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Ministry of Labour and Human Resources

Royal Government of Bhutan

Annual Report for the Fiscal Year 2020-2021

© Policy and Planning Division
September 30, 2021

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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”.

The Ministry of Labour & Human Resources is the lead agency to NKRA 11: Productive and Gainful Employment Created and is the co-lead agency to NKRA 7: Quality of Education and Skills Improved wherein the activities pertaining to improving TVET and Skills is implemented by the Ministry. Therefore, the ministry had planned to implement following two programs with an initial budget outlay of Nu. 2,800 million which would contribute to achieve NKRA 7 and 11;

1. Transform Technical and Vocational Education and Training for sustainable development – 2,104 million
2. Create Productive and Gainful Employment – 696 million

The MoLHR, having entrusted to create productive and gainful employment for all, targets to maintain national unemployment rate below 2.5 percent and reduce youth unemployment rate to 6.5 percent by the end of 12th FYP. Thus, to achieve this, the Ministry implemented various programs and activities at both national and regional level. Furthermore, to balance domestic and foreign workers in the country and to up lift the image of expatriates, we came up with the draft Foreign Workers Management Strategy Paper to guide over all labour market needs in the country.

Towards providing quality TVET and Skills, the Ministry formulated and finalized TVET Reform Plan and Skills Development Plan based on four strategic reform areas focusing on four Ps - Place, People, Product and Promotion. This would aim to bring changes in TVET infrastructure, capacity building and skills acquired from the institutes be relevant in the market. The TVET Policy was also drafted to govern TVET and to provide strategic direction for the overall TVET system in the country.

This report intends to present the progresses of the various programs and activities of the Ministry initiated and implemented during the fiscal year 2020-2021 through four departments of Employment & Human Resources, Labour, Occupational Standards and Technical Education. The overall achievement of the Departments was supported by its four Regional Offices located in Trashigang, Phuentsholing, Samdrup Jongkhar and Gelephu and six Technical Training Institutes and two Institute of Zorig Chusum.

The departmental achievements were drawn from their Annual Performance Agreements which was being approved by GPMD and evaluated at end of the fiscal year by National Technical Committee (NTC). The achievements reflect the strenuous efforts put in by the Ministry, Regional Offices, Technical Training Institutes and Institute of Zorig Chusum and other divisions of the Ministry.

This report is presented in five sub-points:

- (i) Significant Achievements;
- (ii) Unemployment trends over the years,
- (iii) Achievements of the Departments for the FY 2020-2021;
- (iv) Financial Progress for FY 2020-2021 and
- (v) Report on Annual Performance Agreement 2020-2021 by National Technical Committee.

SIGNIFICANT ACHIEVEMENT

The followings are the significant achievements of the Ministry during the FY 2020-21:



TVET Reform Plan:

The Technical Vocational Education and Training (TVET) has transformative potential in social progress, employment, and economic growth. That notwithstanding, relevancy, coupling skilling programs with economic needs, keeping pace with technological change, and components of TVET governance, including sustainability of financing, vertical and horizontal collaboration with key TVET players, strategic vision, modes of delivery, and licensing and certification — are some challenges persistently observed in TVET education in Bhutan, as well as in other developing countries. The MoLHR's TVET

reform initiative unfurled with these challenges in view and with the aim to address the current challenges and gear TVET toward becoming responsive to skills needs of the economy, preparing youths for the myriad of skills and opportunities the economic globalization and industrial 4.0 will create.



The entire reform process was premised upon the vision to create world-ready, work-ready, and future-ready TVET graduates. Four transformation areas were identified for the TVET sector in Bhutan. Product Transformation (diversifying courses and coupling them with the economic needs), Place transformation (developing TVET institutes as aesthetically appealing learning spaces with authentic learning environments), People transformation (enhancing HR potential, leadership strengths, and professional competencies of TVET professionals), and Process Transformation (integrating collaborative, linked-up, and flexible TVET structure and governance for a dynamic and agile TVET system) are the four transformation areas. The entire reform process hinges about these pillars of transformation. Each of these transformation areas address a host of current TVET challenges and serve as foreground to enhance TVET and make it an attractive, responsive,

and dynamic bastion of skills generation and innovation.

The government has approved the proposed TVET reform plan.

The reform process was evidence-based — supported by sector consultations, systematic and in-depth study of best practices from other countries, and contextualization of these practices to our social and economic contexts.



Skills Development Plan:

The COVID-19 pandemic has taken a significant toll on the public health as well as economy globally and locally which disrupted and threatens their long-term livelihoods and social wellbeing of the people. The pandemic has caused disruption on the economic growth with severe impact on all developmental activities. The impact is ultimately on the workforce as workers are being laid-off and fresh university graduates and out of school youths entering the labour market remain unemployed with no visible sign of economic recovery. Though Bhutan's economy has been adversely impacted, Bhutanese are comparatively fortunate to have been shielded from some of the most devastating consequences with strong interventions and leadership from His Majesty the King and the Government.

His Majesty during the Royal Audience on 31st May 2021 commanded the Ministry of Labour and Human Resources to diversify opportunities through skills training for those who are unemployed and affected by the pandemic to keep them meaningfully engaged and contribute to the socio-economic development of Bhutan during and post pandemic.

As part of the overall economic contingency plan to respond to challenges posed by the pandemic and to enhance the country's economic resilience post-pandemic situation, the Royal Government of Bhutan has devised a range of plans and strategies. One among many strategies is the program of enhancing the resilience of the Bhutanese workforce through provision of high-quality training attuned to the needs of the emerging economy. Therefore, the Skills Development Plan (SDP) has been designed with the intent to mitigate the socio-economic impact caused by the pandemic and ensure an effective, inclusive and sustainable recovery. The plan seeks to address the shortage of skilled workforce in different economic sectors through provision of relevant and high-quality training aligned to the needs of the country.

The SDP targets individuals who are either jobseekers, or those affected by the current pandemic and economic downturn. The plan seeks to mitigate the impacts of the pandemic, by supporting individuals through acquisition of relevant skills so that they are in a position to participate in developmental activities during or post pandemic.

An estimated budget of about Nu. 1017.51 million will be required to provide skills training for 8,995 individuals under the SDP in the next two years, 2021-22 and 2022-23. The total cost includes all aspects of training implementation including monthly stipend to trainees, training fees to the training partners, cost of hiring trainers, and cost related to review and development of standards and curriculum. The costing for tools and equipment, assessment, and quality assurance are based on existing unit cost.

Bhutan has witnessed sustained socio-economic growth over the last several decades. This has been made possible by a good combination of wise leadership and sound policies backed up by careful implementation on the ground. With development, the country also saw an increased in and out-migration that demanded dynamic policy and legal frameworks to promote and regulate the evolving changes. To complement labour shortages from within, foreign workers (FWs) were imported which has helped in addressing the labour market imbalances. However, at the forefront is the continuous need to always consider our smallness, socio-economic development aspirations and the changing labour market needs.



The Foreign Workers Management Strategy (FWMS) was developed as per the government directives with the following main objectives:

- Provide strategic direction, dynamic approaches and solutions towards balancing domestic and foreign workers in ensuring unhindered socio-economic growth;
- Provide strategic guidance to the relevant stakeholders in the overall administration and management of foreign workers in the country; and
- Strengthen and streamline the foreign workers administration and management system in the country.

With both sustained socio-economic growth and the increasing labour market demand over the successive Five-Year Plan periods, the need for FWs also escalated as the domestic supply was either inadequate or incompetent in certain sectors. Thus, laws and regulations were enacted and systems put into place to provide a legal framework and bring about efficiency and effectiveness in administering their recruitment, deployment, exit and protection. Over the years many changes were made as necessitated by the situation.



FWs who are in essence temporary migrants benefit Bhutan by filling up sectors and occupations where the domestic workforce is in short supply or where there is difficulty in attracting domestic workers. It is therefore imperative to have a dynamic FWs Management Strategy that takes into consideration the fine balance between the domestic workforce and foreign workers and facilitate skills and technology transfer.



TVET Policy:

Recognizing the crucial role of Technical and Vocational Education and Training (TVET) in modernizing the Bhutanese economy and supporting its economic diversification initiatives, the Royal Government of Bhutan (RGoB) established the first TVET institute in the early 1960s as the country embarked on its first Five Year development plan.



Until the development of the Vocational Education and Training (VET) policy in 2006, there was no overarching policy document to guide the growth and development of TVET in Bhutan. Later, the Ministry of Labour and Human Resources (MoLHR) initiated the revision of the VET policy, 2006 and developed a draft TVET policy in 2013. However, the policy remained in the draft stage since 2013 as the MoLHR started formulation of TVET Blueprint, 2016 to steer the development of TVET till 2026.

The TVET system has gradually evolved to meet the increasing demand of skilled workforce and has enrolled about 12,026 in six Technical Training Institutes (TTIs) and two Institutes of Zorig Chusum (IZCs) from 2008 to 2018. Currently, there are about 128 registered TVET institutes out of which 13 are directly administered by the government. The private and other public TVET institutes cater to about 2000 trainees annually in various courses. The TTIs and IZCs currently cater to about 1500 trainees with an annual enrolment capacity of 750. A total of 38 courses are offered in TTIs and IZCs and 40 courses in other public and private TVET institutes. These courses are offered in the field of Construction, Electrical, Automobile, Language, Arts & Crafts, Information Technology, Agriculture, Tourism & Hospitality and Business & Finance.

With the diversification of the economy and increasing technological advancements, the need to produce a skilled workforce equipped with high-end competencies has emerged. TVET is now expected to transform towards developing a competent workforce for the 21st-century economy. Accordingly, the TVET system will need to diversify and expand exponentially to provide a wide range of opportunities to all segments of society.

Therefore, it has become critical to reform the overall TVET system through multi-pronged policy intervention and the ministry once again came up with the finalized draft TVET Policy in June, 2021. It is imperative to facelift existing TVET institutes and also establish additional institutes. Training facilities and human resources have to be developed accordingly to address the challenges and to effectively meet the labour market requirements. Efforts to establish linkages with the renowned regional and international TVET institutions have to be made to improve the quality as per the international best practices. National and international accreditation of institutes and courses will also be essential in ensuring the quality and recognition of graduates in both the national and international job markets.



Online Skills Learning Program:

During the COVID-19 pandemic, the DoEHR explored different online learning opportunities. The DoEHR in partnership with Coursera supported online learning and skilling for jobseekers and workforce affected by the COVID-19.

Coursera is a world-wide online learning platform founded in 2012 that offers massive open online courses (MOOC), specializations, degrees, professional and master track courses. Coursera works with universities and other organizations to offer online courses, certifications, and degrees in a variety of subjects, such as engineering, data science, business, financing, computer science, digital marketing, and others.

Coursera initially provided access for only 5000 Bhutanese learners, which was later increased to 10,000 learners on the Department's request. Once registered, learners can choose from more than 4000+ courses offered by reputed universities and industries. The courses were made available for free from 28th May 2020 till December 2020.

A total of 11,742 had applied for the program out of which about 10,033 were provided access to the Coursera program. A total of 6843 learners joined the program. Bhutanese learners on Coursera were enrolled in about 500 different Coursera courses. Some of the top courses were python programming, excel skills, professional English, web development, and data analysis.



Learn online with Skillshare

1000 slots available for job seekers and young entrepreneurs interested to learn skills online

For more information and to send an online application, visit

www.molhr.gov.bt/skillshare

Department of Employment and Human Resources
Ministry of Labour and Human Resources

Another online learning initiative was introduced in collaboration with Skillshare. Skillshare is an American based online learning community for people who are interested to learn from educational videos. The courses focus on interaction rather than on lecturing, with the primary goal of learning by completing the project. The main course categories include creative arts, design, entrepreneurship, lifestyle and technology. Skillshare can provide Bhutanese with the opportunity to access specific vocational skills to pursue home-based businesses and other employment opportunities. Fund was secured through ADB's TA to provide access to 1,000 learners on Skillshare.

The ministry also did digital career guidance for citizens and skills gap analysis using JobKred. JobKred provides technologies to empower individuals and organizations to thrive in the new digital economy. Using Big Data and Artificial Intelligence, the company decodes the inter-dependent relationships among industries, careers, jobs and skills. The company uses the currency of skills to drive transparency across education, jobs and individuals. It guides individuals to profile the portfolio of skills they have, and what they need to learn in order to work towards their desired careers.



Bhutan became the member country of WorldSkills Asia (WSA) as per the letter from Lhengye Zhungtshog, April 21, 2021.

Joining WSA as a member country will have access to resources, activities and events that would build the capacity and skills required in the labour market as it is the global hub for skills excellence and development nationally, regionally and globally.

3

UNEMPLOYMENT TRENDS OVER THE YEARS

During the 12th Five Year Plan (FYP), creating productive and gainful employment has been identified as one of the National Key Result Areas (NKRA) out of the 17 NKRA's. The key performance indicator under this result area is to maintain national unemployment rate below 2.5 percent and reduce youth unemployment rate to 6.5 percent by the end of the 12th FYP.

The national unemployment rates over the years have averaged between 3-4 percent annually while the youth unemployment rates have been increasing over the years. However, there is a dramatic increase in both overall unemployment and youth unemployment rate 2020 and this significant increase could be because of outbreak of Covid-19 pandemic which may have led to closure of businesses and employees laid-off.



Unemployment Numbers over the Years:

Year	Overall unemployemnt	Youth Unemployment
2009	12900	9000
2010	1100	5100
2011	10500	4900
2012	6904	3476
2013	9916	4282
2014	9174	3680
2015	8660	4504
2016	7521	4813
2017	11092	6026
2018	10414	4921
2019	8698	3626
2020	16660	6922



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 activities were implemented by the Department of Employment & Human Resources to achieve the above objectives:

SL#	Action	Success Indicator	Target	Actual Achievement
1	Implement Overseas Education, Skills and Work Program	Facilitated return of oversea returnees	150	Facilitated return of 192 returnees
2	Facilitate placement and recruitment of Job Seekers through Employment Service Center	Registered job seekers directly placed by Employment Service Center	600	1291 registered job seeker placed by ESC
3	Implement Youth Engagement and Livelihood Program (YELP)	Youth engaged through YELP	1000	1013 Youth engaged under YELP
4	Establish and implement Employment Responsibility System	Jobs facilitated	6766	9748 jobs facilitated as of 3rd Quarter

5	Coordinate the implementation of the engagement program of BBP	Candidates engaged under BBP with the construction firms	1000	776 youth engaged under BBP by Thimphu
6	Analyze and Publish Comprehensive Labour Statistics	Timeline by which the Labour Market Information Bulletin is published	11/30/2020	Published Labour Market Information Bulletin in the Ministry's website before November 30, 2020.
7	Publish Labour Market Information Guidebook for job seekers	Timeline by which the Labour Market Information Guidebook for job seeker is published	12/31/2020	Published Labour Market Information Guidebook in the Ministry's website before December 31, 2020
8	Up-date Bhutan Labour Market Information System	Timeline by which the data in the Bhutan Labour Market Information System is updated	05/15/2021	Conducted workshop on BLMIS and updated information in the system at Hotel Mayto before May 15, 2021
9	Facilitate and support online learning	Enroll learners on online learning platforms	5000	7609 candidates enrolled: 6843 candidates enrolled in Coursera from May to December 2020 and 766 candidates enrolled in Skillshare from January to May 2021
10	Plan and implement Critical Skills Training (CST)	Job seekers trained in CST program	1500	1023 Job seekers trained in various fields
11	Plan and implement Critical Capability Development (CCD) program	Candidates trained through in-service HRD	250	610 in-services candidates supported: Trained 604 in-service candidates through CCD Program and facilitated the selection of 6 in-service candidates for ex-country scholarships.
12	Review 12th FYP HRD Masterplan for the Economic Sectors 2018-23	Timeline by which the 12th FYP HRD Master plan is reviewed	05/25/2021	Completed developing Midterm review of the 12th FYP HRD Masterplan on 07/05/2021 and approved by the Ministry on 25/05/2021

13	Develop National HRD Advisory	Timeline by which the National HRD Advisory is developed	05/25/2021	Completed developing National HRD Advisory “An assessment of CST and YELP” on 07/05/2021 and approved by the Ministry on 25/05/2021
14	Coordinate HRD Committee/Network activities	HRD Committee meetings conducted	2	2 meetings conducted: 1st one on 11th Sept. 2020 and 2nd one on 4th November 2020
15	Develop National HRD Policy Review and Action plan report	National HRD Policy review and action plan developed and published	12/31/2020	The Policy document approved by the Hon’ble Minister on 6th July 2020 and uploaded the approved document on the Ministry’s Website
16	Implement CSI flagship program	Youth trained on entrepreneurship	330	334 The details of the courses and participant lists are attached
		Business Incubation Centre established	2	2 instituted at Jigme Namgyal Engineering College (JNEC) and Sherubtse College
		No. of jobs created by start-ups	108	116 jobs created from 60 start-ups
		No. of new startups established business	36	60 start-ups established



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 activities were implemented by Department of Occupational Standards to achieve the above mission statements:

SL#	Action	Success indicator	Target	Actual achievement
1	Conduct National Assessments	National Assessment conducted for Accredited courses in TTIs and IZCs.	100	Targeted number of National Assessments to be conducted = 50; Number of National Assessments conducted = 46; Number of National Assessments deferred to July & August due to Covid-19 = 4; Achievement = $(46 / 46) * 100 = 100 \%$
		National Assessment conducted for accredited courses in Private and other Public TVET Institutes.	100	Targeted number of National Assessments to be conducted = 25; Number of National Assessments conducted = 31; Achievement = $(31 / 25) * 100 = 124 \%$
		Skilled workers assessed through Recognition of Prior Learning (RPL) assessment system	100	Targeted number of RPL Assessments to be conducted = 15; Number of RPL Assessments conducted = 26; Achievement = $(26 / 15) * 100 = 173 \%$
		Assessment resources developed and validated for National Assessments	100	Total Assessment Resources targeted to be developed & validated = 90; Total Assessment Resources developed & validated = 90 Achievement = $(90 / 90) * 100 = 100 \%$
2	Develop National Competency Standards in priority occupations	National Competency Standards developed/revise.	15	Developed/Revised 17 National Competency Standards: 1. Bailey Bridge Technician (new) 2. Digital Cable TV Technician (new) 3. Home Caregiver (new) 4. Old Age Caregiver (new) 5. Solar Power Technician (new) 6. Plumber (Rev) 7. Auto Mechanic (Rev) 8. Panel Beater (Rev) 9. Patrap (Rev) 10. Mason (Rev) 11. Construction Carpenter (Rev) 12. Refrigeration and Air Conditioning Technician (Rev) 13. Trezop (Rev) 14. Tshemzop (Rev) 15. Sales Person (Rev) 16. Heavy Vehicle Driver (Rev) 17. Automobile Painter (Rev)
3	Implement Registration Regulations	Registered TVET Institutes monitored	100	Number of Institutes registered: 126 New Institute: 12 Temporarily suspended: 2 Institutes eligible for Monitoring: 112 Number of Institute monitored = 103 % Monitored = $103/112 = 91.96\%$
		Training Providers Registered	100	All the training providers are registered as per the Regulation for Registered Training Providers. Total of 126 institutes registered till date.

		Trainers registered	40	Number of Trainers trained in TOT by DTE = 16 Number of Trainers registered on TVET MIS = 13 3 trainers do not work in institutes so couldn't be registered. * Updating the TVET MIS and the regulation as a part of the TVET reform to work on the modality of trainer registration. %trainer registered = 13/16 = 81%
4	Facilitate accreditation of courses	Courses leading to National Certification in CZC, TTIs and IZCs accredited	90-95	Accreditation conducted for IZC-Thimphu Trezo (NC3) College of Zorig Chusum, T/Yangtse, Tshemdru (NC3) College of Zorig Chusum, T/Yangtse Trezo (NC3) College of Zorig Chusum, T/Yangtse jimzo (NC3) College of Zorig Chusum, T/Yangtse Patra (NC3) College of Zorig Chusum, T/Yangtse Tshemzo (NC3) Jigme Wangchuck Power Training Institute Welder (NC3) TTI-Rangjung Automobile Mechnic (NC2) TTI-Rangjung Furniture Making (NC3) TTI-Rangjung Industrial Electrical Technician (NC3) TTI-Rangjung Domestic Wiring Technician (NC2) TTI-Khuruthang Industrial Electrical Technician (NC3) TTI-Khuruthang Domestic Wiring Technician (NC3) TTI-Khuruthang Welder (NC2) TTI-Khuruthang Mechanical Fitter (NC2) TTI-Khuruthang Welder (NC3) TTI-Chumey Masonry (NC2) TTI-Chumey Masonry (NC3) TTI-Thimphu Panel Beating (NC2) TTI-Thimphu Refrigeration and Air Conditioning Technician (NC2) Total NC level courses offered = 43 Accredited = 43
		Courses leading to National Certification in other Public and Private Training institute accredited	60	Accreditation conducted for: Lekdrup Skills Development Institute, Mobile Repair Technician (NC2) Choki Traditional Arts School, Lhadri (NC2) Computer and Management Institute, Thimphu Salesperson (NC2) Institute of Tourism and Hospitality Management, Cultural Tourist Guide (NC2) Gyalyong Driving Training Institute, Professional Driving (NC2) Norbu International Wellness Institute, Hair and Beauty Therapy (NC2) Choki Traditional Arts School, Patra (NC2) SD Driving Training Institute, Paro,

				Professional Driving (NC2) Dorji International Training Institute, T/Phu, Massage Therapy (NC2) Dorji International Training Institute, T/Phu, Food and Beverages Service (NC2) USD Institute of Professional Development, Cultural Tourist Guide, (NC2) WHY DEE Driving Institute, Paro, Professional Driving (NC2) Sompal Driving Institute, Thimphu, Professional Driving (NC2) Sompal Driving Institute, Paro, Professional Driving (NC2) Sunrise Driving Institute, Wangdue, Professional Driving (NC2) Puensum Driving Institute, Punakha, Professional Driving (NC2) Lekdrup Skills Development Institute, Home appliance Repair (NC2) Bhutan Institute of Training and Development, ECCD Facilitator (NC3) Bhutan Institute of Training and Development, Food Production (NC2) Ghaden Driving Institute, Wangdue, Professional Driving (NC2) USD Driving Institute, Thimphu, Professional Driving (NC2) Gangjung Driving Institute, Professional Driving (NC2) Karma Driving Institute, Professional Driving (NC2) Karsel Dawa Driving Institute, Professional Driving (NC2) Total NC level courses offered: 49 Accredited: 35 %accredited = 71%
5	Implement Quality Management System	QMS certification of TVET Institutes Facilitated	5	QMS auditing facilitated in 17 institutes 1. Fashion Institute of Technology, 2nd trial audit 10-14/12/20, Recommended for Final Audit 2. Bhutan Institute for Tourism and Hospitality, 1st trial audit 10-14/12/20, Recommended for 2nd Trial Audit 3. NLD Training Institute, 2nd trial audit, 19/12/20, Need Re-Certification 4. Norbu International Wellness Institute, 1st trial audit 19/12/20, Recommended for Final Audit, 02-03/02/21 5. Lekdrup Skills Development Institute, Re-audit 09-15/02/21, Certification Failed 6. iBEST Institute of Media, Management, and Technical Studies, Re-audit, 01-03/03/21, Certification Recommended 7. Bhutan Institute of IT and Management, Paro, Final Audit, 01-03/03/21, Certification Recommended

				<p>8. Choki Arts School, 1st Trial Audit, 4-6/5/21, Recommended for 2nd Trial Audit</p> <p>9. Bhutan Institute of IT and Management, Thimphu, 2nd Trial Audit, 3-5/5/21, Recommended for Final Audit</p> <p>10. TTI-Thimphu, Re-audit, 3-5/5/21, Re-Certification Recommended</p> <p>11. TTI-Chumey, Re-audit, 3-5/5/21, Re-Certification Not Recommended</p> <p>12. TTI-Rangjung, Re-audit, 6-8/5/21, Re-Certification Recommended</p> <p>13. CZC-Trashiyangtse, Re-audit, 14-16/5/21, Re-Certification Recommended</p> <p>14. Druk Tshemzo Training Institute, Re-audit, 9-11/6/21, Re-Certification not Recommended</p> <p>TTI-Samthang Re-audit 9-11/6/21 Re-Certification Recommended</p> <p>15. TTI-Khuruthang, Re-audit, 9-11/6/21, Re-Certification not Recommended</p> <p>16. IZC-Thimphu, Re-audit, 21-23/6/21, Pending</p>
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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 activities were implemented by Department of Labour to achieve the above objectives:

SL#	Objective	Success Indicator	Target	Actual Achievemnt
1	Enforce and implement Labour and Employment Act of Bhutan, 2007	Frequency of awareness and advocacy on Provident Fund and Parental Leave	2	The two announcements were made through the Ministry's website and Facebook page on 24/02/21.
		Timeline by which the National Minimum Wage is Reviewed	05/15/2021	The report was submitted and presented to the Ministry during the 22nd PPCM on April 7th, 2021 and the report was submitted in hard copy on April 9th, 2021
		Timeline by which the draft report of the Review of the Regulations on Working Conditions with consultation from relevant stakeholders is completed and submitted to the Ministry.	06/01/2021	The draft report was submitted on time however, the Ministry decided that stakeholder consultation will have to be postponed and held in the next financial year
2	Enforce OHS Regulations and Standards	Timeline by which 2 regulations on OHS is reviewed	05/31/2021	Completed on schedule and submitted on 31/05/21 with the OHS Regulations ready for final stakeholder consultation.
3	Enhance working condition	Clients advocated on grievance redressal mechanism	200	278 cases advocated on grievance redressal have been filed and recorded.
		TAT for dispute resolution	14	278 dispute cases were received and of them 256 were reviewed and resolved within the TAT. The remaining 22 were resolved within 16-20 days due to logistical factors and other issues
		Timeline by which guideline on dispute resolution is reviewed and Model SOP on Grievance Redressal Mechanism for enterprises is developed.	06/04/2021	The draft guidelines have been reviewed, developed and submitted on 08/06/21. However, due to the COVID-19 pandemic consultations with external stakeholders could not be conducted. Though the report was ready on time as the Division was engaged in an outside work station it was submitted in hard copy only on 08/06/21.
4	Strengthen foreign workers recruitment procedures	FWRA's, employers and relevant stakeholders advocated on recruitment procedures and policies.	2	The meetings were conducted on 13/05/21 via a video conference and on 11/06/2021 in Bjimithang, Wangdue Phodrang respectively.

		TAT for site verification for the requirement of foreign workers	4	Site verification conducted within the TAT of 4 working days
5	Foreign Workers approval conducted as per the SDS.	FW approval done as per the SDS	100	Done as per the Service Delivery Standard (SDS) which is within 1 week.
6	Review of the Internal Service Rules (ISR) within the TAT	Review of the Internal Service Rules (ISR) within the TAT	21	All ISR's received, reviewed and endorsed within the TAT. Out of 76 ISR's that were received and reviewed 41 ISR's have been endorsed.



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 activities were implemented by Department of Technical Education to achieve the above objectives:

SL#	Objective	Success Indicator	Target	Actual Achievemnt
1	Replicated Dual Training Program (DTP)	Dual Training Program replicated in other occupation	1	DTP program replicated in Furniture Making (27 Trainees enrolled, 24M & 3 F) 55 trainees will graduate in July 2021

2	Establish, expand and optimise the use of TTIs & IZC facilities	Overall progress of the ADB_STEP-UP Project	53	(1)90% physical progress of construction of hostels and workshop at TTI Samthang. (2) 30% physical progress of construction of TTI at Serbithang, Thimphu. (3) 40% progress on procurement of tools and equipment for 5 TTIs.
		GoI PTA project readiness completed (augmentation of TTIs/ IZCs into a vocational college)	80	1.Construction of `khuruthang floodwall completed in the first quarter. 2.Review and validation of all remaining eleven construction activities completed in consultations with the institutes and other stakeholders after receiving the executive order from GNHC remarked by the PM to go ahead with the GOI project. Previously, it was not certain whether the construction activities will be implemented by new TVET Council Office or DTE. The action plans were presented to the Ministry and got them approved. 3.River protection wall at TTI-Samthang work awarded and work under progress.
		Retrofitting work of IZC Thimphu completed	30	The Partitioning of YDF Hall into classroom/workshop completed and handed over to Institute. Work awarded for the Retrofitting of main building on 5th April 2021
3	Implement community Skills development program	Candidates trained through SSDP and VSDP	140	VSDP=78(29 Trongsa, 20 Kangpara,12 Bumthang,17 Udzorong) SSDP=77(21 Yakphugang NunneryMongar, 34 Shedra Dewathang, 22 Dekiling Dratshang) Total= 155 trained
4	Coordinate the implementation of the skilling program of BBP	Candidates placed for skilling in TTIs through BBP	1000	Total enrollment of BBP trainees from 1st to 5th Batch, Chumey TTI- 413, Khuruthang TTI-50 Rnajung TTI- 96 Samthang TTI-11 JWPTI- 418 Grand Total- 988

5	Promote industry relevant TVET programs	Master Trainer engaged in the critical areas governance	15	Total - 8 Master Trainers recruited, 3 from South Korea, 2 from Thailand & 3 from Germany for Build Bhutan Project & TVET Reform. 2 master trainers expected in July end from Czech Republic & Germany. 3 master trainers from Canada, South Korea & Cech Republic preparing official documentation for Approval from Ministry & MoFA. Additional information: Mostly arising from COVID situation and it is very difficult to find master trainers that suits our needs, strict National COVID Rules, VISA process and thirdly very difficult to arrange flights, logistics etc.
		TVET courses reviewed and revised	2	Computer Hardware & Networking NC2, Automobile NC3 and RAC NC2
		New TVET courses designed and developed	6	DTP Plumbing NC2, Patra ND, HVAC NC3, DTP Solar Power NC2, Trezo ND, DTP Metal Art Design NC2, Melamine Polishing short course and Mosaic & Marble Laying
		TVET instructors trained through ToT program	40	ToT-Technical Instruction & Pedagogy (4 modules)-16 ToT- Occupational Skills Development In PLC-17 ToT- Occupational Skills Development In Construction-7 ToT- Occupational Skills Development In Metal Art Design-13 ToT- Occupational Skills Development In HAVAC & RAC-8 TOTAL-61 Achieved
6	Build Capacity of TVET Managers	TVET managers trained in TVET leadership and governance	30	Regional Program on Equipping Digital Competencies in TVET to Address IR 4.0. -12 Regional Program on Innovating TVET by Developing digital content-5 Innovation in Curriculum Development Integrating ICT and Digital Skills.-5 Training on Ethics, Integrity and Professionalism-18 CPSC: Colombo Plan Staff College for Technician Education

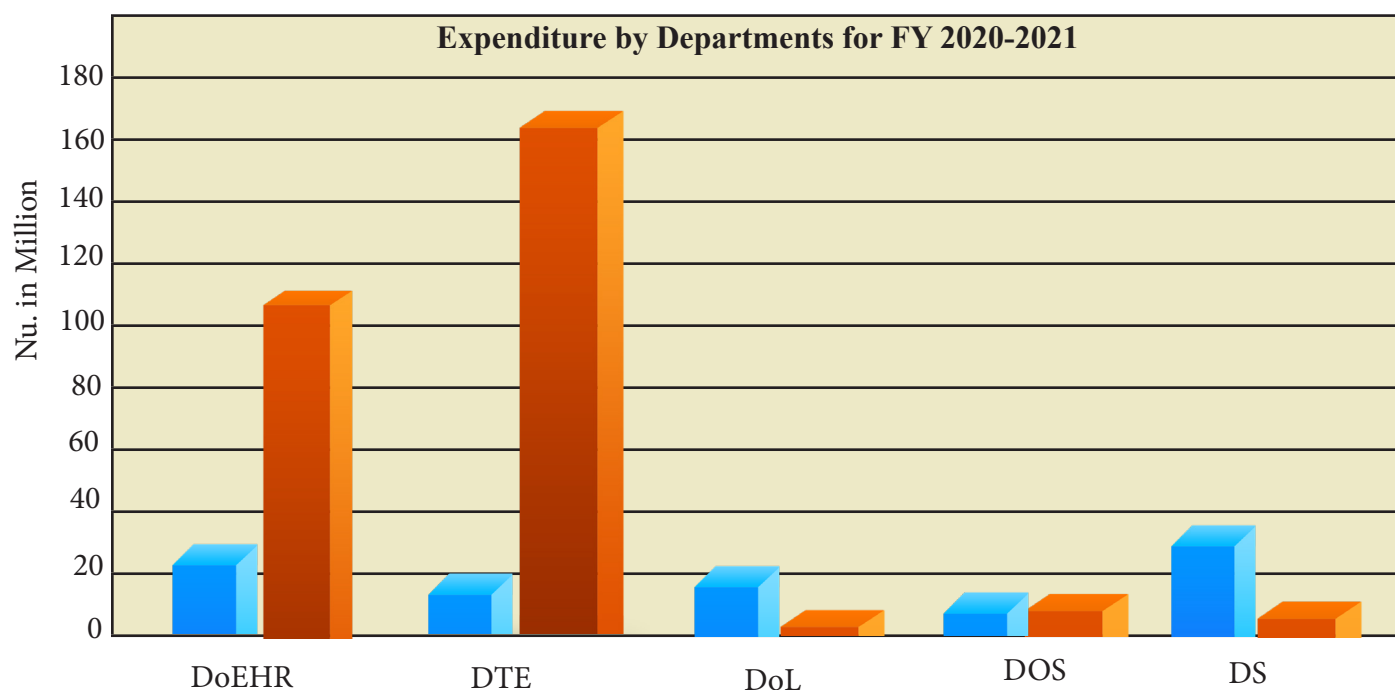
7	Draft TVET Reform Plan	Timeline by which the draft National TVET Reform Plan submitted to the Ministry	05/31/2021	16th March, 2021- Presentation of Concept on TVET Reform Strategies to Ministry. 15th April, 2021- Presentation of first draft of National TVET Reform Strategies Plan (Product Transformation) to the Ministry. 7th May, 2021 Presentation 2nd draft National TVET Reform Strategies Plan to Ministry. 17th June, 2021 Presentation 3rd draft National TVET Reform Strategies Plan to Ministry. 25th June, 2021- Presentation of revised 3rd draft National TVET Reform Strategies Plan to Ministry
8	Promote TVET through Advocacy	Timeline by which TVET advocacy and awareness programs are conducted	06/15/2021	Every year 15th July 2020, celebrated as world youth skills day, Article & press released in Kuensel, posted in MoLHR Web, Facebook etc. Zorig day celebrated & Observed on 27th April 2021 corresponding to the fifteen day of third month of the Bhutanese calendar, Press released in MoLHR web, MoLHR FB etc. TVET advocacy videos' one minute short clips was broadcast in BBS & short TVET advocacy videos clips developed for High school advocacy programs. Additional information: TVET advocacy and awareness programs conducted in collaboration with TTIs & IZCs in Middle Secondary school & High school students (9,10,11,12). total 30 schools, total number of 4,460 students attended the TVET advocacy programs.
9	Manage TVET Data and information	Timeline by which second edition of TVET statistics published	06/15/2021	2nd TVET Statistics book published on 15 June, 2021, Launched in MoLHR web



5

FINANCIAL PROGRESS

For the fiscal year 2020-2021, The Ministry received a total of Nu. 529.876 million which is 18.92% of its total 12th FYP outlay of Nu. 2,800 million. Following table shows the approved budget and expenditure as of June 30, 2021.

SL#	Departments	Budget			Expenditure		
		Current	Capital	Total	Current	Capital	Total
1	Employement and	20.724	112.618	133.342	20.151	104.335	124.486
2	Technical Education	12.322	312.930	325.252	12.223	162.983	175.206
3	Labour	17.156	1.658	18.814	16.47	1.362	17.841
4	Occupational Standard	8.934	9.625	18.568	8.890	8.875	17.765
5	Secertariat	31.73	2.17	33.90	30.82	2.02	32.84
	Total	90.866	439.001	529.876	88.563	279.575	368.138



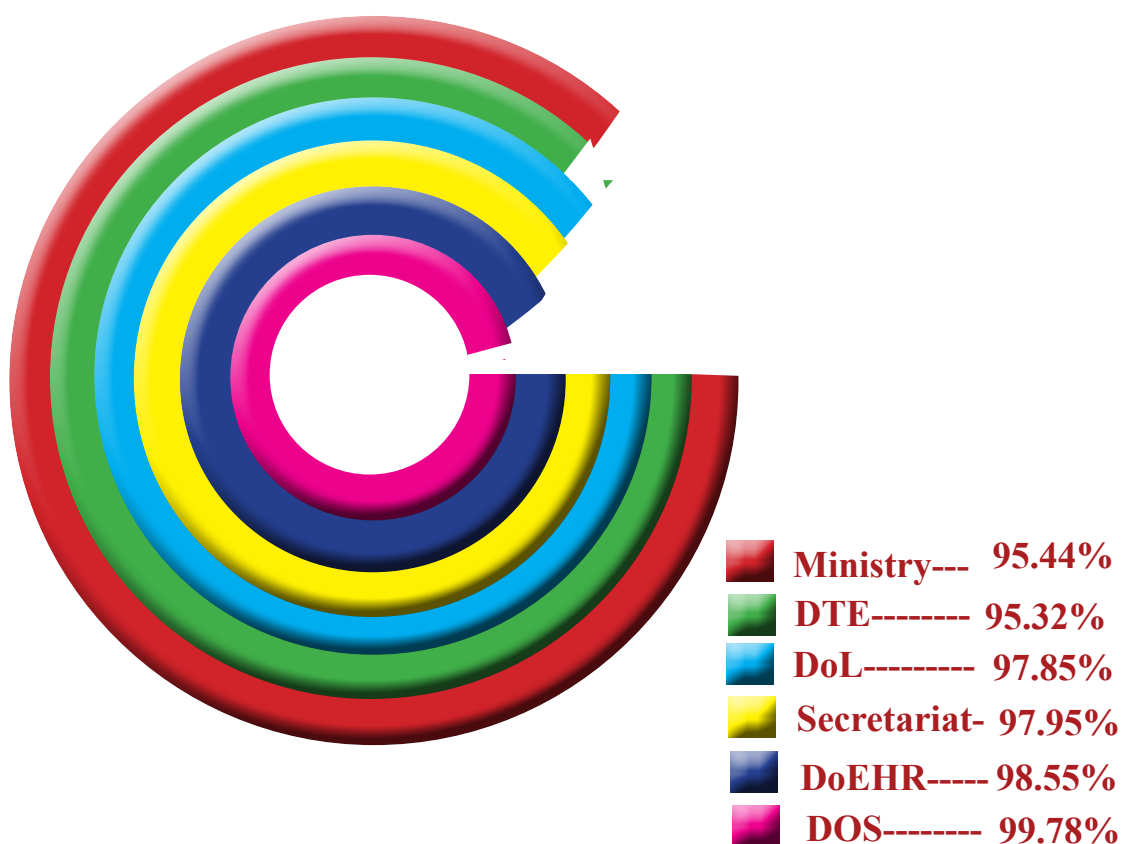
	DoEHR	DTE	DOL	DOS	DS
Current 	20.151	12.223	16.479	8.89	30.82
Capital 	104.335	169.983	1.362	8.875	2.02

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.

Overview of Scores of the Ministry and Departments:

National Technical Committee Score (%)




To conclude, the Ministry in the Fiscal Year 2020-2021 implemented various programs and activities in collaboration with other relevant stakeholders to create productive and gainful employment and to maintain national unemployment rate below 2.5 percent and to reduce youth unemployment to 6.5 percent. However, due to COVID-19 Pandemic outbreak, most of the planned activities and programs had to halt with restrictions of movement internationally as well as nationally. The Government had to re-prioritize the plans and programs and had to reallocate the Budgets accordingly. Thus, as per the LFS, 2020 the overall unemployment increased to 5% from 2.7% and youth unemployment rate drastically increased to 22.6% from 11.9% in 2019.

Nevertheless, the ministry has been successful in implementing the Build Bhutan Project launched as a part of economic contingency plan - skilling 998 youths in construction trades in close partnership with public TTIs, engaging 1433 youths either directly or post skilling programs and established 40 specialized firms. This has created a huge impact by ways of increasing their employability and employment generation on the lives of our youths who have been affected by the pandemic.

Furthermore, the ministry successfully designed and finalized the USD 10 million Skills Development Plan as a Human Capital Recovery and Resilience Program which would target to skill 8,995 jobseekers in next two years. The SDP shall be implemented under the World Bank Program for Results (PforR) financing.

For the quality TVET and Skills, the Ministry formulated and finalized draft TVET Policy, 2021 to govern TVET and to give strategic direction to overall TVET system in the country and TVET Reform Plan based on four strategic reform areas focusing on four Ps - Place, People, Product and Promotion. This shall bring changes in TVET infrastructure, capacity building and skills acquired from the institutes be relevant in the market.

Lastly, the ministry developed draft Foreign Workers Management Strategy (FWMS) paper considering our smallness, socio-economic development aspirations and changing labour market needs of the country. The strategy paper shall aim to bring in FWs only to complement and supplement skills shortages within the domestic workforce, enhance productivity and wage growth, uplift the image of FWs and reduce unfair jobs competition for the domestic workforce. The basis for allowing FWs in certain sectors will be evidence-based critical occupational/skills shortage list generated through rigorous labour market research that reflects the changing labour market situation backed up dynamic demand management tools to ensure proper technology transfer.



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