



**Occupational Health & Safety
Assessment Result
2023**

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Background

The Department of Labour and the Regional Offices conduct an annual assessment of Occupational Health and Safety with the goal of establishing safe and healthy working environment in workplaces. The program is also a component of the enforcement strategy to *Prevent, Promote, and Protect workers* from exposure to risk at work and the workplace, as well as to achieve Sustainable Development Goal (SDG) target 8.8 of a safe and secure workplace for all employees by 2030. The major goal of the assessment is to increase compliance by promoting education, raising public awareness, and honoring businesses with effective occupational health and safety procedures. The Safety and Health Officer Award was also launched, and 12 Safety Officers received awards in 2019 to support them in establishing a safety culture at their place of employment.

Every year, enterprises with 20 or more employees are compelled to form OHS Committees which are evaluated annually after registering with the Department. However, the Department could not conduct assessment since 2019 due to COVID-19. The assessment was resumed this year which was conducted in the month of March and April, 2023. There were 82 enterprises in total that were assessed, which is 2 fewer than in 2019. Though there are new OHS committed formed during the span of 4 years, there are more numbers of inactive or dissolved committee due to various reasons like restructuring of companies, completion of hydropower projects, etc.

Findings of OHS assessment of 2023 has shown a decreasing trend in enterprises adopting good workplace safety and health practices when compare to 2019. This is mainly due to not being able to assess the enterprise yearly.

48 of the 82 enterprises assessed had scored greater than the criterion of 70%. The top three companies were awarded with Certificate of Achievement and those companies who have secured 70% and above were awarded with Certificate of Recognition with following categories: the Excellent OHS

Practice Award to 31 enterprises (score of 80% and above); and the Good OHS Practice Award to 17 enterprises (score of 70% and above).

Methodology

Sampling Design & Size

All the enterprise with OHS committees were assessed for the assessment. For surveying workers, a random sampling was used to represent the population.

Instrument & mode of assessment

The Assessors had used a structured checklist developed based on the Assessment parameters and criteria mentioned in the guideline. The mode of assessment and recording were on google form to save time and resources.

Mode of Assessment

The following methods were used while conducting OHS assessment:

- Document verification;
- Interviews; and
- Survey of workplace or workshops.

Assessment parameters

The assessment was be divided into two parts and the details as follow:

Part A: Technical Assessment

Part A is a technical assessment where an assessor assessed the OHS management system of an enterprise based on document verification, interview with the management and observation through site visit to the working premises of the enterprises. The assessor did not mark the scoring solely based on the document produced but also based on site visit to ensure it was practically implemented.

Part B: Employee's Survey

Employees were randomly selected and interviewed by the assessor(s) to

validate if they were aware of OHS-MS at their workplace. Minimum of two workers were interviewed from each department to get fair representation and knowledge on OHS among the workers (level of occupation and education need to be considered). The assessors interviewed a worker who has been working in the company for not less than six months.

ASSESSMENT CRITERIA

Every element will be rated from 0 to 3 points based on four criteria as follows:

- (a) Not implemented (0 point)
- (b) Partially implemented (1 point)
- (c) Implemented with only minor deficiencies (2 points) and
- (d) Fully implemented (3 points)

Definitions of the assessment criteria (PART A)

- **Not Applicable:** That particular question does not apply to this company since it's not required as per the regulations.
- **Not Implemented:** Indicates that the company has not implemented anything.
- **Partially implemented:** Indicates that the company has implemented very little.
- **Implemented with only minor deficiencies:** Indicates that the company has implemented everything, but it requires some little improvements.
- **Fully implemented:** Indicates that the company has done well and has met the defined best practice.

Definitions of the assessment criteria (PART B)

- **Not Applicable:** That particular question does not apply to this company since it's not required as per the regulations.

- **Poor knowledge:** Indicates that the employee/worker does not know about it.
- **Average knowledge:** Indicates that the employee/worker heard about it.
- **Good knowledge:** Indicates that the employee/worker knows about it, but he/she requires some little more information about it.
- **Excellent knowledge:** Indicates that the employer/worker is well versed about it.

Assessment scoring

- (1) Assessment marking shall be done individually by the assessors online at the time of assessment.
- (2) The total points given for Part B shall be based on the average score of the number of workers interviewed, for example, an assessor interviewed 3 workers, so the average total score will be the sum of the scores of three workers divided by three.
- (3) Overall score of the enterprise shall be compiled at the end of the assessment.
- (4) The overall percentage of score shall be based on the assessment points scored by the organization divided by the aggregate score.
 - (a) Overall points of the assessment (Part A + Part B) = X
 - (b) Points scored by the organization/enterprise (Part A + Part B) = Y
 - (c) Score (%) = $(Y/X) \times 100$

Note: *If the assessment criteria set are not relevant to the organization, the points marked to the criteria shall be deducted from the overall point.*
- (5) The final overall score percentage of an enterprise shall be the average score of the number of assessors.

Assessment rating

In order to determine the OHS standards of the organization, following gradings were given based on the percentage of their scores;

- (a) Excellent: 80 to 100%
- (b) Good: 70 to 79%
- (c) Poor: below 69%

Data collection and analysis

The OHS assessment was conducted by the officials of respective region. Data was collected and recorded by respective regions, and finally compiled Head office.

Findings

Enterprise Profile

The OHS assessments were conducted in 82 enterprises and the detailed profile of each enterprise are provided in the Table 1.

Table 1: Number of enterprises by Region

Region	Enterprise	
	N	%
Gelephu	8	9.8%
Phuentsholing	46	56.1%
Samdrup Jongkhar	7	8.5%
Thimphu	19	23.2%
Trashigang	2	2.4%
Total	82	100.00%

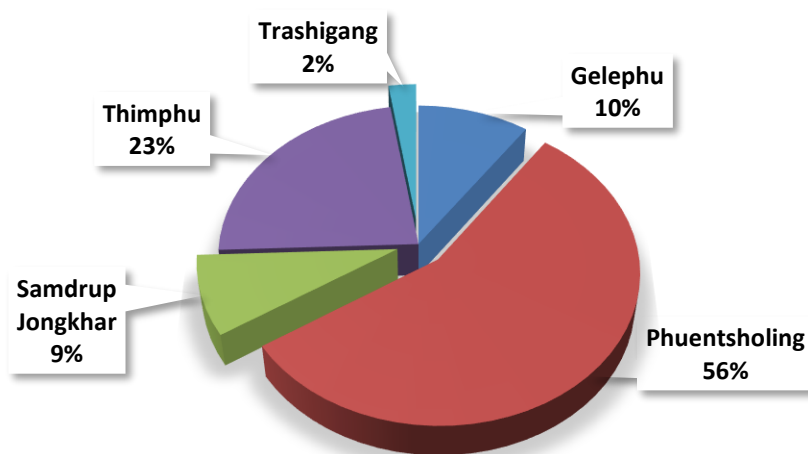


Fig. 1: Enterprise by Region

Table 2: Number of enterprises by Dzongkhag

Dzongkhag	Enterprise	
	N	%
Chhukha	36	43.9%
Dagana	1	1.2%
Mongar	2	2.4%
Paro	1	1.2%
Pema Gatshel	5	6.1%
Samdrup Jongkhar	2	2.4%
Samtse	10	12.2%
Sarpang	3	3.7%
Thimphu	12	14.6%
Trongsa	4	4.9%
Wangdue Phodrang	6	7.3%
Total	82	100%

Table 3: Number of enterprises by Major Sector

Major Sector	Enterprise	
	N	%
Agriculture, Livestock, Forestry and Fishing	1	1.2%
Construction	8	9.8%
Electricity and Water Supply	1	1.2%
Finance, Insurance and Real Estate	1	1.2%
Hydropower Plant	5	6.1%
Manufacturing	52	63.4%
Mining and Quarrying	3	3.7%
Services	8	9.8%
Transport, Storage and Communications	3	3.7%
Total	82	100%

Table 4: Number of employees by sex and Major Sector

Major Sector	Employees		
	Male	Female	Total
Agriculture, Livestock, Forestry and Fishing	42	17	59
Construction	4453	718	5171
Electricity and Water Supply	1340	410	1750
Finance, Insurance and Real Estate	98	75	173
Hydropower Plant	605	207	812
Manufacturing	5501	1894	7395
Mining and Quarrying	112	24	136
Services	338	81	419
Transport, Storage and Communications	7504	225	7729
Total	19993	3651	23644

AWARDS, RECOGNITION & NEEDS IMPROVEMENT

It is crucial to honor and acknowledge companies and individuals who put out significant effort to provide a safe and healthy workplace. This will address the society's public and social health issues while also ensuring compliance with OHS legal standards.

On April 28, which is also World Day for Safety and Health, all companies and individuals who have made significant efforts and demonstrated exemplary safety practices at their workplaces are recognized and given certificates of recognition.

In order to determine the OHS standards of the organization, following gradings were given based on the percentage of their scores;

- Excellent: 80 to 100%
- Good: 70 to 79%
- Poor: below 69%

Certificate of Achievement

Table 5 lists the top three companies that were awarded with certificates of achievement.

Table 5: Safe Work Award Winners

Rank	Name of company	Dzongkhag	Score	Award
1	Zimdra Food Private Limited	Chukha	98.00%	Gold
2	Kurichu Hydropower Plant	Mongar	96.92%	Silver
3	Tashi Beverages Ltd	Chukha	94.45%	Bronze

Excellent OHS Practice Award (Certificate of Recognition)

31 enterprises were awarded with Excellent OHS Practice Award. Table 6 & 7 details the information.

Table 6: Number of enterprises with Excellent OHS Practice by Region and Sector

Major Sector	Region					
	Gelephu	Phuentsholing	Samdrup Jongkhar	Thimphu	Trashigang	Total
Agriculture, Livestock, Forestry and Fishing	0	0	0	0	1	1
Construction	1	0	0	2	0	3
Hydropower Plant	3	0	0	1	1	5
Manufacturing	2	16	0	0	0	18
Mining and Quarrying	0	0	2	0	0	2
Services	2	0	0	0	0	2
Total	8	16	2	3	2	31

Table 7: Excellent OHS Practice Award Winners

Sl. No	Name of company	Dzongkhag	Score
1	Zimdra Food Private Limited	Chukha	98.00%
2	Kurichu Hydropower Plant	Mongar	96.92%
3	Tashi Beverages Ltd	Chukha	94.45%
4	Tala Hydro Power Plant (DGPCL)	Chukha	92.05%
5	AWP (Distillery Factory)	Samtse	91.70%
6	Basochhu HydroPower Plant	Wangdue Phodrang	90.95%
7	Bhutan HydroPower Service Limited	Sarpang	90.60%
8	Tangsibji Hydro Energy Limited	Trongsa	89.90%
9	Hindustan Construction Company Ltd.	Trongsa	89.80%
10	PES Engineering	Trongsa	89.10%
11	Dagachhu Hydropower Corporation Limited	Dagana	88.50%
12	Lhaki Cement	Samtse	88.25%
13	AWP (Cardboard Factory)	Samtse	87.45%
14	ICE Beverages Private Limited	Samtse	86.90%
15	Mountain Hazelnut Venture Private limited	Mongar	86.85%
16	Lhaki Steels & Rolling Private Limited	Chukha	85.75%
17	Habrang Coal Mine	Samdrup Jongkhar	85.63%

Sl. No	Name of company	Dzongkhag	Score
18	Bhutan Brewery Private Limited	Chukha	85.25%
19	Bhutan Polymer Company Ltd.	Samtse	85.00%
20	Bhutan Silicon Metal Private Limited	Chukha	84.20%
21	Mangdhechu Hydro Electric Project	Trongsa	83.70%
22	Saint Gobin Cramic Materials Bhutan Pvt. Ltd	Chukha	83.65%
23	Gelephu Distillery (AWPL)	Sarpang	83.30%
24	Bhutan Fruit Product Ltd	Samtse	83.00%
24	Tashi Metals Private Limited	Chukha	83.00%
26	Khothakpa Gypsum Mine - SMCL	Pema Gatshel	82.63%
27	Chukha Hydro Power Plant (DGPCL)	Chukha	82.25%
28	PHPA II	Wangdue Phodrang	81.25%
29	Bhutan Centennial Distillery	Sarpang	81.00%
30	Druk Wang Alloys Ltd	Chukha	80.75%
31	Vajra Builder Private Limited	Thimphu	80.13%

Good OHS Practice Award (Certificate of Recognition)

Good OHS Practice Awards were given to 17 enterprises. These characteristics are shown in Tables 8 and 9.

Table 8: Number of enterprises with Good OHS Practice by Region and Sector

Major Sector	Region			
	Phuentsholing	Samdrup Jongkhar	Thimphu	Total
Construction	0	0	2	2
Manufacturing	10	4	1	15
Total	10	4	3	17

Table 9: Good OHS Practice Award Winners

Sl. No	Name of company	Dzongkhag	Score
1	Bhutan GRC	Thimphu	79.80%
2	Bhutan Carbide and Chemicals Ltd.	Chukha	79.50%
3	Bhutan Rolling Mills Ltd.	Chukha	79.10%
4	Bhutan Ferro Alloys Ltd	Chukha	79.05%
5	Hindustan Construction Company Ltd.	Wangdue Phodrang	76.22%

Sl. No	Name of company	Dzongkhag	Score
6	Dungsam Polymers Limited	Pema Gatshel	75.93%
7	Pelden Enterprise	Chukha	74.95%
8	SD Eastern Bhutan Ferro Silicon Pvt. Limited	Samdrup Jongkhar	74.88%
9	Neethsel Pvt. Limited	Chukha	74.80%
10	Dungsam Cement Corporation Limited (DCCL)	Pema Gatshel	73.96%
11	Karma Feed	Chukha	73.70%
12	Penden Cement Authority Ltd.	Samtse	72.20%
13	PHPA 1	Wangdue Phodrang	71.41%
14	Bhutan Board Products Ltd.	Chukha	71.20%
15	Drangchu Beverages Pvt. Ltd	Chukha	70.50%
16	Lhazey Preform and Clouser	Samtse	70.45%
17	Barma Chemical Industry	Pema Gatshel	70.32%

Poor OHS practice at workplace

Out of 82 enterprises assessed, 33 enterprises lacked satisfactory OHS practices at their workplaces. Those enterprises with poor OHS practices are presented in Table 10 and 11.

Table 10: Number of enterprises with poor OHS by Region and Major Sector

Major Sector	Region			
	Phuentsholing	Samdrup Jongkhar	Thimphu	Total
Construction	0	0	3	3
Electricity and Water Supply	0	0	1	1
Finance, Insurance and Real Estate	0	0	1	1
Manufacturing	13	1	5	19
Mining and Quarrying	0	0	1	1
Services	6	0	0	6
Transport, Storage and Communications	1	0	2	3
Total	20	1	13	34

Table 11: Poor OHS practice at workplace

Sl. No	Name of company	Dzongkhag	Score
1	Sersang Kbhong Food Private Limited	Chukha	65.30%
2	Construction Development Corporation Limited	Thimphu	64.01%
3	Jai Prakash Associates Limited	Wangdue Phodrang	63.82%
4	Druk Ferro Alloys Ltd	Chukha	63.30%
5	Bhutan Board Products Ltd. (Pasakha Factory)	Chukha	59.90%
6	RSA Private Limited	Thimphu	57.13%
7	Bhutan Agro Industries Limited	Thimphu	56.14%
8	Bhutan Concast Private Limited	Chukha	55.80%
9	Bhutan Alloys Steel Casting	Chukha	52.00%
10	Tshering Wangdi Supply	Pema Gatshel	51.05%
11	Singay Sand and Stone	Thimphu	50.58%
12	Bhutan Telecom	Chukha	49.90%
13	Ugyen Ferro Alloys Private Limited	Chukha	48.70%
14	Druk Green Power Corporation Limited	Thimphu	46.96%
15	Thinley Pelber Printers and Publishers	Samtse	43.15%
16	Highland Wood	Thimphu	43.12%
17	Kinjore Brewery Private Limited	Chukha	40.70%

Sl. No	Name of company	Dzongkhag	Score
18	Hotel Bhutan Ga Me Ga	Chukha	40.25%
19	Bharat Heavt Electrical Limited	Wangdue Phodrang	39.05%
20	Druk Cement	Chukha	38.70%
21	Kenpa Private Ltd.	Samtse	38.15%
22	Zimdra Automobile Workshop	Chukha	37.15%
23	DrukAir Corportion Limited	Paro	37.11%
24	Greener Way	Thimphu	35.65%
25	Hotel Druk	Chukha	33.35%
26	State Trade Corporation of Bhutan Limited	Chukha	32.85%
27	Bhutan Ecolite Private Limited	Chukha	30.60%
28	Rabten Engineering Workshop	Chukha	26.85%
29	Bhutan Polythine Company Ltd.	Chukha	26.30%
30	Bhutan Wood Paneling Industries	Chukha	25.75%
31	National Housing Development Corporation Limited	Thimphu	24.20%
32	Bhutan Concrete Bricks Pvt. Ltd	Thimphu	21.16%
33	Dharma Arts and Crafts	Thimphu	20.45%
34	Tashi Engineering Works	Chukha	11.10%

Table 12: Comparative data for last 6 assessment years

Sl. No.	Name of company	Region	2015	2016	2017	2018	2019	2023
1	AWP (Card Board Factory)	Phuentsholing	0.0	72.8	79.4	58.8	79.0	87.5
2	AWP (Distillery Factory)	Phuentsholing	0.0	76.7	78.4	79.4	81.0	91.7
3	Barma Chemicals Industry	Samdrup Jongkhar	0.0	36.4	33.0	42.1	51.8	70.3
4	Basochhu Hydropower Plant	Thimphu	0.0	74.5	75.3	70.9	86.9	90.9
5	Bharat Heavy Electrical Limited	Thimphu	0.0	0.0	0.0	0.0	0.0	39.0
6	Bhutan Agro Industries Limited	Thimphu	62.9	55.4	73.8	78.8	88.9	56.1
7	Bhutan Alloys Steel Casting	Phuentsholing	26.9	39.6	0.0	45.0	51.4	52.0
8	Bhutan Board Products Ltd.	Phuentsholing	48.4	57.6	78.7	52.9	74.4	71.2
9	Bhutan Board Products Ltd. (Pasakha Factory)	Phuentsholing	40.5	48.9	73.7	30.1	58.1	59.9
10	Bhutan Brewery Private Limited	Phuentsholing	0.0	70.4	76.3	84.7	85.7	85.3
11	Bhutan Carbide and Chemicals Ltd.	Phuentsholing	50.8	52.1	63.4	68.9	71.2	79.5
12	Bhutan Centennial Distillery	Gelephu	63.1	81.5	72.0	85.3	81.2	81.0
13	Bhutan Concast Private Limited	Phuentsholing	0.0	0.0	0.0	30.1	39.0	55.8
14	Bhutan Concrete Bricks Pvt. Ltd	Thimphu	0.0	0.0	0.0	0.0	0.0	21.2
15	Bhutan Ecolite Private Limited	Phuentsholing	0.0	0.0	0.0	0.0	0.0	30.6
16	Bhutan Ferro Alloys Ltd	Phuentsholing	63.0	70.1	84.7	91.9	90.7	79.1
17	Bhutan Fruit Product Ltd	Phuentsholing	56.7	51.7	61.6	71.3	70.2	83.0

Sl. No.	Name of company	Region	2015	2016	2017	2018	2019	2023
18	Bhutan GRC	Thimphu	0.0	0.0	59.2	63.3	70.1	79.8
19	Bhutan Hydropower Service Limited	Gelephu	0.0	90.5	77.3	92.1	92.9	90.6
20	Bhutan Panel Wood Industry & Bhutan Packaging Industries	Phuentsholing	0.0	0.0	0.0	0.0	56.8	0.0
21	Bhutan Ply	Phuentsholing	0.0	0.0	0.0	39.8	37.6	0.0
22	Bhutan Polymer Company Ltd.	Phuentsholing	39.2	53.7	61.0	66.7	70.4	85.0
23	Bhutan Polythine Company Ltd.	Phuentsholing	0.0	0.0	0.0	0.0	0.0	26.3
24	Bhutan Quality Gas Pvt. Ltd.	Phuentsholing	0.0	0.0	0.0	39.8	52.6	0.0
25	Bhutan Rolling Mills Ltd.	Phuentsholing	23.8	24.0	29.5	53.5	80.9	79.1
26	Bhutan Silicon Metal Private Limited	Phuentsholing	0.0	55.5	67.3	0.0	59.2	84.2
27	Bhutan Steel Industries	Phuentsholing	0.0	0.0	24.7	53.4	66.4	0.0
28	Bhutan Telecom	Phuentsholing	0.0	0.0	0.0	0.0	0.0	49.9
29	Bhutan Wood Panel Industry	Phuentsholing	0.0	0.0	0.0	53.4	56.8	25.8
30	Big Step Marketing Pvt. Ltd	Phuentsholing	0.0	0.0	0.0	55.1	0.0	0.0
31	Chukha Hydro Power Plant (DGPCL)	Phuentsholing	0.0	81.0	77.7	72.1	88.0	82.3
32	Construction Development Corporation Limited	Thimphu	0.0	0.0	0.0	0.0	38.5	64.0
33	Dagachhu Hydropower Corporation Limited	Gelephu	0.0	0.0	0.0	0.0	0.0	88.5
34	Dharma Arts and Crafts	Thimphu	0.0	0.0	34.2	31.0	44.3	20.5
35	Drangchu Beverages Pvt. Ltd	Phuentsholing	0.0	60.5	82.7	77.2	71.6	70.5

Sl. No.	Name of company	Region	2015	2016	2017	2018	2019	2023
36	Druk Cement	Phuentsholing	0.0	0.0	0.0	10.7	29.4	38.7
37	Druk Deothjung Resort Pvt ltd	Trashigang	0.0	0.0	0.0	0.0	41.3	0.0
38	Druk Ferro Alloys Ltd	Phuentsholing	46.7	64.3	55.8	81.0	72.0	63.3
39	Druk Green Power Corporation Limited	Thimphu	0.0	0.0	0.0	0.0	84.6	47.0
40	Druk Gyp. Products and chemicals Ltd	Samdrup Jongkhar	0.0	0.0	0.0	65.6	69.9	0.0
41	Druk Satair Corporation Limited	Samdrup Jongkhar	60.2	66.0	67.3	74.3	0.0	0.0
42	Druk Wang Alloys Ltd	Phuentsholing	72.7	74.8	83.3	87.8	81.8	80.8
43	DrukAir Corporation Limited	Thimphu	0.0	0.0	0.0	0.0	0.0	37.1
44	Dungsam Cement Corporation Limited (DCCL)	Samdrup Jongkhar	49.2	56.9	57.0	46.2	85.8	74.0
45	Dungsam Polymers Limited	Samdrup Jongkhar	40.6	46.7	36.0	66.4	69.7	75.9
46	Gammon Engineers Pvt. Limited	Gelephu	0.0	90.2	71.1	79.3	70.6	0.0
47	Gammon II	Thimphu	87.5	85.5	80.7	76.5	81.0	0.0
48	Gelephu Distillery (AWPL)	Gelephu	78.8	79.3	70.9	70.0	83.2	83.3
49	Green Wood Manufacturing Corp.	Phuentsholing	0.0	34.d2	40.8	53.2	36.5	0.0
50	Greener Way	Thimphu	0.0	0.0	0.0	19.9	14.8	35.6
51	Habrang Coal Mine	Samdrup Jongkhar	0.0	0.0	0.0	0.0	0.0	85.6
52	Highland Wood	Thimphu	0.0	0.0	0.0	0.0	0.0	43.1
53	Hindustan Construction Company Ltd.	Gelephu	86.4	80.5	76.4	53.1	78.5	89.8

Sl. No.	Name of company	Region	2015	2016	2017	2018	2019	2023
54	Hindustan Construction Company Ltd.	Thimphu	86.4	80.5	76.4	53.1	78.5	89.8
55	Hotel Bhutan Ga Me Ga	Phuentsholing	0.0	0.0	0.0	0.0	0.0	40.3
56	Hotel Druk	Phuentsholing	0.0	0.0	0.0	0.0	0.0	33.4
57	ICE Beverages Private Limited	Phuentsholing	0.0	0.0	84.1	84.4	69.3	86.9
58	Jai Prakash Associate Limited	Gelephu	0.0	87.8	74.8	85.4	89.1	0.0
59	Jai Prakash Associates Limited	Thimphu	65.0	79.7	73.8	75.3	75.4	63.8
60	Jigme Industries Pvt. Ltd	Phuentsholing	65.0	0.0	83.0	0.0	0.0	0.0
61	Jigme Mining Corporation Ltd	Phuentsholing	64.0	62.2	89.3	80.8	82.0	0.0
62	Karma Feed	Phuentsholing	0.0	0.0	0.0	0.0	0.0	73.7
63	Kenpa Private Ltd.	Phuentsholing	35.7	21.0	25.0	20.5	39.9	38.2
64	Kholongchu Hydro Energy Limited	Trashigang	0.0	0.0	0.0	71.5	58.2	0.0
65	Khothakpa Gypsum Mine - SMCL	Samdrup Jongkhar	0.0	0.0	0.0	0.0	0.0	82.6
66	Kinjore Brewery Private Limited	Phuentsholing	0.0	0.0	0.0	0.0	0.0	40.7
67	Kinjore Brewery Pvt. Ltd	Phuentsholing	0.0	0.0	0.0	57.3	62.0	0.0
68	Kurichu Hydropower Plant	Trashigang	0.0	0.0	75.0	74.4	80.1	96.9
69	Larsen & Tourbo	Thimphu	88.9	84.9	79.0	79.1	90.4	0.0
70	Lhaki Cement	Phuentsholing	49.9	67.6	71.3	85.5	78.3	88.3
71	Lhaki Steels & Rolling Private Limited	Phuentsholing	30.1	40.3	44.3	53.8	73.4	85.8
72	Lhazey Preform and Clouser	Phuentsholing	0.0	0.0	0.0	0.0	0.0	70.5

Sl. No.	Name of company	Region	2015	2016	2017	2018	2019	2023
73	Mangdhechu Hydro Electric Project	Gelephu	0.0	80.4	53.4	81.6	81.6	83.7
74	Mountain Hazelnut Venture Private limited	Trashigang	0.0	0.0	0.0	73.6	80.9	86.8
75	National Housing Development Corporation Limited	Thimphu	0.0	0.0	0.0	0.0	0.0	24.2
76	Neethsel Pvt. Limited	Phuentsholing	0.0	70.0	80.7	87.7	84.1	74.8
77	NRDCL	Thimphu	0.0	0.0	0.0	0.0	41.5	0.0
78	Pelden Enterprise	Phuentsholing	50.8	68.5	70.3	71.6	87.5	75.0
79	Penden Cement Authority Ltd.	Phuentsholing	0.0	44.7	71.4	72.9	85.4	72.2
80	PES Engineering	Gelephu	0.0	83.4	69.5	83.7	77.4	89.1
81	PHPA 1	Thimphu	0.0	77.5	72.7	63.4	80.6	71.4
82	PHPA II	Thimphu	0.0	78.3	72.7	72.3	81.2	81.3
83	Quality Gases Pvt. Ltd.	Phuentsholing	0.0	0.0	0.0	0.0	52.6	0.0
84	Rabten Engineering Workshop	Phuentsholing	0.0	0.0	0.0	47.6	32.7	26.9
85	RSA Poly Unit	Phuentsholing	30.5	57.9	61.3	54.7	63.5	0.0
86	RSA Private Limited	Thimphu	50.9	52.1	54.9	53.1	52.5	57.1
87	RSA Pvt Limited (marble)	Phuentsholing	38.7	69.3	75.5	70.3	73.2	0.0
88	Saint Gobin Cramic Materials Bhutan Pvt. Ltd	Phuentsholing	84.4	91.4	88.6	91.1	83.1	83.7
89	SD Eastern Bhutan Ferro Silicon Pvt. Limited	Samdrup Jongkhar	0.0	30.8	45.3	42.7	49.1	74.9
90	SD Ferro Silicon Private Limited	Samdrup Jongkhar	81.3	76.0	73.8	75.0	53.8	0.0

Sl. No.	Name of company	Region	2015	2016	2017	2018	2019	2023
91	Seelchu Water Plant	Samdrup Jongkhar	0.0	0.0	0.0	0.0	53.8	0.0
92	Sersang Kbhong Food Private Limited	Phuentsholing	0.0	0.0	0.0	0.0	0.0	65.3
93	Singay Sand and Stone	Thimphu	38.5	52.6	62.6	63.1	81.9	50.6
94	State Mining Corporation Ltd. (Bangtar Coal mining)	Samdrup Jongkhar	0.0	0.0	0.0	0.0	65.6	0.0
95	State Mining Corporation Ltd. (Gypsum mining)	Samdrup Jongkhar	0.0	0.0	0.0	0.0	75.6	0.0
96	State Trade Corporation of Bhutan Limited	Phuentsholing	0.0	0.0	0.0	40.2	37.6	32.9
97	Tala Hydro Power Plant (DGPCL)	Phuentsholing	0.0	88.3	82.7	71.4	93.8	92.1
98	Tangsibji Hydro Energy Limited	Gelephu	0.0	0.0	0.0	70.7	58.3	89.9
99	Tashi Beverages Ltd	Phuentsholing	0.0	0.0	0.0	87.9	89.0	94.5
100	Tashi Engineering Works	Phuentsholing	0.0	0.0	0.0	53.7	68.1	11.1
101	Tashi Metals Private Limited	Phuentsholing	74.5	0.0	0.0	79.5	89.4	83.0
102	Thinley Pelber Printers and Publishers	Phuentsholing	0.0	0.0	0.0	0.0	0.0	43.2
103	Tshering Wangdi Supply	Samdrup Jongkhar	0.0	0.0	0.0	0.0	0.0	51.1
104	Ugyen Ferro Alloys Private Limited	Phuentsholing	48.2	44.5	57.9	53.7	63.1	48.7
105	Vajra Builder Private Limited	Thimphu	0.0	0.0	0.0	45.3	80.8	80.1
106	Wamhchuk Group of companies	Trashigang	0.0	0.0	0.0	0.0	50.3	0.0
107	Wood Craft Center Ltd	Thimphu	0.0	0.0	36.7	66.3	54.6	0.0
108	Yangzom Cement	Phuentsholing	30.6	21.0	32.8	21.8	0.0	0.0

Sl. No.	Name of company	Region	2015	2016	2017	2018	2019	2023
109	Zimdra Automobile Workshop	Phuentsholing	0.0	0.0	0.0	0.0	0.0	37.2
110	Zimdra Food Private Limited	Phuentsholing	0.0	86.8	94.2	96.6	94.8	98.0

Note: 0.0 indicate that enterprise not conducted OHS assessment

WAY FORWARD

- ✓ One OHS assessment team should be constituted, it is advised. One team should be made up of representatives from each regional office and headquarters, and carry out assessments across the nation. This will guarantee a fair evaluation and ranking of the enterprise. And also, we must encourage competent assessors for professionalizing OHS assessment.
- ✓ Every two years, we must conduct refresher training for all safety officers and representatives.
- ✓ We must promote the formation of OHS Committees through advocacy initiatives for high-risk companies with large number of employees.
- ✓ The Department of Labor should offer enterprise whatever technical assistance they need to implement safety and health at the workplace. It should also offer debriefings to address any issues that were found during OHS assessments, especially for underperforming enterprises.

- ✓ Tougher measures must be used against enterprises that failed to achieve a 70% grade for three years in a row. These enterprises must pay a fine for failing to comply with OHS regulations, or regular monitoring and inspections must be done at those that have never improved or met the requirements.