



ANNUAL REPORT

(JULY 2019- JUNE 2020)

Department of Labour

Ministry of Labour and Human Resource

Prepared by
Labour Protection Division
Department of Labour

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Abbreviation

DoL	Department of Labour
FY	Fiscal Year
ISR	Internal Service Rule
LEA	Labour and Employment Act of Bhutan, 2007
MoLHR	Ministry of Labour and Human Resources
OHS	Occupational Health and Safety
PF	Provident Fund

Executive Summary

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

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

Labour Protection

Labour Inspection plays an important role in protecting employees’ rights, ensuring health and safety at the workplace and combating unsafe working environment. It also prevents any violation of the provisions of the Labour and Employment Act, 2007 and promotes decent working conditions in the world of work.

In the fiscal year 2019-2020, a total of 1782 workplaces were visited. The highest coverage was in the service sector with 22.1 % followed by hotels and restaurants with 19.1 %. Compared to the fiscal year 2018-2019 there is a decrease of 34.3% in the overall inspections due to the Covid-19 situation, wherein inspections to workplaces could not be carried out.

During the inspections, a total of 239 Improvement Notices were issued to those enterprises not complying with the labour legislation and 39 Penalty Memos were issued for the same. The majority of Improvement Notices were issued to the Service Sector (67) followed by the Hotels and Restaurants Sector (42) and then the Manufacturing Sector (39). The Improvement Notices were mainly issued for non-compliance on the provision of Working Hours, Leave and Rest Period, Public Holidays (52.3%) followed by Provident Fund (25.9%). Compared to the fiscal year 2018-2019, there is an increase of 59.3% in Improvement Notices issued and an increase of 225% in Penalty Memos issued.

Aside from routine inspections, the Department and the Regional Offices also took proactive measures to ensure that the workers and employers know their rights and responsibilities, and also to gain their compliance with the various Regulations. The Department and Regional Offices conducted awareness to 2115 participants on the Labour and Employment Act 2007 with the objective to gain compliance with the provision of the Act and its Regulations.

Occupational Health and Safety

Workplaces cannot be free from safety hazards if occupational health and safety is not properly observed. Thus, Occupational Health and Safety standards and laws are paramount to the well-

being of the employees and the employers. Despite the hard work that the Department of Labour puts in to ensure a safe and healthy working environment, independent studies have shown that the prevalence of workplace accidents in the industries of Bhutan is still very high and that the workers are exposed to various hazards such as highly intensive noise levels and high concentrations of respirable dust.

A total of 30 workplace accidents were reported to the Department of Labour in the fiscal year 2019-2020 compared to 42 in the fiscal year 2018-2019. Of the total 30 reported, fatal accidents comprise 23.3% of which 85.7% were from the Construction Industry. The remaining 23 workplace injuries only required first aid treatment. Considering sectors, the manufacturing sector contributed to 60% of workplace accidents followed by the construction industry (36.7%). The major cause of accidents found for the fiscal year 2019-2020 was contact with/by moving machinery at 26.7% followed by burns and being struck by moving objects both at 16.7%.

During the fiscal year 2019-2020, 10 enterprises constituted a safety and Health committee in their enterprises bringing the total of enterprises with safety and health committees to 102. Of the new safety committees constituted, the majority were from the manufacturing industry (30%).

Furthermore, for the year 2019-2020, 67 enterprises developed and declared OHS Policy Statements for their enterprises showing their commitment to safety and health at their workplace, making the total number of enterprises with OHS Policy Statement to 112.

Occupational Health and Safety assessment was conducted to assess the good safety practices in the workplace of those enterprises having a safety and health committee. In the year 2018-2019, a total of 84 enterprises were assessed and 49 of them were found adopting good OHS practices in their workplace. However, Occupational Health and Safety Assessment for the fiscal year 2019-2020 could not be carried out due to Covid19 pandemic.

Labour Relations

Labour Relations aims to promote social justice and workplace peace and harmony. The Department influences the labour relations process through formulation and implementation of laws and policies.

The Department of Labour and Regional Offices received 499 labour disputes in the fiscal year 2019-2020 of which 278 were resolved successfully. 38.1% of labour disputes were from the Construction Sector, followed by 35.9% from the Service Sector and 13.6% from the Manufacturing Sector. Thimphu alone received 85.4% of the disputes followed by Phuentsholing with 5.6%. From the total labour disputes received, 55.7% were successfully resolved by the Department and Regional offices, 19.4% were forwarded to the Department of Immigration and 16.4% to the Royal Court of Justice.

The majority of the disputes were due to non-payment of wages by the employers (55.9%) followed by workers absconding after taking advances of wages (12%). Of these cases foreign workers in the construction sector are particularly concerned.

Social Protection Division

The Social Protection Division is aimed towards ensuring government support towards developing and promoting equality, fair remuneration for one's work and protection from exploitation for workers in Bhutan.

The Division is engaged in the periodic review of the National Minimum Wage, protecting and enforcing the creation and existing Provident Funds and Gratuities in enterprises/companies. For the year 2018-2019 there were 1,961 enterprises registered with Provident Fund schemes in several financial institutions. Under these enterprises there were a total of 62,641 employees registered in their respective enterprises Provident Fund schemes.

The Division also covers other Social Protection schemes for bettering workers lives including parental leave, SP framework, Portable PF, etc.

Foreign Workers

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

CHAPTER 1

LABOUR PROTECTION

1.1. Inspection

1.1.1. Region

A total of 1,782 workplaces were visited during the fiscal year 2019 -2020, which is a decrease of 34.3% in overall inspections compared to fiscal year 2018- 2019. The details are shown in Table 1.

Table 1: Inspections by Region

Region	Types of Inspection			Grand Total
	Routine ¹	Follow Up ²	Special ³	
Gelephu	102	18	0	120
Phuentsholing	487	12	10	509
Samdrup Jongkhar	324	93	0	417
Trashigang	115	12	1	128
Thimphu	548	51	9	608
Grand Total	1576	186	20	1782

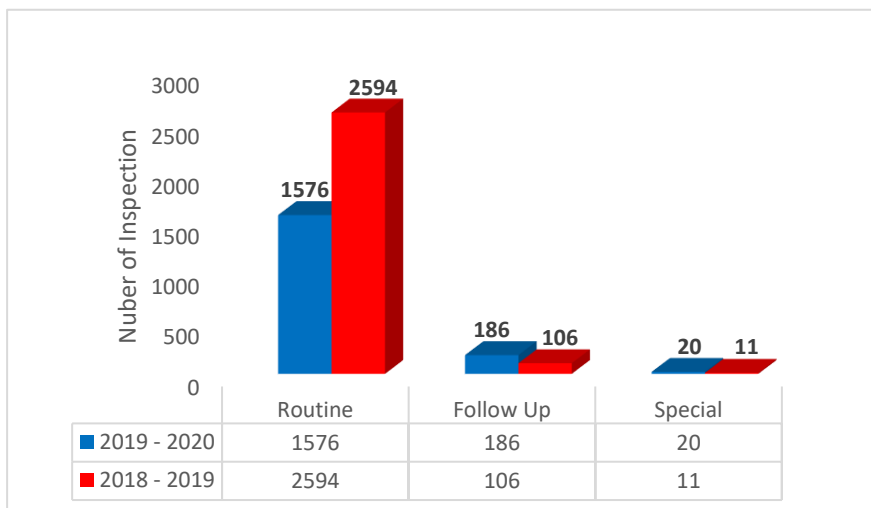


Figure 1: Number of Inspection in two Fiscal year

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

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

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

Table 2: Inspections by Region in Two Fiscal Year

Region	2018 - 2019				2019-2020			
	Routine	Follow Up	Special	Grand Total	Routine	Follow Up	Special	Grand Total
Gelephu	306	5	0	311	102	18	0	120
Phuentsholing	580	13	1	594	487	12	10	509
Samdrup Jongkhar	328	43	0	371	324	93	0	417
Trashigang	165	10	1	176	115	12	1	128
Thimphu	1215	35	9	1259	548	51	9	608
Grand Total	2594	106	11	2711	1576	186	20	1782

1.1.2. Sector

In the fiscal year 2019-2020, the majority of inspections covered the Service Sector (22.1%) and Wholesale and Retail trade (19.7%) sectors.

Table 3: Inspections by Major Sector

Major Sector	Routine	Follow up	Special	Grand Total	Percentage
Agriculture Livestock Forestry and Fishing	2	0	0	2	0.1%
Construction	239	15	3	257	14.4%
Electricity and Water Supply	12	1	0	13	0.7%
Entertainment	85	12	0	97	5.4%
Finance Insurance and Real Estate	18	0	0	18	1.0%
Health and Education	14	7	1	22	1.2%
Hotels and Restaurants	274	33	3	310	17.4%
Manufacturing	233	28	7	268	15.0%
Mining and Quarry	20	2	1	23	1.3%
Public administration	8	8	0	16	0.9%
Services	340	49	5	394	22.1%
Transport Storage and Communications	17	5	0	22	1.2%
Wholesale and Retail Trade	314	26	0	340	19.1%
Grand Total	1576	186	20	1782	100.0%

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Table 4: Inspections in Two Fiscal Years by Major Sector

Major Sector	2018-2019				2019-2020			
	Routine	Follow up	Special	Grand Total	Routine	Follow up	Special	Grand Total
Agriculture Livestock Forestry and Fishing	7	1	0	8	2	0	0	2
Construction	135	9	9	153	239	15	3	257
Electricity and Water Supply	9	0	0	9	12	1	0	13
Entertainment	7	0	0	7	85	12	0	97
Finance, Insurance and Real Estate	43	0	0	43	18	0	0	18
Health and Education	62	2	0	64	14	7	1	22
Hotels and Restaurants	808	42	1	851	274	33	3	310
Manufacturing	282	11	1	294	233	28	7	268
Mining and Quarry	25	1	0	26	20	2	1	23
Public administration	3	0	0	3	8	8	0	16
Services	957	29	0	986	340	49	5	394
Transport, Storage and Communications	30	3	0	33	17	5	0	22
Wholesale and Retail Trade	226	8	0	234	314	26	0	340
Grand Total	2594	106	11	2711	1576	186	20	1782

1.1.3. Dzongkhag

Table 5: Inspections by Dzongkhag

Dzongkhag	Routine	Follow up	Special	Grand Total
Bumthang	41	18	0	59
Chhukha	426	12	10	448
Dagana	6	0	0	6
Gasa	1	1	0	2
Haa	1	0	0	1
Lhuentse	11	2	0	13
Mongar	48	5	0	53
Paro	13	1	0	14
Pemagatshel	92	43	0	135
Punakha	130	15	1	146
Samdrup Jongkhar	234	50	0	284
Samtse	69	0	0	69
Sarpang	51	0	0	51
Thimphu	261	5	7	273
Trashi Yangtse	15	0	1	16
Trashigang	43	5	0	48
Trongsa	5	0	0	5
Tsirang	4	0	0	4
Wangdue Phodrang	123	29	1	153
Zhemgang	2	0	0	2
Grand Total	1576	186	20	1782

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Table 6: Inspections in Two Fiscal Years by Dzongkhag

Dzongkhag	2018-2019				2019-2020			
	Routine	Follow up	Special	Grand Total	Routine	Follow up	Special	Grand Total
Bumthang	43	0	0	43	41	18	0	59
Chhukha	480	13	1	494	426	12	10	448
Dagana	21	0	0	21	6	0	0	6
Gasa	28	0	0	28	1	1	0	2
Haa	0	1	0	1	1	0	0	1
Lhuentse	18	2	0	20	11	2	0	13
Mongar	65	4	0	69	48	5	0	53
Paro	2	1	0	3	13	1	0	14
Pemagatshel	85	13	0	98	92	43	0	135
Punakha	136	0	0	136	130	15	1	146
Samdrup Jongkhar	243	30	0	273	234	50	0	284
Samtse	100	0	0	100	69	0	0	69
Sarpang	206	5	0	211	51	0	0	51
Thimphu	792	32	0	824	261	5	7	273
Trashigang	18	0	0	18	15	0	1	16
Trashigang	65	4	1	70	43	5	0	48
Trongsa	7	0	0	7	5	0	0	5
Tsirang	18	0	0	18	4	0	0	4
Wangdue Phodrang	256	1	9	266	123	29	1	153
Zhemgang	11	0	0	11	2	0	0	2
Grand Total	2594	106	11	2711	1576	186	20	1782

1.1.4. Number of Workers

Table 7: Workers employed by Major Sector

Major Sector	Bhutanese Regular Worker			Bhutanese Casual worker			Foreign Worker			Bhutanese Workers Grand Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture Livestock Forestry and Fishing	1	1	2	0	0	0	0	0	0	2
Construction	529	70	599	392	75	467	8193	63	8256	1066
Electricity and Water Supply	1783	686	2469	15	9	24	112	1	113	2493
Entertainment	115	593	708	2	0	2	0	0	0	710
Finance, Insurance and Real Estate	65	48	113	0	0	0	0	0	0	113
Health and Education	90	63	153	0	0	0	1	1	2	153
Hotels and Restaurants	763	959	1722	6	4	10	59	7	66	1732
Manufacturing	4421	1199	5620	390	398	788	1182	235	1417	6408
Mining and Quarry	303	45	348	23	3	26	93	0	93	374
Public administration	0	0	0	0	0	0	0	0	0	0
Services	1129	484	1613	17	7	24	141	5	146	1637
Transport, Storage and Communications	50	13	63	0	0	0	17	0	17	63
Wholesale and Retail Trade	567	418	985	5	1	6	66	0	66	991
Grand Total	9816	4579	14395	850	497	1347	9864	312	10176	15742

1.2. Notices

A total of 239 Improvement Notices and 39 Penalty Memos were issued in the fiscal year 2019-2020. There is an increase of 59.3% in Improvement Notices issued and also an increase of 225% in Penalty Memos issued compared to fiscal year 2018-2019.

Table 8: Improvement Notices and Penalty Memos issued by Region

Region	Improvement Notices	Penalty Memo
Gelephu	26	1
Phuentsholing	32	25
Samdrup Jongkhar	93	11
Trashigang	12	0
Thimphu	76	2
Grand Total	239	39

Table 9: Improvement Notices and Penalty Memos issued in Two Fiscal Years

Region	2018-2019		2019-2020	
	Improvement Notices	Penalty Memo	Improvement Notices	Penalty Memo
Gelephu	17	0	26	1
Phuentsholing	23	5	32	25
Samdrup Jongkhar	42	0	93	11
Trashigang	15	0	12	0
Thimphu	53	7	76	2
Grand Total	150	12	239	39

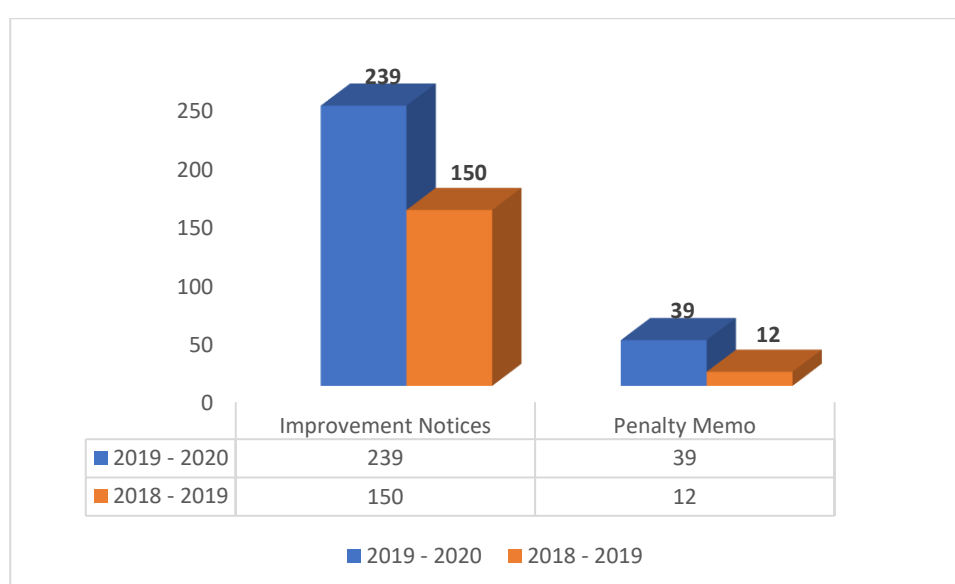


Figure 2: Improvement Notice and Penalty Memo issued in Two Fiscal Years

Table 10: Improvement Notices and Penalty Memos issued by Major Sector

Major Sector	Improvement Notices	Penalty Memo
Agriculture, Livestock, Forestry and Fishing	0	0
Construction	22	11
Electricity and Water Supply	0	0
Entertainment	16	0
Finance, Insurance and Real Estate	0	0
Health and Education	6	0
Hotels and Restaurants	42	1
Manufacturing	39	21
Mining and Quarry	3	1
Public administration	8	0
Services	67	5
Transport, Storage and Communications	5	0
Wholesale and Retail Trade	31	0
Grand Total	239	39

Table 11: Improvement Notices and Penalty Memos issued by Dzongkhag

Dzongkhag	Improvement Notices	Penalty Memo
Bumthang	17	1
Chhukha	22	25
Dagana	0	0
Gasa	1	0
Haa	0	0
Lhuentse	2	0
Mongar	5	0
Paro	3	0
Pemagatshel	43	4
Punakha	17	2
Samdrup Jongkhar	50	7
Samtse	10	0
Sarpang	8	0
Thimphu	15	0
Trashy Yangtse	0	0
Trashigang	5	0
Trongsa	1	0
Tsirang	0	0
Wangdue Phodrang	40	0
Zhemgang	0	0
Grand Total	239	39

Table 12: Improvement Notices issued for Contravening Sections of the Labour and Employment Act of Bhutan, 2007 and/or its Various Regulations

Infringement	No. of Improvement Notice	Percent
Benefits	3	1.26%
Internal Service Rules and Related Provisions	62	25.94%
No Wage record, Non-Payment of Wage	30	12.55%
Occupational Health and Safety - duties of employer	19	7.95%
Provident Fund, Working Hours, Leave and Rest Period, Public Holiday	125	52.30%
Grand Total	239	100.00%

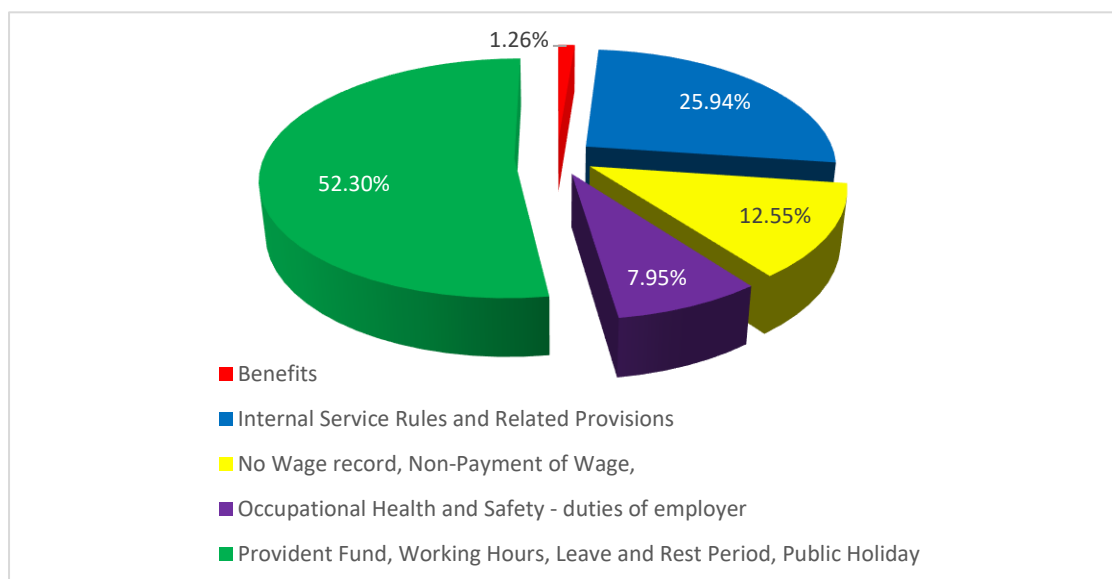


Figure 3: Improvement Notice issued for Contravening Sections of the Labour and Employment Act, 2007 and/or its Various Regulations

1.3. Working Conditions

This section presents information on working conditions collected during the Inspections. The information will cover only those enterprises visited during the fiscal year 2019-2020.

1.3.1. Internal Service Rules

Table 13: Enterprises required to have ISR by Major Sector

Major Sector	Enterprise Required to have ISR	Enterprise who have ISR	Endorsed by CLA
Agriculture, Livestock, Forestry and Fishing	0	0	0
Construction	27	28	28
Electricity and Water Supply	10	10	10
Entertainment	63	19	19
Finance, Insurance and Real Estate	10	9	9
Health and Education	3	7	7
Hotels and Restaurants	77	61	61
Manufacturing	103	105	105
Mining and Quarry	11	9	9
Public administration	0	3	3
Services	62	52	51
Transport, Storage and Communications	4	5	5
Wholesale and Retail Trade	49	38	38
Grand Total	419	346	345

Table 14: Enterprises required to have ISR by Region

Region	Enterprise Required to have ISR	Enterprise who have ISR	Endorsed by CLA
Gelephu	39	32	31
Phuentsholing	192	158	158
Samdrup Jongkhar	5	61	61
Trashigang	5	5	5
Thimphu	178	90	90
Grand Total	419	346	345

1.3.2. Provident Fund Contribution

Table 15: Enterprises with Provident Fund during inspections by Major Sector

Major sector	PF Scheme	
	Number	Percentage
Agriculture, Livestock, Forestry and Fishing	0	0.0
Construction	30	7.0
Electricity and Water Supply	9	2.1
Entertainment	20	4.6
Finance, Insurance and Real Estate	15	3.5
Health and Education	5	1.2
Hotels and Restaurants	65	15.1
Manufacturing	113	26.2
Mining and Quarry	9	2.1
Public administration	9	2.1
Services	79	18.3
Transport, Storage and Communications	17	3.9
Wholesale and Retail Trade	60	13.9
Grand Total	431	100

Table 16: Enterprises with Provident Fund during inspections by Region

Region	With PF Scheme	
	Number	Percentage
Gelephu	33	7.7
Phuentsholing	182	42.2
Samdrup Jongkhar	89	20.6
Trashigang	8	1.9
Thimphu	119	27.6
Grand Total	431	100

Table 17: Enterprises with Rest Period and Leave System

Major Sector	Over time payment Recorded maintained	Payment for Public Holiday	Having weekly Rest Period	18 days Annual Leave	Casual Leave
Agriculture, Livestock, Forestry and Fishing	0	0	2	0	2
Construction	168	28	220	60	77
Electricity and Water Supply	3	4	11	9	11
Entertainment	21	12	81	27	47
Finance, Insurance and Real Estate	11	15	17	16	16
Health and Education	4	4	13	11	11
Hotels and Restaurants	60	57	158	98	153
Manufacturing	117	118	199	149	177
Mining and Quarry	8	4	13	8	10
Public administration	9	9	9	9	9
Services	91	99	230	136	199
Transport, Storage and Communications	9	9	15	12	14
Wholesale and Retail Trade	48	48	199	80	189
Grand Total	549	407	1167	615	915

Table 18: Enterprises with proper wage record and unlawful deductions

Major Sector	Maintained Proper Wage Record	Unlawful deductions
Agriculture, Livestock, Forestry and Fishing	3	0
Construction	205	11
Electricity and Water Supply	11	0
Entertainment	80	48
Finance, Insurance and Real Estate	17	5
Health and Education	13	2
Hotels and Restaurants	178	6
Manufacturing	191	18
Mining and Quarry	14	1
Public administration	9	9
Services	255	22
Transport, Storage and Communications	14	5
Wholesale and Retail Trade	224	14
Grand Total	1214	141

1.4. Provident Fund as per Financial Institutes

Table 19: Enterprises with PF by Sector

Major Sector	Enterprise Participated in PF	
	Number	Percentage
Agriculture, Livestock, Forestry and Fishing	18	0.9
Construction	262	13.4
Electricity and Water Supply	17	0.9
Entertainment	42	2.1
Finance, Insurance and Real Estate	16	0.8
Health and education	135	6.9
Hotels and Restaurants	287	14.6
Manufacturing	224	11.4
Mining and Quarrying	39	2.0
Public Administration	38	1.9
Services	632	32.2
Transport, Storage and Communications	13	0.7
Wholesale and Retail Trade	238	12.1
Grand Total	1961	100

Table 20: Employees with PF by Financial Institutions

Financial Institute	Member Participation in PF		
	Active	Non-Active	Grand Total
Bhutan Insurance Ltd	2511	2207	4718
National Pension and Provident Fund	9153	7421	16574
Royal Insurance Corporation of Bhutan	20942	20407	41349
Grand Total	32606	30035	62641

Table 21: Employees with PF by sector by Financial Institutions

Major Sector	Member Participation in PF		
	Active	Non-Active	Grand Total
Agriculture, Livestock, Forestry and Fishing	411	321	732
Construction	4476	8679	13155
Electricity and Water Supply	5079	4074	9153
Entertainment	206	265	471
Finance, Insurance and Real Estate	1230	961	2191
Health and education	1373	620	1993
Hotels and Restaurants	3739	3138	6877
Manufacturing	4370	4913	9283
Mining and Quarrying	944	494	1438
Public Administration	2767	1192	3959
Services	6462	4424	10886
Transport, Storage and Communications	86	111	197
Wholesale and Retail Trade	1463	843	2306
Grand Total	32606	30035	62641

CHAPTER 2

OCCUPATIONAL HEALTH AND SAFETY

2.1. Workplace Accident

The workplace accidents reported to the Department of Labour in the fiscal year 2019-2020 was 30. Fatal accidents comprised 23.3% of the total accidents occurred of which 93.7% were from the Construction Industry. The Manufacturing Sector contributed to 60% of workplace accidents followed by the Construction industry (36.7%).

The major cause of accidents was found to be contact with/by moving machinery at 26.7% followed by burns and being struck by moving objects both at 16.7%.for the fiscal year 2019-2020.

Table 22: Workplace Accidents by Region

Region	Fatal	Injury	Grand Total
Gelephu	3	4	7
Phuentsholing	0	13	13
Samdrup Jongkhar	0	3	3
Thimphu	4	3	7
Trashigang	0	0	0
Grand Total	7	23	30

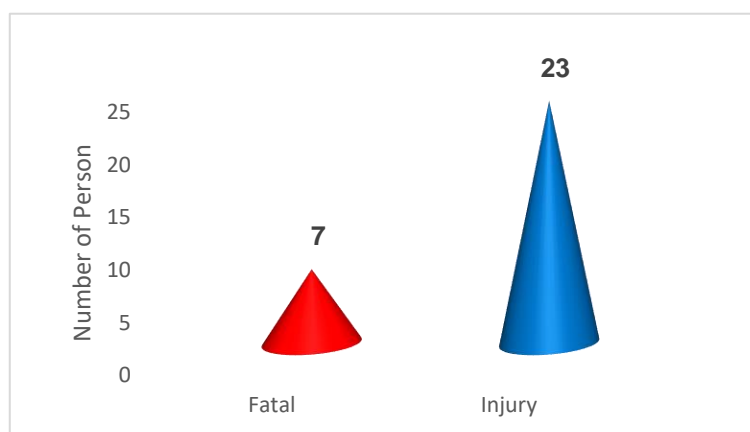


Figure 4: Number of Workplace Accidents

In the Fiscal year 2019-2020, there was 75% decrease in workplace accidents when compare to Fiscal year 2018-2019. Thimphu region has 56% decrease in workplace accidents which highest among the other regions followed by Phuentsholing region (19%).

Table 23: Workplace Accidents by Region in two Fiscal Year

Region	2018-2019	2019-2020	increase/ decrease in workplace accident
Gelephu	7	7	0%
Phuntsholing	16	13	-19%
Samdrup Jongkhar	3	3	0%
Thimphu	16	7	-56%
Trashigang	0	0	NA
Grand Total	42	30	-75%

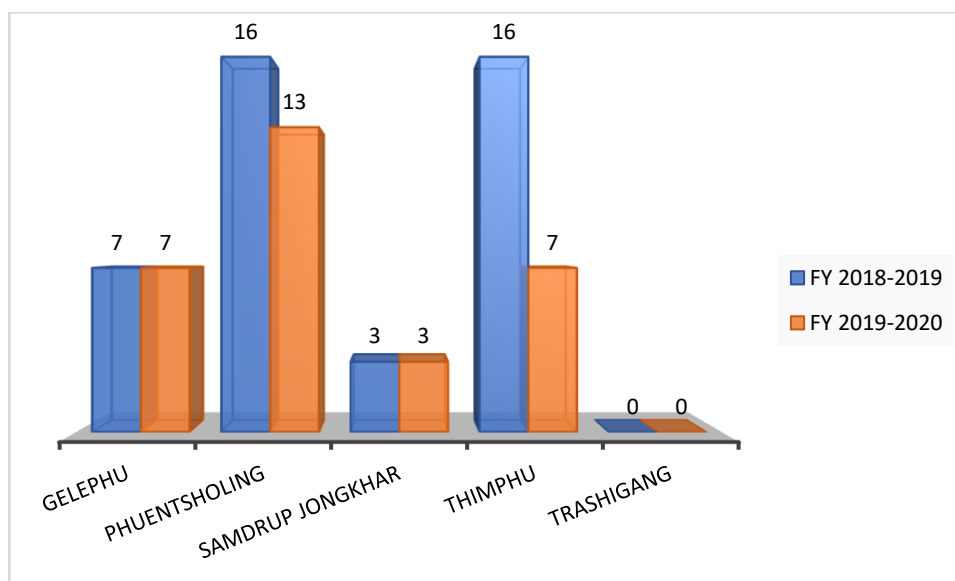


Figure 5: Workplace Accidents by Region in two Fiscal Year

Table 24: Workplace Accidents by Major Sector

Major Sector	Fatal		Injury		Grand Total	
	N	%	N	%	N	%
Agriculture, Livestock, Forestry and Fishing	1	14.3	0	0	1	3.3
Construction	6	85.7	5	21.7	11	36.7
Electricity and Water Supply	0	0	0	0	0	0
Entertainment	0	0	0	0	0	0
Finance, Insurance and Real Estate	0	0	0	0	0	0
Health and education	0	0	0	0	0	0
Hotels and Restaurants	0	0	0	0	0	0
Manufacturing	0	0	18	78.3	18	60
Mining and Quarrying	0	0	0	0	0	0
Public Administration	0	0	0	0	0	0
Services	0	0	0	0	0	0
Transport, Storage and Communications	0	0	0	0	0	0
Wholesale and Retail Trade	0	0	0	0	0	0
Grand Total	7	100	23	100	30	100

*N: Number

Table 25: Workplace accidents by Major Cause

Major Cause	Fatal	Injury	Grand Total
Burns due to heat produced by explosion, flame, radiation, and direct contact with hot surfaces	0	5	5
Cave in due to collapsing of tunnelling or excavation	0	0	0
Contact with electricity or electrical discharge	2	0	2
Contact with/by moving machinery	0	8	8
Falls from height	0	3	3
Hit or Runover or crush by heavy Machineries or Vehicles	1	1	2
Slips and trips	0	2	2
Struck by moving (+ flying / falling) object	2	3	5
Trapped by something collapsing or overturning	0	1	1
Vehicle Accident	2	0	2
Grand Total	7	23	30

Table 26: Workplace Accidents in Two Fiscal Years by Major Sector

Major Sector	2018-2019			2019-2020		
	Fatal	Injury	Total	Fatal	Injury	Total
Agriculture, Livestock, Forestry and Fishing	0	0	0	1	0	1
Construction	15	7	22	6	5	11
Electricity and Water Supply	0	1	1	0	0	0
Entertainment	0	0	0	0	0	0
Finance, Insurance and Real Estate	0	0	0	0	0	0
Health and education	0	0	0	0	0	0
Hotels and Restaurants	0	0	0	0	0	0
Manufacturing	1	16	17	0	18	18
Mining and Quarrying	0	2	2	0	0	0
Public Administration	0	0	0	0	0	0
Services	0	0	0	0	0	0
Transport, Storage and Communications	0	0	0	0	0	0
Wholesale and Retail Trade	0	0	0	0	0	0
Grand Total	16	26	42	7	23	30

Table 27: Types of Injury by Region

Region	First Aid treatment ⁴	Temporary Partial Disability ⁵	Total Permanent Disabilities ⁶	Grand Total
Gelephu	4	0	0	4
Phuentsholing	13	0	0	13
Samdrup Jongkhar	3	0	0	3
Thimphu	3	0	0	3
Trashigang	0	0	0	0
Grand Total	23	0	0	23

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

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

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

Table 28: Types of Injury by Major Sector

Major Sector	First Aid treatment	Temporary Partial Disability	Total Permanent Disabilities	Grand Total
Mining and Quarrying	4	0	0	4
Construction	2	0	0	2
Manufacturing	17	0	0	17
Grand Total	23	0	0	23

Note: The injuries occurred in the above three Major Sectors only.

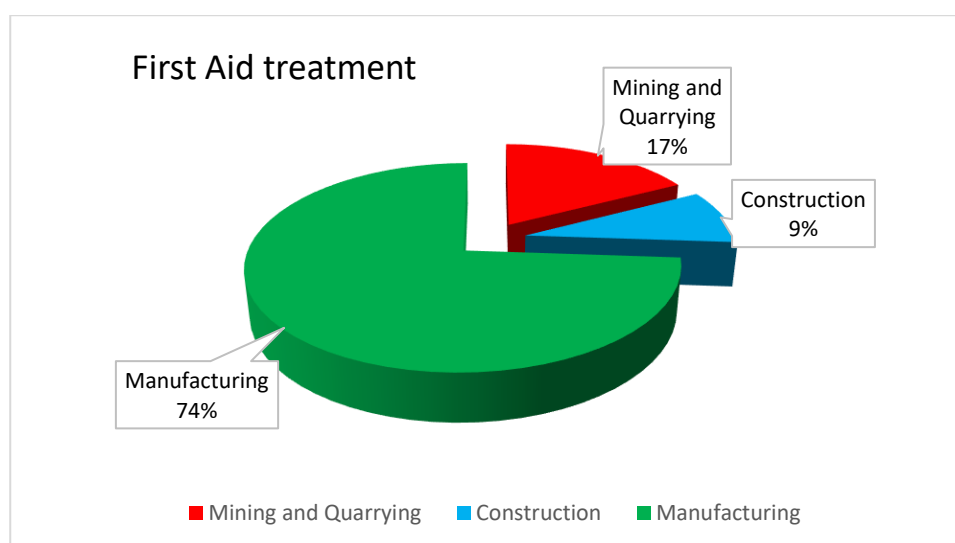


Figure 6: Types of Injury by Major Sector

2.2. Occupational Health and Safety Committee

In the fiscal year 2019-2020, 10 enterprises have constituted Safety Committees and are located in the Thimphu, Phuentsholing and Gelephu regions and as per sector; 2 each were from the Construction, Electricity and Water Supply, Manufacturing, Hotel and Restaurant and Service Industry.

Table 29: New Safety Committee formed by Major Sector

Major Sector	Number	Percentage
Agriculture, Livestock, Forestry and Fishing	0	0
Construction	2	20
Electricity and Water Supply	2	20
Hotel and Restaurant	2	20
Manufacturing	2	20
Service	2	20
Grand Total	10	100

Note: The new Safety Committees were formed in above six Major Sectors only.

Table 30: New Safety Committee formed by Region

Region	Number	Percentage
Gelephu	2	20
Phuentsholing	6	60
Samdrup Jongkhar	0	0
Thimphu	2	20
Trashigang	0	0
Grand Total	10	100

Table 31: List of Newly Established OHS committees

Sl. No.	Name	Sector	Dzongkhag	Region
1	Bhutan Automation and Engineering Ltd.	Construction	Chhukha	Phuentsholing
2	Bhutan Ecolite Brix Pvt. Ltd	Manufacturing	Chhukha	Phuentsholing
3	Bhutan Milk & Agro Pvt. Ltd	Manufacturing	Chhukha	Phuentsholing
4	Bhutan Power Corporation Ltd	Electricity and Water Supply	Sarpang	Gelephu
5	Bhutan Telecom Ltd	Services	Chhukha	Phuentsholing
6	Dagachhu Hydro-Power Corporation Limited	Electricity and Water Supply	Dagana	Gelephu
7	Druk Hotel	Hotel & Restaurant	Chhukha	Phuentsholing
8	Hotel Ga Me Ga	Hotel & Restaurant	Chhukha	Phuentsholing
9	Kuensel	Manufacturing	Thimphu	Thimphu
10	National Housing Development Corporation	Construction	Thimphu	Thimphu

Table 32: Safety Committees by Region

Region	Number	Percentage
Gelephu	11	9.8
Phuentsholing	66	58.9
Samdrup Jongkhar	9	8.0
Thimphu	23	20.5
Trashigang	3	2.7
Grand Total	112	100

Table 33: Safety Committees by Major Sector

Major Sector	Number	Percent
Agriculture, Livestock, Forestry and Fishing	2	1.8
Construction	17	15.2
Electricity and Water Supply	7	6.3
Entertainment	0	0.0
Finance, Insurance and Real Estate	0	0.0
Health and education	0	0.0
Hotel and Restaurant	2	1.8
Manufacturing	71	63.4
Mining & Quarry	5	4.5
Public Administration	0	0.0
Service	8	7.1
Transport, Storage and Communications	0	0.0
Wholesale and Retail Trade	0	0.0
Grand Total	112	100

2.3. Occupational Health and Safety Policy Statement

A total of 67 enterprises have developed OHS policy statement for their enterprises in the fiscal year 2019-2020.

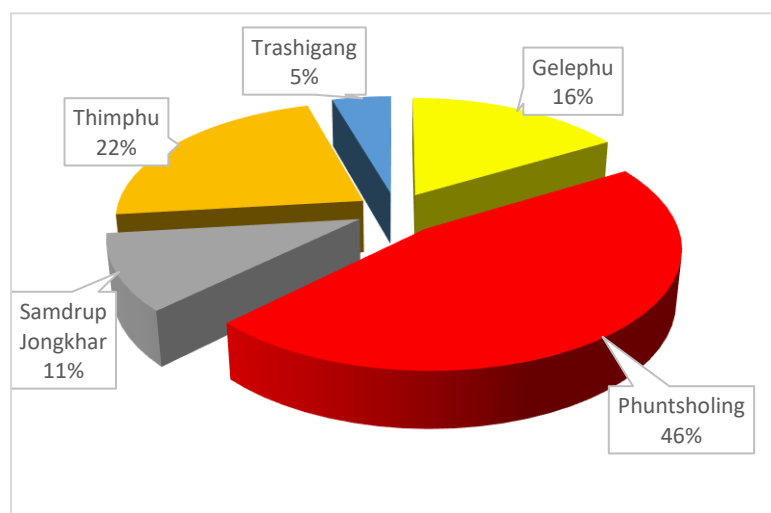


Figure 7: Enterprise developed OHS Policy Statement in the Fiscal Year by Region

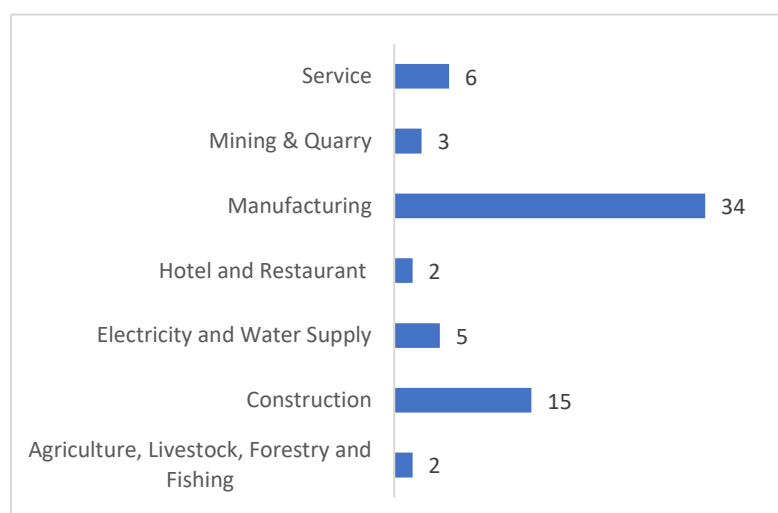


Figure 8: Enterprises developed OHS Policy Statement in the Fiscal Year by Major Sector

Table 34: Enterprises which developed OHS Policy Statement

Sl. No.	Enterprise	Major sector	Dzongkhag	Region
1	Army Welfare Project	Manufacturing	Sarpang	Gelephu
2	Army Welfare Project (Distillery)	Manufacturing	Chhukha	Phuentsholing
3	Army Welfare Project Ltd	Manufacturing	Chhukha	Phuentsholing
4	Army Welfare Project Ltd (Card Box)	Manufacturing	Samtse	Phuentsholing
5	Barma Chemicals Industry	Manufacturing	Samdrup Jongkhar	Samdrup Jongkhar
6	Basochhu Hydropower Plant	Electricity and Water Supply	Wangdue Phodrang	Thimphu
7	Bhutan Agro Industries Ltd.	Manufacturing	Thimphu	Thimphu
8	Bhutan Alloys Steel Castings	Manufacturing	Chhukha	Phuentsholing
9	Bhutan Automation and Engineering Ltd.	Construction	Chhukha	Phuentsholing
10	Bhutan Board Product Ltd.	Manufacturing	Chhukha	Phuentsholing
11	Bhutan Board Product Ltd. (Factory)	Manufacturing	Chhukha	Phuentsholing
12	Bhutan Brewery Private Ltd	Manufacturing	Chhukha	Phuentsholing
13	Bhutan Carbide and Chemicals Ltd.	Manufacturing	Chhukha	Phuentsholing
14	Bhutan Centennial Distillery	Manufacturing	Sarpang	Gelephu
15	Bhutan Chemical & Carbide Ltd	Manufacturing	Chhukha	Phuentsholing
16	Bhutan Concast Pvt. Ltd.	Manufacturing	Chhukha	Phuentsholing
17	Bhutan Concrete Bricks Pvt. Ltd	Manufacturing	Thimphu	Thimphu
18	Bhutan Ecolite Brix Pvt. Ltd	Manufacturing	Chhukha	Phuentsholing
19	Bhutan Engineering Company Pvt.Ltd	Construction	Thimphu	Thimphu
20	Bhutan Ferro Alloys Ltd.	Manufacturing	Chhukha	Phuentsholing
21	Bhutan Fruit Product Pvt. Ltd	Manufacturing	Samtse	Phuentsholing
22	Bhutan GRC	Manufacturing	Thimphu	Thimphu
23	Bhutan Hotel Ga Me Ga	Hotel & Restaurant	Chhukha	Phuentsholing
24	Bhutan Hydropower Service Ltd	Services	Sarapng	Gelephu
25	Bhutan Milk And Agro Pvt. Ltd	Manufacturing	Chhukha	Phuentsholing
26	Bhutan Panel Wood Industry	Manufacturing	Chhukha	Phuentsholing
27	Bhutan Ply Unit.	Manufacturing	Chhukha	Phuentsholing
28	Bhutan Polymers Company Ltd	Manufacturing	Samtse	Phuentsholing
29	Bhutan Power Corporation Ltd, Regional Office, Gelephu	Electricity and Water Supply	Sarpang	Gelephu
30	Bhutan Rolling Mills	Manufacturing	Chhukha	Phuentsholing
31	Bhutan Silicon Metal Pvt. Limited	Manufacturing	Chhukha	Phuentsholing
32	Bhutan Soya Protines	Manufacturing	Chhukha	Phuentsholing
33	Bhutan Steel Industries Ltd.	Manufacturing	Chhukha	Phuentsholing
34	Bhutan Telecom Ltd	Services	Chhukha	Phuentsholing
35	Bhutan Wood Penal Industries & Bhutan Packaging Industries, Phuentsholing	Manufacturing	Chhukha	Phuentsholing
36	BSMPL	Manufacturing	Chhukha	Phuentsholing
37	Chhukha Hydropower Plant	Electricity and	Chhukha	Phuentsholing

Sl. No.	Enterprise	Major sector	Dzongkhag	Region
		Water Supply		
38	Construction Development Corporation Ltd	Construction	Thimphu	Thimphu
39	Dagachu Hydro Power Corporation Ltd.	Electricity and Water Supply	Dagana	Gelephu
40	Dharma Arts & Crafts	Manufacturing	Thimphu	Thimphu
41	Drangchu Beverages Pvt. Ltd	Manufacturing	Chhukha	Phuentsholing
42	Druk Cement Company Pvt. Ltd.Pasakha	Manufacturing	Chhukha	Phuentsholing
43	Druk Ferro Alloys Ltd	Manufacturing	Chhukha	Phuentsholing
44	Druk Greem Power Corporation Ltd	Services	Thimphu	Thimphu
45	Druk Gyp Products and Chemicals Ltd. Nganglam, Pemagatshel	Manufacturing	Pemagatshel	Samdrup Jongkhar
46	Druk Wangs Alloys Ltd.	Manufacturing	Chhukha	Phuentsholing
47	Drukair Corporation Ltd	Services	Paro	Thimphu
48	Dungsam Cement Coropration Ltd.	Manufacturing	Pemagatshel	Samdrup Jongkhar
49	Dungsam Polymers Ltd.	Manufacturing	Pemagatshel	Samdrup Jongkhar
50	Gammon India Limited	Construction	Trongsa	Gelephu
51	Gammon India Ltd. PHEP-I	Construction	Wangdue Phodrang	Thimphu
52	Gammon India Ltd. PHEP-II	Construction	Wangdue Phodrang	Thimphu
53	Green Wood Manufacturing Corp.	Manufacturing	Chhukha	Phuentsholing
54	Greener Way	Services	Thimphu	Thimphu
55	Hindustan Construction Company Ltd.	Construction	Wangdue Phodrang	Thimphu
56	Hotel Druk	Hotel & Restaurant	Chhukha	Phuentsholing
57	Ice Beverages Pvt. Ltd.	Manufacturing	Samtse	Phuentsholing
58	Jaiprakask Associates Limited	Construction	Wangdue Phodrang	Thimphu
59	Jaiprakask Associates Limited	Construction	Trongsa	Gelephu
60	Jigme Industries Pvt. Ltd.	Manufacturing	Chhukha	Phuentsholing
61	Jigme Mining Corporation Ltd	Manufacturing	Chhukha	Phuentsholing
62	Karma Feeds	Manufacturing	Chhukha	Phuentsholing
63	Kenpa Pvt. Ltd	Manufacturing	Samtse	Phuentsholing
64	Kholongchu Hydro Energy Ltd	Construction	Trashiyangtse	Trashigang
65	Kinjore Brewery Private Limited, Pasakha	Manufacturing	Chhukha	Phuentsholing
66	Kuensel Corporation	Manufacturing	Thimphu	Thimphu
67	Kurichhu Hydropower Plant	Electricity and Water Supply	Mongar	Trashigang
68	Larsen & Toubro Ltd.	Construction	Wangdue Phodrang	Thimphu
69	Lhaki Cement	Manufacturing	Samtse	Phuentsholing
70	Lhaki Steel & Rolling Pvt. Ltd.	Manufacturing	Chhukha	Phuentsholing

Sl. No.	Enterprise	Major sector	Dzongkhag	Region
71	Lhazey Preform & Closure	Manufacturing	Samtse	Phuentsholing
72	Lhazey Preform and Closure	Manufacturing	Samtse	Phuentsholing
73	M/s PES Engineering	Construction	Trongsa	Gelephu
74	Mangdechhu Hydroelectric Project Authority	Electricity and Water Supply	Trongsa	Gelephu
75	Mountain Hezelnut Venture Ltd	Agriculture, Livestock, Forestry and Fishing	Mongar	Trashigang
76	National Housing Development Corporation	Construction	Thimphu	Thimphu
77	Natural Resource Development Corporation Ltd	Agriculture, Livestock, Forestry and Fishing	Thimphu	Thimphu
78	Nethsel Pvt. Ltd	Manufacturing	Samtse	Phuentsholing
79	Nikachu Hydro-Project	Construction	Trongsa	Gelephu
80	Pelden Enterprises (Bhutan Ferro Industries Ltd.)	Manufacturing	Chhukha	Phuentsholing
81	Penden Cement Authority Limited (PCAL)	Manufacturing	Samtse	Phuentsholing
82	PHPA I	Construction	Wangdue Phodrang	Thimphu
83	PHPA II	Construction	Wangdue Phodrang	Thimphu
84	Quality Gases Pvt. Ltd	Manufacturing	Chhukha	Phuentsholing
85	Rabten Engineering Workshop, Phuentsholing	Services	Chhukha	Phuentsholing
86	RSA Pvt. Ltd. (Limestone Unit)	Mining & Quarry	Thimphu	Thimphu
87	RSA Pvt. Ltd. (Poly Unit)	Manufacturing	Chhukha	Phuentsholing
88	RSA Pvt. Ltd.(Marble Processing Unit)	Manufacturing	Chhukha	Phuentsholing
89	Sanit Gobin Ceramic Materials Bhutan Pvt. Ltd	Manufacturing	Chhukha	Phuentsholing
90	SD Eastern Bhutan Ferro Silicon Pvt. Ltd.	Manufacturing	Samdrup Jongkhar	Samdrup Jongkhar
91	SD Eastern Bhutan Coal Company Ltd	Mining & Quarry	Samdrup Jongkhar	Samdrup Jongkhar
92	SEEICHU (paking drinking water)	Manufacturing	Samdrup Jongkhar	Samdrup Jongkhar
93	Sersang Kbone Foods Pvt. Ltd	Manufacturing	Chhukha	Phuentsholing
94	Singye Stone & Sand Factory	Mining & Quarry	Thimphu	Thimphu
95	SKW-Tashi Metals & Alloys Pvt. Ltd.	Manufacturing	Chhukha	Phuentsholing
96	Soya Proteins Pvt. Ltd	Manufacturing	Chhukha	Phuentsholing
97	Stade Trading Corporation of Bhutan Ltd	Manufacturing	Chhukha	Phuentsholing
98	State Mining Corporation Ltd (Gypsum)	Mining and Quarrying	Pemagatshel	Samdrup Jongkhar
99	State Mining Corporation Ltd (Hanbrang and Tshophangma)	Mining and Quarrying	Samdrup Jongkhar	Samdrup Jongkhar

Sl. No.	Enterprise	Major sector	Dzongkhag	Region
	Coal mines)			
100	State Trading Corporation Ltd. Phuentsholing	Services	Chhukha	Phuentsholing
101	Tala Hydropower Plant	Electricity and Water Supply	Chhukha	Phuentsholing
102	Tangsibji Hydro Energy Ltd.	Construction	Trongsa	Gelephu
103	Tashi Beverages Ltd. Pasakha	Manufacturing	Chhukha	Phuentsholing
104	Tashi Engineering Workshop	Manufacturing	Chhukha	Phuentsholing
105	Tashi Metals Pvt. Ltd. Pasakha	Manufacturing	Chhukha	Phuentsholing
106	Thinley Pelber Printers & Publisher	Manufacturing	Samtse	Phuentsholing
107	Ugyen Ferro Alloys Pvt. Ltd	Manufacturing	Chhukha	Phuentsholing
108	Wood Craft Centre Ltd.	Manufacturing	Thimphu	Thimphu
109	Yangzom Cement Industry	Manufacturing	Samtse	Phuentsholing
110	Zimdra Automobile Workshop	Manufacturing	Chhukha	Phuentsholing
111	Zimdra Food Pvt. Ltd	Manufacturing	Chhukha	Phuentsholing
112	Zimdra Industries Private Limited (Automobile Workshop)	Services	Chhukha	Phuentsholing

CHAPTER 3

LABOUR RELATION

3.1. Labour Dispute

A total of 499 Labour Disputes were registered with the Department of Labour and the Regional Offices in the fiscal year 2019-2020. Among the disputes registered, the Construction Industry had the highest with 38.1%, followed by 35.9% in the Service Sector and 13.6% from the Manufacturing Sector. Region wise, Thimphu with 426disputes had the highest number of cases registered followed by Phuentsholing with28.

The majority of the disputes registered were due to non-payment of wages by the employers (55.9%) followed by workers absconding after taking advance wages (12%). These cases particularly involved foreign workers in the construction sector.

Of the total 499 Labour disputes registered, 55.7% were successfully resolved by the Department and Regional offices, 19.4% were forwarded to Department of Immigration and 16.4% to Royal Court of Justice.

Table 35: Labour Disputes by Region in two Fiscal Years

Region	2018-2019	2019-2020
Gelephu	16	16
Phuentsholing	24	28
Samdrup Jongkhar	9	14
Trashigang	17	15
Thimphu	429	426
Grand Total	495	499

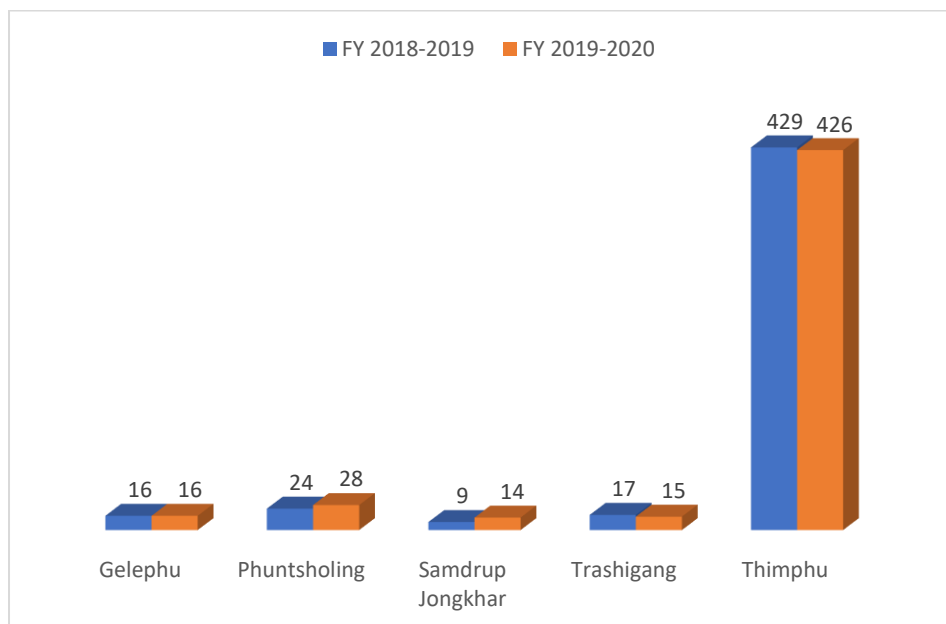


Figure 9: Labour Disputes by Region in the 2019-2020 Fiscal Year

Table 36: Labour Disputes by Major Sector

Major Sector	Labour Dispute	
	Number	Percentage
Agriculture/Livestock/Forestry/Fishing	1	0.2
Construction	190	38.1
Electricity and Water Supply	4	0.8
Finance, Insurance, and Real State	9	1.8
Health and Education	15	3.0
Hotels and Restaurants	13	2.6
Manufacturing	68	13.6
Mining and Quarry	3	0.6
Services	179	35.9
Transport, Storage and Communications	4	0.8
Wholesale and Retail Trade	13	2.6
Grand Total	499	100

Table 37: Labour Disputes by Nature

Nature of Dispute	Number	Percentage
-------------------	--------	------------

Absconded after taking advance	60	12.0
Breach of agreement	6	1.2
Discrimination	1	0.2
Forgery	0	0
Harassment at workplace	7	1.4
Job placement in Malaysia	0	0
Non-fulfilment of obligations	1	0.2
Non-issuance of relieving order	26	5.2
Non-payment in lieu of weekly rest period & public holidays.	0	0
Non-payment of advance taken	1	0.2
Non-payment of Benefits such as PF, GIS, allowance, and Gratuity	45	9.0
Non-payment of service charges	1	0.2
Non-payment of wage	279	55.9
Non-payment of worker's compensation	15	3.0
Oversea Employment without Valid Employment Agent's License	0	0
Recruitment procedure lapses	2	0.4
Termination of contract without serving notice	45	9.0
Others	10	2.0
Grand Total	499	100

Table 38: Labour Disputes by Region and Status

Status	I	II	III	IV	V	Grand Total	
						Number	Percentage
Forwarded for Inspection	0	0	0	0	1	1	0.2
Forwarded to Court	3	5	4	5	65	82	16.4
Forwarded to HQ	0	2	0	0	0	2	0.4
Forwarded to Immigration Office	1	0	0	1	95	97	19.4
Forwarded to Legal service division	0	0	0	0	1	1	0.2
Forwarded to Regional Office	0	2	0	0	6	8	1.6
Forwarded to Royal Bhutan Police	0	0	0	0	0	0	0
Under Review	0	0	0	2	0	2	0.4
Resolved	12	18	9	6	233	278	55.7
Withdrawn	0	1	1	1	25	28	5.6
Grand Total	16	28	14	15	426	499	100

Note: I – Gelephu, II – Phuentsholing, III – Samdrup Jongkhar, IV – Trashigang, V – Thimphu.

3.2. Internal Service Rules (ISR)

In the Fiscal Year 2019-2020, a total of 228 Internal Service Rules' were received by the Department of Labour and the Regional Offices of which 151 were reviewed and endorsed by the CLA and 74 ISR's are still under review. Sector wise, 66 ISR's were submitted from the Service Industry, followed

by 61 from the Hotels and Restaurants Sector. Thimphu alone received 176 ISR, of which 109 were endorsed, followed by Phuentsholing where 27 ISR were received and 20 were endorsed.

Table 39: ISRs' Received, Endorsed, Amended and Under Process by Region

Region	Amendments	Endorsed	Under process/ review	Grand Total
Gelephu	0	14	3	17
Phuentsholing	3	20	4	27
Samdrup Jongkhar	0	3	0	3
Trashigang	0	5	0	5
Thimphu	0	109	67	176
Grand Total	3	151	74	228

Table 40: ISRs' in Two Fiscal Years by Region and Status

Region	2018-2019				2019-2020			
	Amendments	Endorsed	Under process/ review	Grand Total	Amendments	Endorsed	Under process/ review	Grand Total
Gelephu	0	6	0	6	0	14	3	17
Phuentsholing	0	25	0	25	3	20	4	27
Samdrup Jongkhar	0	8	0	8	0	3	0	3
Trashigang	0	8	0	8	0	5	0	5
Thimphu	9	122	14	145	0	109	67	176
Grand Total	9	169	14	192	3	151	74	228

Table 41: ISR Received, Endorsed, Amended and Under Process by Major Sector

Major Sector	Amendments	Endorsed	Under process or review	Grand Total
Agriculture/Livestock/Forestry/Fishing	0	0	1	1
Construction	0	9	4	13
Electricity and Water Supply	0	5	2	7
Entertainment	0	12	6	18
Finance/ Insurance/ Real Estate	0	2	0	2
Health and Education	0	4	8	12
Hotels and Restaurants	0	33	28	61
Manufacturing	2	14	2	18
Mining and Quarry	0	7	1	8
Services	0	51	15	66
Transport, Storage and Communications	0	1	0	1
Wholesale and Retail Trade	1	13	7	21
Grand Total	3	151	74	228

Table 42: ISRs' Received, Endorsed, Amended and Under Process by Dzongkhag

Dzongkhag	Amendments	Endorsed	Under process/ review	Grand Total
Bumthang	0	9	0	9
Chhukha	3	10	4	17
Haa	0	1	1	2
Lhuentse	0	0	0	0
Mongar	0	2	0	2
Paro	0	4	12	16
Pemagatshel	0	1	0	1
Punakha	0	2	6	8
Samdrup Jongkhar	0	2	0	2
Samtse	0	10	0	10
Sarpang	0	4	3	7
Thimphu	0	101	42	143
Trashigang	0	3	0	3
Trongsa	0	0	0	0
Tsirang	0	1	0	1
Wangdue Phodrang	0	1	6	7
Grand Total	3	151	74	228

CHAPTER 4

AWARENESS, TRAINING PROGRAM AND OTHER ACTIVITIES

4.1 Awareness and Training Program

The Department of Labour and Regional offices provided awareness program on Labour and Employment Act 2007 to 2115 participants, and awareness on OHS for 1132 participants. A total of 326 workers were trained on OHS and 483 on industrial first aid.



Table 43: Types of Program Conducted and their Participant Numbers

Types of Program	No. of Participants
Awareness on LEA 2007	2115
Awareness on Occupational Health and Safety	1132
Awareness on Provident Fund	128
Industrial First aid	483
Basic training on Occupational Health and Safety	326
Training on Occupational Health and Safety (supervisory and safety committee members)	83
Grand Total	4267

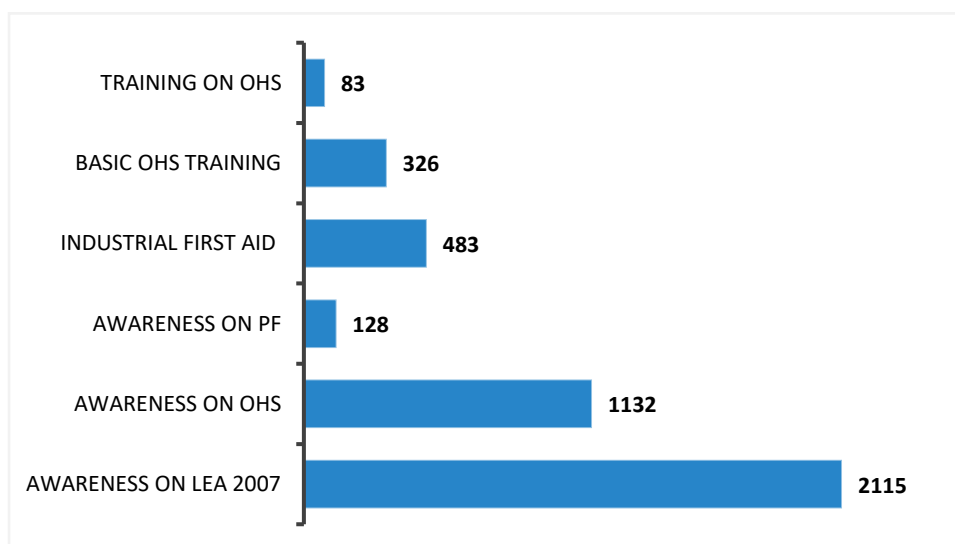


Figure 10: Number of types of program conducted

Table 44: Types of Program Conducted and their Participant Numbers in two Fiscal Year

Types of Program	No. of Participants	
	FY 2018-2019	FY 2019-2020
Awareness on LEA 2007	3004	2115
Awareness on Occupational Health and Safety	1446	1132
Awareness on Provident Fund	102	128
Industrial First aid	178	483
Basic training on Occupational Health and Safety	194	326
Training on Occupational Health and Safety (supervisory and safety committee members)	283	83
Grand Total	5207	4267

Table 45: Types of Program Conducted by Region

Region	Awareness on LEA 2007	Awareness on OHS	Awareness on PF	First aid	OHS Basic Training	Training on OHS	Grand Total
Gelephu	5	11	0	0	0	0	16
Phuentsholing	13	13	0	0	0	0	26
Samdrup Jongkhar	10	0	0	1	0	0	11
Thimphu	12	17	0	29	10	2	70
Trashigang	3	0	2	1	0	0	6
Grand Total	43	41	2	31	10	2	129

Table 46: Program Conducted by Region in two Fiscal Year

Region	FY 2018-2019	FY 2019-2020
Gelephu	15	16
Phuentsholing	16	26
Samdrup Jongkhar	21	11
Thimphu	26	70
Trashigang	7	6
Grand Total	85	129

Table 47: Program Participants by Region

Region	Awareness on LEA 2007	Awareness on OHS	Awareness on PF	First aid	OHS Basic Training	Training on OHS	Grand Total
Gelephu	576	286	0	0	0	0	862
Phuentsholing	299	306	0	0	0	0	605
Samdrup Jongkhar	378	0	0	31	0	0	409
Thimphu	623	540	0	414	326	83	1986
Trashigang	239	0	128	38	0	0	405
Grand Total	2115	1132	128	483	326	83	4267

Table 48: Types of Program conducted by Major Sector

Major Sector	Awareness on LEA 2007	Awareness on OHS	Awareness on PF	First aid	OHS Basic Training	Training on OHS	Grand Total
Agriculture/Livestock/Forestry/ Fishing	3	2	0	3	2	0	10
All Sector	4	3	0	2	0	0	9
Construction	2	4	0	4	0	1	11
Electricity and Water Supply	0	0	0	0	2	0	2
Entertainment	10	10	0	0	0	0	20
Finance/ Insurance/ Real Estate	0	0	0	0	0	0	0
Health and Education	1	4	0	0	3	0	8
Hotels and Restaurants	5	1	1	1	0	0	8
Manufacturing	8	12	1	16	3	1	41
Mining and Quarry	1	1	0	1	0	0	3
Public Administration	9	0	0	0	0	0	9
Services	0	4	0	3	0	0	7
Transport, Storage and Communications	0	0	0	0	0	0	0
Wholesale and Retail Trade	0	0	0	1	0	0	1
Grand Total	43	41	2	31	10	2	129

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Table 49: Program Participants by Major Sector

Major Sector	Awareness on LEA 2007	Awareness on OHS	Awareness on PF	First aid	OHS Basic Training	Training on OHS	Grand Total
Agriculture/ Livestock/ Forestry/ Fishing	239	39	0	28	11	0	317
All Sector	518	68	16	38	0	0	640
Construction	96	111	0	156	0	64	427
Electricity and Water Supply	0	0	0	0	48	0	48
Entertainment	474	474	0	0	0	0	948
Finance/ Insurance/ Real Estate	0	0	0	0	0	0	0
Health and Education	124	94	65	0	206	0	489
Hotels and Restaurants	109	27	47	38	0	0	221
Manufacturing	304	250	0	159	61	19	793
Mining and Quarry	36	13	0	9	0	0	58
Public Administration	215	0	0	8	0	0	223
Services	0	56	0	45	0	0	101
Transport, Storage and Communications	0	0	0	0	0	0	0
Wholesale and Retail Trade	0	0	0	2	0	0	2
Grand Total	2115	1132	128	483	326	83	4267

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Table 50: Program Participants by Dzongkhag

Dzongkhag	Awareness on LEA 2007	Awareness on OHS	Awareness on PF	First aid	OHS Basic Training	Training on OHS	Grand Total
Bumthang	2	2	0	0	1	0	5
Chhukha	10	10	0	4	5	1	30
Dagana	2	2	0	0	0	0	4
Haa	1	1	0	0	0	0	2
Lhuntse	1	0	1	0	0	0	2
Mongar	2	1	0	1	0	0	4
Paro	1	1	0	1	0	0	3
Pemagatshel	6	0	0	4	0	0	10
Punakha	1	1	0	0	0	0	2
Samdrup Jongkhar	5	1	0	10	0	0	16
Samtse	4	4	0	3	1	0	12
Sarpang	2	6	0	2	2	0	12
Thimphu	2	8	0	3	1	0	14
Trashi Yangtse	1	0	1	1	0	0	3
Trashigang	0	0	0	0	0	0	0
Trongsa	1	2	0	1	0	0	4
Tsirang	1	1	0	0	0	0	2
Wangdue Phodrang	1	1	0	1	0	1	4
Grand Total	43	41	2	31	10	2	129

Table 51: Consultative meeting held with FWRA on Foreign Workers Policies and Procedures

Region	Number	Percentage
Gelephu	1	20
Phuentsholing	2	40
Samdrup Jongkhar	2	40
Thimphu	0	0
Trashigang	0	0
Grand Total	5	100

4.2. Shortcomings

The following are the challenges faced by the Department, which if addressed adequately, can be overcome:

- a. Lack of competent and trained professionals to carry out inspections on Occupational Health and Safety. The Department is also not equipped with Work Environment Exposure monitoring equipment.
- b. Lack of competent and trained professionals to conduct training and provide technical support for implementation and enforcement of OHS standards.
- c. The Labour Relations Division has seen an increase in the number of Labour Disputes registered with the Department. However, there is shortage of human resources. The situation is further inflamed due to the lack of competent person with legal background.

4.3. Classification of Economic Sectors

The economic sector is classified into 13 categories as follows:

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