



Kuzu Langposa

GREETINGS

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Konnichiwa

Technology towards better



Basic Information

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Basic Information

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Work experience in OSH



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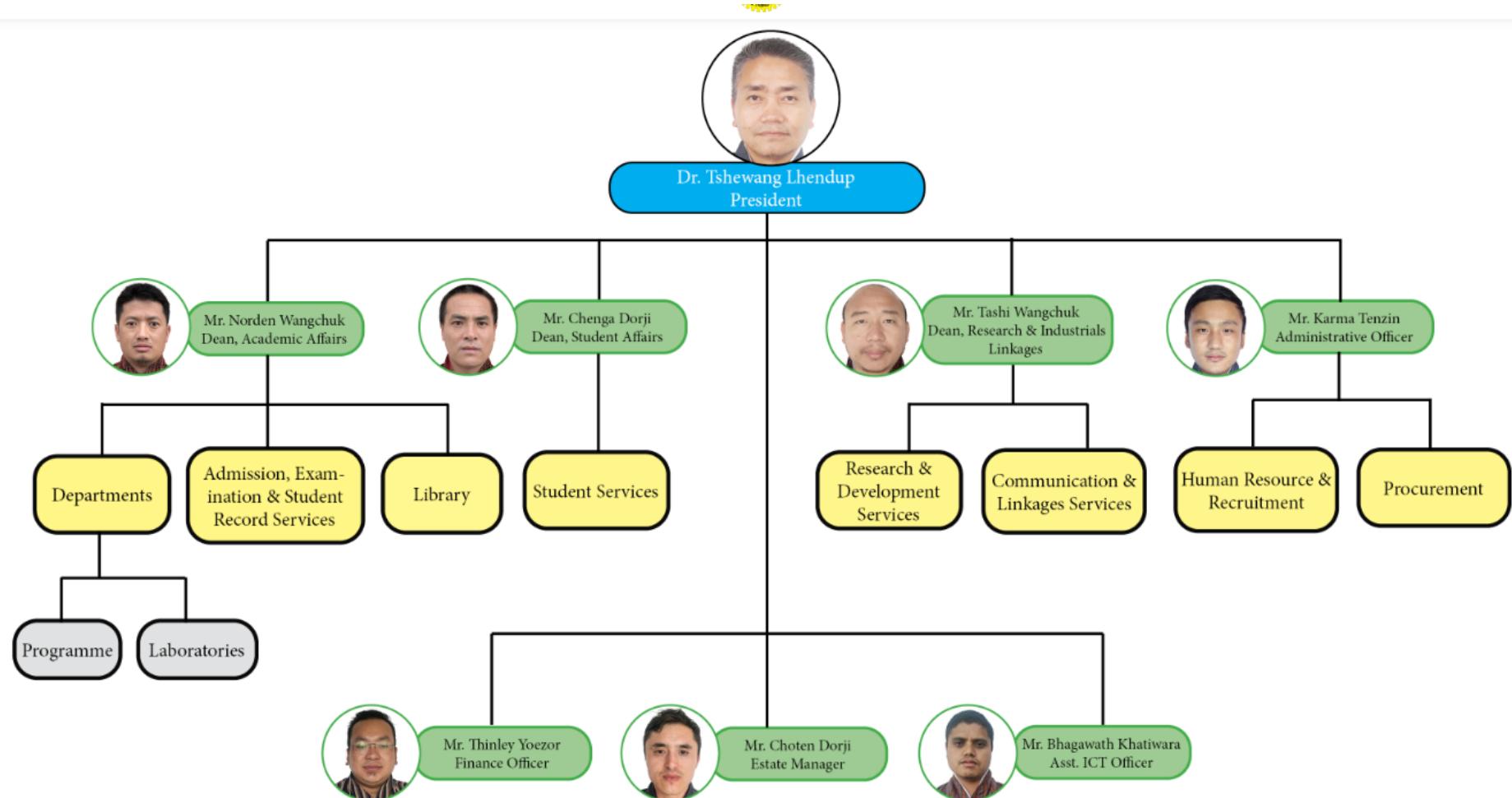
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Guidance of student on safety
during practical work

Technology towards better

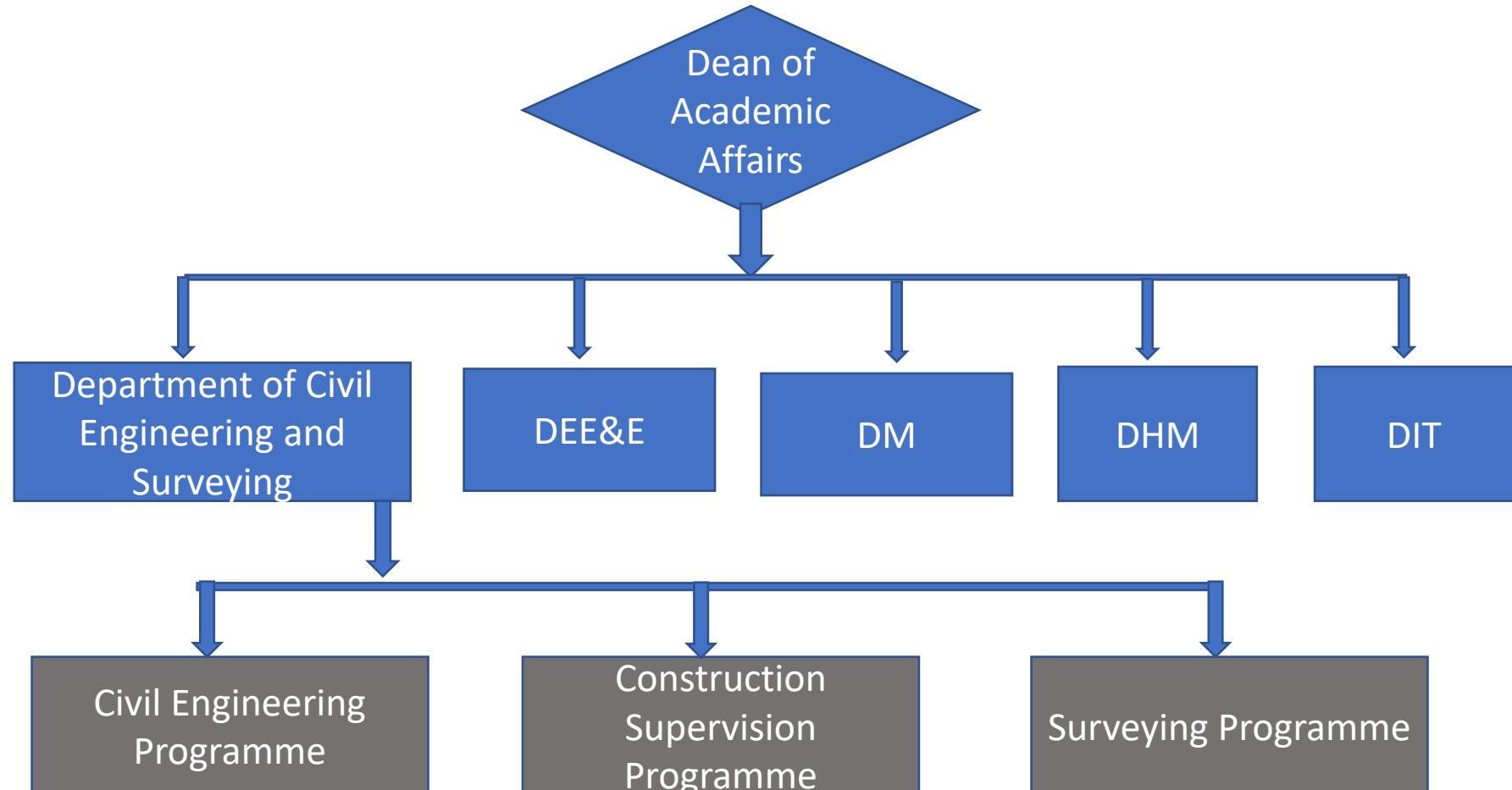


Organization Chart





Organization Chart



Statistics of JNEC:

3 UG PROGRAMMES	8 DIPLOMA PROGRAMMES	58 ACADEMIC STAFF	64 ACADEMIC SUPPORT	712 TOTAL STUDENTS
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Industrial/occupational accidents

Sector	Fatal	Total	Partial	Total
		Disability	Disability	
Construction	4	0	1	5
Hydropower	17	3	11	31
Construction				
Manufacturing and Production	1	1	18	20
Mining and Quarry	1	0	2	3
Trading and Services	1	0	0	1

Source: Annual Report 2015/16, Department of Labor, MoLHR, 2017

Source: <https://www.ijrsp.org/research-paper-1017/ijrsp-p7022.pdf>



Industrial/occupational accidents

Year	Fatal	Total disability	Partial disability
2012 - 2013	18	0	12
2013-2014	30	1	8
2014-2015	17	1	11
2015 - 2016	21	3	12

Source: Annual Report 2012/13, 2013/14, 2014/15 and 2015/16,

Department of Labor, MoLHR

Source: Deki Pelzom Dukpa and Phuntsho Dendup (2017), “Occupational Health and Safety practices and challenges in the construction industry of Bhutan: a situation analysis”, International Journal of Scientific and Research Publications.



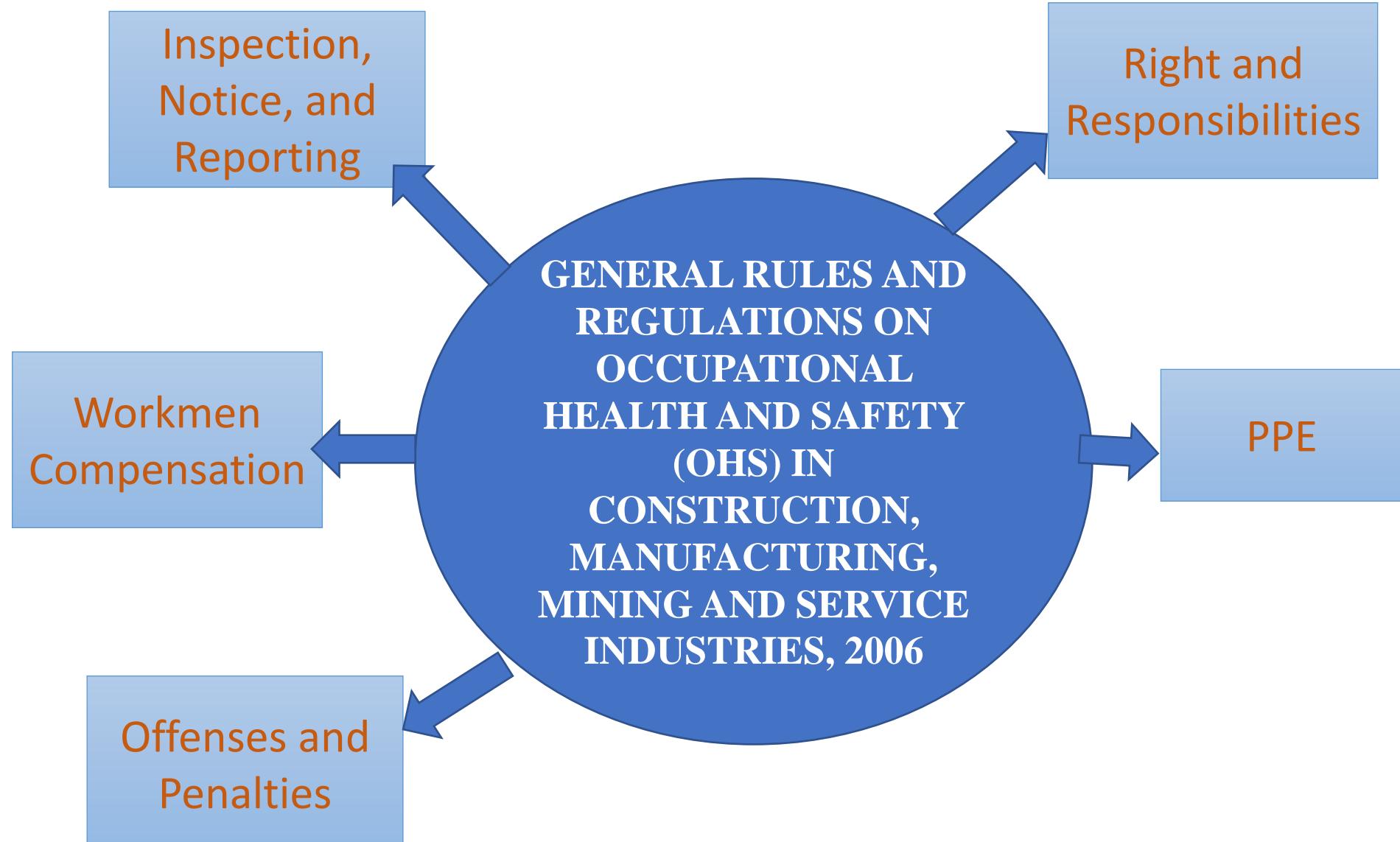
Safety and Health related Laws and Regulations

Milestone of OSH in Bhutan

Year	Activities
2007	Enactment of Labour and Employment Act of Bhutan 2007
2009	Promulgation of regulation on working conditions
2012	Promulgation of Regulation on OHS&W
2012	Promulgation of Regulation on OHS in Construction Industry
2012	Joined International community in Observing World Safety Day (continued as annual event)
2012	Initiated in providing training on OHS to all employees both in country and ex country (supported by DoL)
2015	Initiated a system of conducting OHS assessment for good safety practices at their workplace
2015	Initiated in training industrial workers on Industrial First Aids (now done by individual companies)
2016	Conducted study on workers exposure to toxic chemicals in collaboration with DoPH and WHO (report not published).
2018	Initiated in recognizing safety officers for their contribution in building safety culture in their workplace.
2020	The Ministry of Labour and Human Resources has signed an MoU with the Construction Development Board for the Collaboration of Implementation of Occupational Health and Safety Aspects in Construction Industry on January 31, 2020. Incorporated cost of OHS in the Bhutan Scheduled of Rates 2020

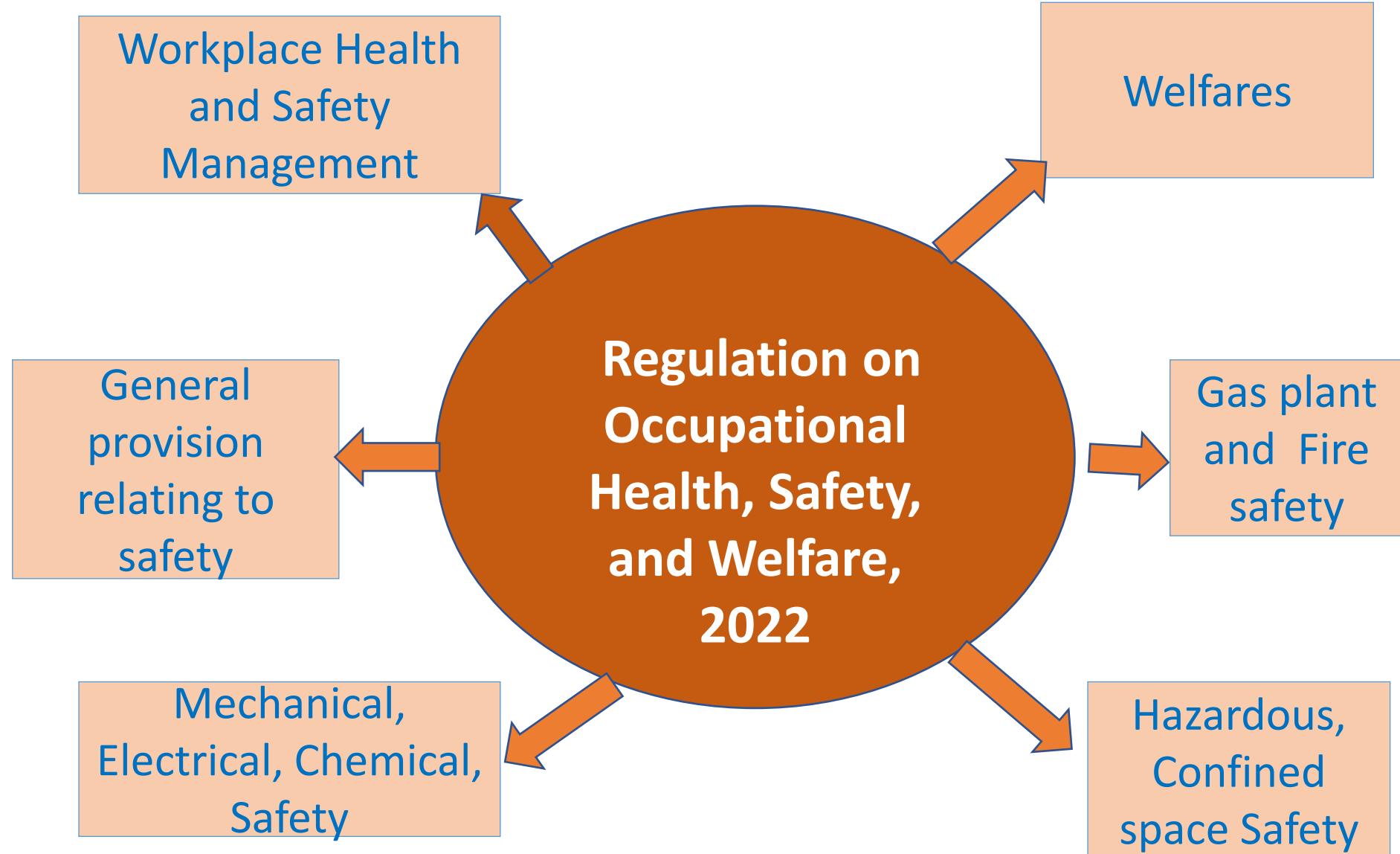


Safety and Health related Laws and Regulations





Safety and Health related Laws and Regulations





Labor Inspection System



Supervision

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Workers' accident compensation insurance



Chapter 17

Workers Compensation

Compensation

468. An employer shall compensate all employees for injuries or diseases or death arising out of and in the course of employment, the employer shall be liable to pay compensation in accordance to this Chapter.

469. Section 468 shall apply if an incident occurs when an employee is:

- (1) at any place for the purpose of working for their employer;
- (2) having a break from work at the workplace for a meal or rest period;
- (3) in a vehicle provided by the employer to transport employees to and from work; and
- (4) travelling to or from treatment for a previous work-related injury or disease.



Workers' accident compensation insurance



- The employer or the insurer shall pay compensation to an employee for permanent and partial disablement due to injury arising out of and in the course of employment.
- The compensation under Section 472 shall be a lump sum payment which shall be obtained by multiplying 30 days of the Daily National Minimum Wage by appropriate age factors in second column of Schedule XIV appended to this Regulation according to the age on the next birthday of the employee at the time of the accident as specified in the first column, times the percentage of incapacity as specified in the third column of Schedule XIII appended to this Regulation.

Regulation on Occupational Health, Safety, and Welfare, 2022



Workers' a

Schedule XIV: Age and Appropriate Factor (for injuries deemed to result in Permanent and Partial incapacity)

Sl. No.	
Total Permanent D	
1	Loss of 2 limbs
2	Loss of both hands thumbs
3	Loss of both feet
4	Total loss of sight, in extent as to render perform any work for
5	Total paralysis
6	Injuries resulting in be
7	Any other injury incapacity
Partial Permanent	
8	Loss of arm at should
9	Loss of arm between
..	..

Age	Age multiplying factor
14	181
15	180
16	179
17	178
18	177
19	176
20	175
21	174
22	173
23	172
24	170
25	169
26	168
27	167
28	165
29	164
30	167
31	162
32	160
33	159
34	157
35	155
36	153
37	151
38	149
39	146
40	144
41	142
42	140
43	136
44	134
45	132
46	130
47	128
48	126
49	124
50	122
51	126
52	120
53	118
54	116
55	114
56	111
57	108
58	105
59	102
60	99
61	96
62	92
63	87
64	82
65	77
66 and above	72



Safety of equipment and facilities



1. Reflective Jacket
2. Safety Helmet
3. Googles
4. Safety boots
5. Safety Gloves
6. Ear muff
7. Fire extinguisher



Training/ Education programs



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Activities of industrial/occupational safety and health organizations other than government



Source: CDB
Facebook page

- Providing Training
- Advocating the need of OSH
- Training on the usage of PPE



OSHMS and Risk Assessment



- Evaluate the hazard
- Anticipate the risk
- Control the hazard





Campaign/ Event/ National Convention/ Exhibition

OSH Briefing to First Year Students While Joining College



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Issues and Challenges in Implementation



- Poor public awareness of the OHS
- Financial Implication
- Lack of cross-sectorial collaboration
- Lack of competent and trained professionals to implement



Measure to issues in OSH implementation



- Workshop, seminars, awareness programme
- Change in regulation (financial as well as competent person)
- Coordinating lead agency



Good practices

- Including 5% of the total project cost for OSH for tendering.
- DoL would trained **Safety Officers**
- CDB trained all contractor for OSH



Reference

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