieve above objectives:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **SL#** | **Action** | **Success Indicator** | **Status** | **Narrative** |
| 1 | Analyze and Publish Comprehensive Labour Statistics. | Timeline by which the Labour Market Information Bulletin is published. | Achieved | LMIB 2018 published on the Ministry's website on 19th June 2019. |
| 2 | Publish Labour Market Information Guide for Classes X, XII & University Graduates  | Timeline by which the Labour Market Information Guidelines for Classes X, XII and University Graduates are published | Achieved | Published on 25/05/2019 and distributed during the National Job Fair  |
| 3 | Up-date Bhutan Labour Market Information System  | Timeline by which the data in the Bhutan Labour Market Information System is initiated | Achieved | Completed on 11th December 2018.  |
| 4 | Conduct Labour Market Study  | Progress of Labour Market Analysis  | Achieved | Completed 5 sections under Chapter1; Completed Findings for Chapter3; Outlining Chapter2&3 |
| 5 | Conduct Employer Registration/Employee Profile Survey  | Timeline by which the Employer/Employee information collection is initiated  | Achieved | Workshop conducted on Employer/Employee Information Collection on 28-30 November 2018; field collection from 11December 2018 - 10March2019. Completed by end of March 2019  |
| 6 | Conduct mentoring program  | Mentor trained through mentoring program | Achieved | Held on 26/12/2018 with 10 participants |
| 7 | Conduct Business Idea Competition  | Business idea competition conducted  | Achieved | Conducted on 31st May, 2019. Received 207 entries and awarded 1st, 2nd & 3rd Prizes |
| 8 | Initiate Business Startup Weekend  | Timeline by which Start-up Tech Week is conducted  | Achieved | Held on 12-16, Nov, 2018  |
| 9 | Conduct Global Entrepreneurship Week  | Timeline by which Global Entrepreneurship Week is conducted  | Achieved | Held on 25/11/ 2018 incollaboration with Loden Foundation |
| 10 | Participate in Global Entrepreneurship Summit & conference  | Frequency of participation in Global Entrepreneurship Summit and Conference  | Achieved | Conducted ToT forCurriculum Developer on26-30/11/2018 |
| 11 | Issue National HRD Advisory  | Timeline by which the National HRD advisory is developed and endorsed by the Ministry  | Achieved | 8th May 2019 got approval from the Ministry and published and distributed the book to relevant agencies  |
| 12 | Implement Critical skills (pre-service HRD)  | Job seekers skilled under critical skills program  | Achieved | RITH (50), SEOUL CITY (2), TEP 400, STP(120) |
| 13 | Implement Critical capabilities (in-service HRD)  | In-service candidates training in different HRD programs facilitated  | Achieved | Australia Award(3), Nehru Wangchuck(3), KDI(1), SCA(15+19), GNH workshop(2), Entp TOT (29+18), ITEC(3), Austria Hospitality Scholarship(2), TICA-1  |
| 14 | Commence Review work on National HRD Policy  | Internal workshop to assess need for NHRD review carried out  | Achieved | Internal workshop conducted on 28-29, March 2019 |
| 15 | Conduct HRD Committee meetings  | HRD Committee meetings conducted  | Achieved | 7th September 2018 and 15th March, 2019  |
| 16 | Implement STP program (spill over from 2017-18)  | Candidates successfully completing training  | Achieved | All 120 of 120 candidatescompleted 5 trainings(including 3 ex-countrytraining) in September |
| 17 | Facilitate Employment for TEP  | Employment of TEP Graduates  | Achieved | Employment verificationconducted in Sept/Oct2018, 382 employed afterVerification  |
| 18 | Establish HRD Network  | HRD Network established with key HRD agencies and stakeholders | Achieved | Total 76 nominations received linkage developed  |
| 19 | Placement and recruitment through Overseas Employment Scheme  | Registered job seekers placed through Overseas Employment Scheme Monitoring and Evaluation of OES carried out | Achieved | Japan- 1st Quarter, Malaysia- Feb.2019,Middle East-June and Learn and Earn loan deferment visit in April 2019  |
| 20 | Conduct National Job Fair  | Job fair conducted Job seekers placed during the Job Fair Job Fair conducted by Regional Offices  | Achieved | National Job Fair held on 25-26th May, 2019 112- In country94 - Overseas Phuentsholing RO- 28th April,2019Trashigang RO- 5th MayGelephu RO 23-24 MaySJ RO- 1st June |
| 21 | Conduct NGOP  | NGOP Conducted  | Achieved | Conducted on 12- 18 Aug, 2018. 2392 participants. Currently NGOP is under revision  |
| 22 | Facilitate placement, referrals and recruitment of job seekers through Employment Service Centre  | Registered jobs seekers directly referred/placed by Service Centre  | Achieved | Registered = 764Referred= 156Placed=976 |
| 23 | Implement DES (Spill over from 2018-19)  | Job seekers supported through DES program  | Achieved | 346 youth engaged under HM secretariat projects.  |
| 24 | Review of Guideline and Regulations | No. of policies, guidelines and regulations reviewed and drafted  | Achieved | TITP guideline drafted and approved.NSP guideline drafted |
| 25 | Establish Employment Responsibility System  | Timeline by which ToR for ERS is drafted and submitted  | Achieved | ERS concept presented to Densa meet on 22 March, 2019 and under revision. |

Other Achievements:

* Published and distributed **Experiences and success stories** of DoEHR Programs during job fair
* Facilitated undergraduate Scholarship Program implemented by DAHE
* Youth Engagement for livelihood Program (YELP) guideline approved in principle
* Concept paper for National Service Program (NSP) presented to cabinet and submitted for an approval
1. **Department of Occupational Standards:**

**Vision**

Competent Bhutanese workforce with internationally recognized TVET qualifications.

**Mission**

The Department shall strive to:

1. Achieve a unified TVET system through the development and adoption of Bhutan Vocational Qualifications Framework (BVQF);
2. Improve the quality and relevance of the TVET system through enforcement of Quality Assurance systems; and
3. Facilitate and promote lifelong learning by linking TVET to Tertiary and Higher education.

The following actions/activities were implemented to achieve above mission:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **SL#** | **Action** | **Success Indicator** | **Status** | **Narrative** |
| 1 | Development/Revision of National Competency Standards | Number of National Competency Standards (NCS) developed/revised | Achieved | Developed NCS for 1. Power Cable Technician
2. VFX Artist
3. Bhutanese Food Production Assoc
4. Mobile Apps Developer
5. Fashion Designer
6. ECCD Facilitator
7. Massage Therapist
8. Lhadrip ND

Revised NCS for:1. Front Office Associate
2. F & B Associate
3. Baker
4. Welder
5. Mech Fitter
6. Lhadrip NC
7. Forester
 |
| 2 | Conduct National Assessment for applied & eligible accredited courses | TAT for development & validation of the Assessment Resources for National Assessment | Achieved | 1. Tshemzo NC2,
2. Trezop NC2,
3. Patra NC2
4. Auto Denter NC2,
5. Auto Painter NC2
6. Auto Mechanic NC2 & NC3,
7. Auto Electrician NC2,
8. Mechanical Fitter NC2 ,
9. Mason NC2,
10. Carpenter NC2
11. Heavy Earth Movers NC2
12. Furniture Maker NC2,
13. Computer H/W & N/W
14. Electrician NC2 & NC3,
15. Forester NC2 & NC3,
16. Plumber NC3
 |
| TAT for conducting National Assessment in TTI’s / IZC’s | 1. 36 MFT NC2
2. 88 AMC NC2 & 24 NC3
3. 25 FNM NC2
4. 11 PTA NC2
5. 21 TZO NC2
6. 18 ADT NC2
7. 7 APT NC2
8. 12 CHN NC2
9. 16 TMZ NC2
10. 58 MSN NC2
11. 41 CPT NC2
12. 34 HEM NC2
13. 54 FST NC2 & 54 NC2
14. 12 AET NC2
15. 112 ETC NC2 & 13 NC3
16. 11 PLM NC3
 |
| TAT for conducting National Assessment in Private Training Institutes | 1. 44 Commercial Accountant NC2
2. 44 Computer Application Assistant
 |
| 3 | Conduct Recognition of Prior Learning Assessment (RPL) for applied & eligible trades. | TAT for conducting RPL Assessment | Achieved | 1. 59 Wooden Furniture Maker NC2
2. 13 Construction Carpenter NC2
3. 12 Plumber NC2
4. 25 Electrician NC2
5. 13 Tailor NC2
 |
| 4 | Conduct Assessors training | Number of assessors trained in priority sector | Achieved | 16 in Tourism & Hospitality trades15 in Automobile trades1 in Forestry21 in Zorig Chusum Trades |
| 5 | Implementation of Registration Regulations  | Certified QMS Auditors Registered  | Achieved | Trained = 181Registered = 125(69%) |
| Certified Accreditors Registered | Trained = 91 (32+25+34)Registered = 76(84%)Removed those not registered in previous batches |
| Registration certificate renewed within TAT | 13 renewal processed  |
| Registered Training Providers monitored | 91 institutes out of 113 registered monitored = 81%  |
| Training Providers Registered within TAT | 2 new institutes registered |
| Trainers Registered | Total registered: 189Total Trainers = 582 (32%) |
| Certified Assessors Registered | Registered = 346Trained = 392 (88%) |
| 6 | Implementation of Quality Management System  | Training Providers certified for QMS within TAT | Achieved | Total = 13 + 2(FY 2017-18) |
| Regulation, Guidelines reviewed | Consultations done with private TPs & Department & Legal Unit and submitted to the Department on June 10, 2019 |
| Quality Management System Manual endorsed within TAT | Endorsed the QMS manual for AIT and NLD on April 22, 201934 Institutes with QMS Manual Endorsed (25 Not Endorsed) |
| QMS Auditors trained | 52 Internal Auditors trained from March 18 - 2933 Lead Auditors trained from May 13-18, 2019 |
| 7 | Accreditation of Courses leading to National Certification  | Accreditors trained | Achieved | 34 Accreditors Trained from April 6 – 7, 2019 |
| Courses leading to National Certification in CZC, TTIs and IZCs and other public institutes accredited within TAT | **Note 1\*** |
| Courses leading to National Certification in other Public and Private Training institute accredited within TAT | **Note 2\*** |

**Note 1 \***

1. Construction Carpentry NC2, 2. Plumbing NC2, 3. Masonry NC2 at JWPTI on April 16, 2019

4. Tshemzo NC2, 5. Lhadri NC2, 6. Troezo NC2, 7. Tshemdrup NC2, 8. Shagzo NC2, 9. Patra NC2, 10. Jimzo NC2, 11. Jimzo ND2 for CZC, Trashi Yangtse on April 29, 2019

12. Automobile Mechanic NC2, TTI\_Thimphu on April 29, 2019;

13. Carpentry NC3, 14. Masonry NC3, 15. Plumbing NC3, 16. Welder NC2, 17. Mechanical Fitter NC2 , 18. Furniture Making NC3, For JWPTI; and 19. Automobile Mechanic NC3, 20. Automobile Painting NC2 for TTI\_Thimphu on May 6, 2019

21. Electrician NCII at TTI\_Khuruthang on May 9, 2019; 22. Welding NC2, TTI\_C on June 4, 2019

23. Furniture Making NC2, 24. Computer Hardware NC2 for TTI\_R; and 25. Mechanical Fitter NC2 for TTI\_K; and 26. Patra NC2, 27. Patra NC3, 28. Painting NC2, 29. Painting NC3, 30. Trezo NC2, 31. Trezo NC3, 32. Jimzo NC2, 33. Jimzo NC3, 34. Tshemdrup NC2, 35. Tshemdrup NC3, 36. Tailoring NC2, 37. Tailoring NC3 for NIZC on June 10, 2019

38. Forester NC2, 39. Forester NC3 for UWICER and 40. Food Production NC2 for RITH

**Note 2\***

1. House Keeping NC2, 2. Front Office NC2 for BISHT) on April 22, 2019

3. Professional Driving NC2 for Karma Driving, Gedu, 4. PD NC2 for Tacho Balaha, Sjongkhar; 5. PD NC2 for Sacho, Samtse on April 29, 2019

6. Front Office NCII for IPS on May 9 ,2019; 7. Food Production NC2 at RITH on June 2, 2019

8. PD NC2, Pema Driving and Eastern Driving on May 28, 2019; 9. Front office NC2,, Yarab

10. PD NC2, Sompal on June 10, 2019; 11. PD NC2, Why Dee June 12, 2019

12. Food Production NC2 for Yarab on January 25, 2019; 13. F&B NC2, 14. Food Production NC2 for BISHT on Jan 25, 2019

15. Trekking Guide NC3 for AIT on Sept. 14, 2018; 16. Front Office NC2 for Dorji International on October 16, 2018;

17. Tailoring NC2 for Lekdrup on Dec 21, 2018; 18. CTG NC2 for Gangchen on Jan 22, 2018

19. Trekking Guide NC3, UILCTI on Sept 14, 2019; 20. Trekking Guide NC3 for BIITM, Tphu on Nov 5, 2019

21. Trekking Guide NC3 for BIITM, Paro, 22. CTG NC2, 23. Food Production NC2 for NLD on Sept 24, 2019

24. Professional Driving NC2 for Punsum Driving on Jan 10, 2019 and

25. Professional Driving NC2 for Karma Driving on Sept. 14, 2019

Other Achievements:

* CPO, SQD & ACD as a member of Task Force participated in development of DTP Framework and Guidelines.
* PO, SQD participated in development of Competency Framework for TVET Trainer.
1. **Department of Labour:**

**Vision**

A Nation with just and fair labour administration system promoting GNH.

**Mission**

To promote and protect the wellbeing of both the employers and employees through sound labour policy, labour relations management, tripartism, social protection and healthy and safe working conditions.

**Objectives**

1. To improve working condition/environment in private and corporate sectors
2. To strengthen safety culture at workplace
3. To strengthen labour dispute prevention and settlement mechanism
4. To strengthen foreign workers administration

The following actions/activities were implemented to achieve above objectives:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **SL#** | **Action** | **Success Indicator** | **Status** | **Narrative** |
| 1 | Enforce and implement Labour and Employment Act, 2007  | Participants attending awareness on Labour and Employment Act of Bhutan, 2007 to the stake holders of various sectors.  | Achieved | Already achieved in Second Quarter  |
| Participation advocated and educated on Occupational Health and Safety  | Thimphu-427Phuntsholing-0Trashigang-623Gelephu- 0S/jongkhar-198  |
| Consultative meeting held with the Stakeholder on Foreign Workers Policies and Procedures for recruitment of foreign workers to the Recruitment Agents  | Gelephu and Phuntsholing Region Conducted  |
| Enterprises with Internal Service Rules  | Thimphu- 137(ISR endorsed-30)(ISR amended-7)Phuntsholing-5Trashigang- 4Gelephu- 5S/jongkhar- 0  |
| Total number of enterprises inspected  | Thimphu-1232Phuntsholing-310Trashigang- 300Gelephu- 312S/jongkhar-388  |
| 2 | Enforce OHS regulations and standards | Enterprises with OHS policy statement developed and implemented  | Achieved | Thimphu-8Phuntsholing-40Trashigang- 2Gelephu- 8S/jongkhar- 0  |
| Incidence of occupational hazards/injuries at workplace  | Thimphu-4Phuntsholing-1Trashigang- 0Gelephu- 2S/jongkhar-2  |
| Occupational Health and Safety Committee Formed | Thimphu-9Phuntsholing-3Trashigang- 0Gelephu- 0S/jongkhar-2 |
| Debriefing to the enterprise assessed for good practice of OHS  | Eastern Region-28Western and Central Region-29Southern Region-29  |
| Enterprises adopting good OHS practice  | 49 out of 84 enterprises achieved above 70%  |
| 3 | Strengthen foreign workers recruitment procedure  | TAT for foreign workers approval  | Achieved | 24 hrs.  |
| 4 | Enhance working condition  | TAT for dispute resolution  | Achieved | Thimphu-73/77Phuntsholing-4/7Trashigang- 0Gelephu- 0S/jongkhar-0  |
| Employees under Provident Fund scheme  | 65,583 members including inactive accounts4753 members with active accounts |

Other Achievements:

* 8850 Enterprises registered under Job Portal System
* Conducted Labour Coordination Meeting in Gelephu
1. **Department of Technical Education:**

**Vision**

To Transform TVET into an Attractive Learning and Career Pathways for the Bhutanese Youth

**Mission**

To provide quality technical and vocational education and training that will guarantee a distinguished place for Bhutanese youth anywhere in the world

**Objectives**

1. To enhance increased and equitable access to TVET;
2. Improve quality and competence of TVET system;
3. Strengthen the alignment of TVET to the needs of the economy; and
4. Transform TVET through effective leadership and governance.

The following actions/activities were implemented to achieve above objectives:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **SL#** | **Action** | **Success Indicator** | **Status** | **Narrative** |
| 1 | Implement Community Skills Development Program | Candidates trained through Village Skills Development Program (VSDP) | Achieved | Training Conducted in Bonga, Chukha for home appliance & hair dressing for 2 months, Thrimshing/Kangpara in tailoring for 3 months.  |
| Timeline by which impact study of VSDP conducted in Lunana Gewog is Carried out | Impact study carried out from 14th to 18th January and report submitted to OGZ on 29th April 2019.  |
| Candidates trained through special Skills Development Program (SSDP)  | Training completed in collaboration with HOPE project (Deothang RBA and Gelephu, RBP) in baking, cooking, saloon, tailoring, home appliance.  |
| 2 | Develop Framework for Dual Training Program  | Timeline by which framework for Dual training program is developed  | Achieved | Framework and guideline developed and endorsed by PSC |
| 3 | Carryout Capacity building for the TVET Trainers | Instructors, Supervisors and managers trained in TOT and Management to enhance the quality of TVET delivery system.  | Achieved | Skilled supervisors trained from CDCL, NHDCL, WCCL and Gyaltshen Wood Industries for DTP during 3rd quarter  |
| TVET Instructors trained in TOT-Technical instruction and Pedagogy  | TOT module IV conducted from 27th May to 8th June, 2019. 35 TVET trainers completed TOT- Technical Instruction and Pedagogy (Modules I, II,III &IV) |
| Program implemented through institutional linkages | CPSC program conducted from 1st - 5th April, 2019 in 3rd quarter  |
| 4 | Facilitate accreditation of courses in TTIs and IZCs | Courses in TTIs and IZCs accredited  | Achieved | TTI Rangjung 2TTI Samthang 5TT Thimphu 3NIZC 6CZC 7 Total Course accredited 23  |
| 5 | Make TVET courses more relevant to the needs of the labour market  | Female students friendly courses introduced  | Achieved | Auto painting course introduced in TTI Thimphu  |
| Students graduating from TTIs and IZCs  | TTI Chumey-93.13% (E-131 G-122) TTI Khuruthang-106.16% (E-146 G-155TTI Rangjung-96.43% (E-112 G108)TTI Samthang-99.35% (E-154 G-153)TTI Thimphu-97.33% (E-75 G-73)JWPTI- G/Phu-98.87% (E-177 G-175)IZC Thimphu-96.09% (E-128 G-123)CZC Yangtse-95.29% (E-85 G-81)Total enrolled- 1008 graduated 990  |
| Graduates awarded National Certificate  | TTI Chumey- 100% (AS-131 AW-131)TTI Khuruthang- 100% (AS-155 AW-155)TTI Rangjung- 99.12% (AS-114 AW-113)TTI Samthang- 98.08% (AS-156 AW-153)TTI Thimphu- 95.89% (AS-73 AW-70)JWPTI- G/Phu- 100% (AS-175 AW-175)IZC Thimphu- 95.93% (AS-927 AW-915)**Total Assessed- 927** **Total Awarded- 915**  |
| TVET curricula reviewed and revised  | Technical English and Applied Mathematics revised. Shingtsen NC II, Trezo NC III, Lhadri NC III and Lhadri ND validated during 4th Quarter |
| Graduates from public TVET Institutions availing tertiary education  | Jimzo NC III graduates enrolled in ND program at CZC Trashiyangtse in August 2018  |
| 6 | Carryout tracer study on employer and TTIs/IZCs graduates  | Timeline by which a structured tracer study is initiated  | Achieved | Data collection stage achieved 20% of 5000 sample size. Data validation to begin in August 2019  |
| New courses introduced  | TTI Thimphu 1JWPTI Geleyphug 1CZC, Trashiyangtse 7Total new courses 9 |
| Timeline by which procurement of tools and equipment for JWPTI is initiated  | The list of tools and equipment finalized during 3rd Quarter. Bid opening initiated on May 2019. The bid evaluation is carried out from 10th to 14th June, 2019. |
| 7 | Diversify and expand TVET  | Timeline by which site for construction of new TTI is finalized  | Achieved | Feasibility study report and site assessment report submitted to ministry.Ministry decided to establish new TTI in Pemagatshel.  |
| New TVET Course Curricula Developed  | Curricula for T&D Lineman NC-3 and Hydropower Mechanical NC-3 developed in 1st quarter.Three short courses (Wind Power Skills, Generator Repair and Maintenance & power plant management) and Power cable technician NC-2 developed in 2nd quarter for Power sector.  The two DTP curricula for Carpentry NC-II and Masonry NC-II, Welding NC-3 curricula developed in 3rd quarter. Mechanical fitting NC-3, Lhadri ND and ICT (Soft skills) curricula developed and validated during 4th Quarter.  |
| Timeline by which draft TVET policy is reviewed  | Draft TVET Policy internal review carried out from 14 to 16 March and findings presented during the 10th PPCM on 15th May, 2019  |
| 8 | Carryout advocacy and awareness on TVET  | Advocacy and awareness on TVET carried out  | Achieved | Conducted advocacy and awareness programs in Phuntshothang MSS, Tangmachu and Nangkor Central Schools in Sept & Oct 2018 and celebrated World Youth Skills Day at RBP Training Centre, Jigmeling, Sarpang in July 2018-Total **992** (including 29 spouse/children of the Armed force, WYSD)  |
| Timeline by which the concept note on TVET Advocacy and Communication developed  | Concept note developed on 10-14th December 2018  |
| 9 | Institutionalized placement and in-campus recruitment in respective TTIs  | TTIs and IZCs graduates placed by institutes through in campus recruitment  | Achieved | TTI Chumey 23/23TTI Samthang 3/3TTI Thimphu 58/58NIZC 50/50CZC 15/15Total 149/149  |
| 10 | Implement ADB project readiness  | Timeline by which contract readiness for Construction of additional facilities at TTI Samthang is Completed  | Achieved | Approval on Standard Bidding document from ADB received on 26th November 2018. The tender was floated on 5th December 2018. |
| Timeline by which design and supervision consultancy work for TTI Thimphu is completed  | The Design Consultant submitted the draft final report on 4th March 2019. |
| Timeline by which procurement of goods (Two packages for 5 TTIs) is initiated  | List and tender ready specifications of tools and equipment completed and submitted to ADB on 25th September 2018. |
| 11 | Conduct monitoring and evaluation of training program in TTIs and IZCs  | M&E on teaching methodologies conducted in TVET Institutions  | Achieved | M& E conducted at TTI Chumey, TTI Ranjung, IZC T/Yangtse during 2nd Quarter, M&E Conducted at AMC Paro during 4th Quarter  |
| M&E on implementation of curricula and CBLM conducted in TTIs and IZCs | Conducted M&E for 4 courses (Electrical NC II, Furniture making NC II, Masonry NC II and Lhadri NC III) |
| 12 | Develop concept note on TVET linkages  | Timeline by which the concept note on TVET Linkages developed  | Achieved | Concept note developed in February 2019 |
| 13 | Launch first Bhutan TVET database  | Timeline by which the TVET database is launched (excel version) | Achieved | First excel version launched on 3/4/2019, and presentation made to ministry  |

#

# Other Achievements:

# Initiated Start up weekend at Chumey TTI. 53 final year trainees participated in the event and top 20 ideas were selected to compete with JWPTI.

# First result of TVET database presented to the ministry.

# **E.** **FINANCIAL PROGRESS**

|  |  |  |  |
| --- | --- | --- | --- |
| **Sl#** | **Departments** | **Budget** | **Expenditure** |
| Current | Capital | Total | Current | Capital | Total |
| 1 | Secretariat  | 28.886 | 4.253 | 33.14 | 28.226 | 4.008 | 32.23 |
| 2 | Department of Technical Education | 153.808 | 149.615 | 303.42 | 151.692 | 118.811 | 270.50 |
| 3 | Department of Occupational Standards | 8.137 | 10.925 | 19.06 | 7.997 | 10.688 | 18.69 |
| 4 | Department of Labour | 21.016 | 1.011 | 22.03 | 20.000 | 0.964 | 20.96 |
| 5 | Department of Employment & Human Resources | 37.633 | 230.461 | 268.09 | 36.784 | 225.509 | 262.29 |
|  | **Total**  | **249.480** | **396.265** | **645.745** | **244.700** | **359.981** | **604.680** |

For the first fiscal year of the 12th FYP, The Ministry received a total of Nu. 645.745 million which is 23.06% of its total plan outlay of Nu. 2,800 million. Following table shows the approved budget and expenditure as of June 30, 2019.

**Expenditure by Departments for FY 2018-19 by Departments:**

|  |  |
| --- | --- |
|  |  |

# **National Technical Committee Report on APA 2018-19**

# The evaluation focused on:

# Assessing the self-reported annual achievements of Department and Secretariat APAs;

#  Assessing whether the planned activities were carried out and services delivered as intended; and,

# Whether outputs/targets were achieved as per the plan and timeline.

# The evaluation did not try to assess the overall impact of such activities/success indicators.

# The evaluation was mostly done through desk review, data verification, discussion with relevant officials and was based on administrative documents, correspondences, published documents made available to the IRC.

 The following table shows the IRC and NTC scores of Ministry and Departments:

|  |  |  |
| --- | --- | --- |
| **Departments** | **IRC Score** | **NTC Score** |
| Ministry | 99.10 | 99.10 |
| Secretariat  | 99.85 | 98.35 |
| DoEHR | 99.10 | 99.10 |
| DOS | 100 | 100 |
| DTE | 100 | 98.25 |
| DoL | 99.75 | 99.75 |

# **G.** **CONCLUSION**

# The Ministry in its first year of 12th YFP has implemented various programs and activities in collaboration with other relevant stakeholders to enable productive and gainful employment and to provide quality education and skills. The programs such as critical skills & capabilities, conduct of entrepreneurial competitions and establishment of Employment Responsibility System implemented gearing towards the objective of providing gainful employment and skills development.

The ministry has implemented community skills development and dual training programs to improve quality and relevance of TVET. The TTIs & IZCs courses will be facilitated for accreditation that the courses are more relevant to the needs of the labour market. Alongside, the Ministry is also carried out labour administration to improve working environment and conditions.

**H.** **Annexure I**

|  |  |  |  |
| --- | --- | --- | --- |
| **SL. No** | **Activities** | **Plan Target** | **FY 2018-19 Target** |
| 1 | Number of Young people trained in entrepreneurship development programs | 2100 | 0 |
|  2 | Number of New Startups businesses established | 420 | 0 |
| 3 | Number of Jobs created through new business Startups | 1260 | 0 |
| 4 | Number of Youths placed through Overseas Employment Program | 6000 | 700 |
| 5 | Number of Youth engaged through Youth Engagement for Livelihood Program (YELP) | 6330 | 330 |
| 6 | Number of Jobs facilitated | 52930 | 9714 |
| 7 | Number of Job seekers enrolled in the skills training program | 3320 | 120 |
| 8 | Percentage of Students enrolled in TVET Institutes | 20 | 10 |
| 9 | Number of Subjects/programmes diversified to meet 21st century needs | 30 | 4 |
| 10 | Percentage of TVET Instructors with Diploma Level Qualification and above | >85 | 67 |
| 11 | Percentage of TTIs and IZCs graduates awarded national certificates | >95 | >95 |
| 12 | Percentage of TVET graduates/Skilled workers assessed through BVQF | 100 | 100 |
| 13 | Number of TVET Institutions Accredited by National/Regional/International bodies | 6 | 0 |
| 14 | Number of Incidences of occupational hazards/injuries | <20 | 27 |
| 15 | Number of Enterprises with Internal Service Rules | 700 | 140 |
| 16 | Percentage of Employees under Provident Fund scheme | 100 | 67.4 |

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