

Country Report (Bhutan)

Presented by Sangay Dorji



Self Introduction

- ✓ Name: **Mr. Sangay Dorji**
- ✓ Title/Designation: **Chief Labour Officer**
- ✓ Division: **Labour Protection Division**
- ✓ Department: **Department of Labour**
- ✓ Organization: **Ministry of Industry, Commerce & Employment**
- ✓ Country: **Bhutan**

- ✓ Current Task:

To oversee the Division. Inspecting workplaces to educate, inform and advise employers on the content and meaning of laws, encourage self-compliance and, if necessary, gain compliance through enforcement measures, and also ensuring the health and safety of the workers.



Brief introduction of my Department

- Department of Labour is the regulatory body
- Implementing Labour and Employment Act of Bhutan, 2007 and its regulations (Custodian)
- Service is limited to approval of Foreign Workers



HOD

Head of Department
Director



LPD

Labour Protection Division

- Work place Inspection
- Work place Accident Investigation
- Occupational Health and Safety
- Social Protection



LRD

Labour Relations Division

- Workplace complaint and Dispute Resolution
- Internal Service Regulation Endorsement



FWD

Foreign Workers Division

- Work Permit Approval
- Foreign Workers Management

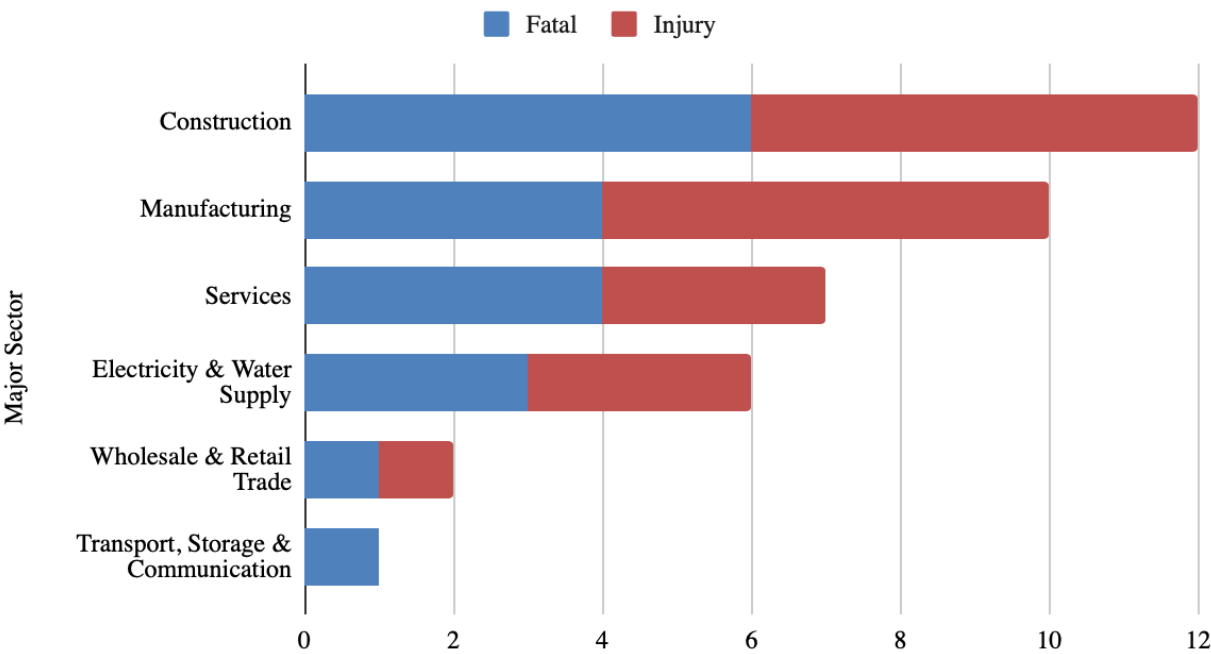
Principles of Labour Protection Division

- We stand for both the employers and employees.
- We focus on both the enforcement and education
- We avoid over regulation and under regulation (middle path)

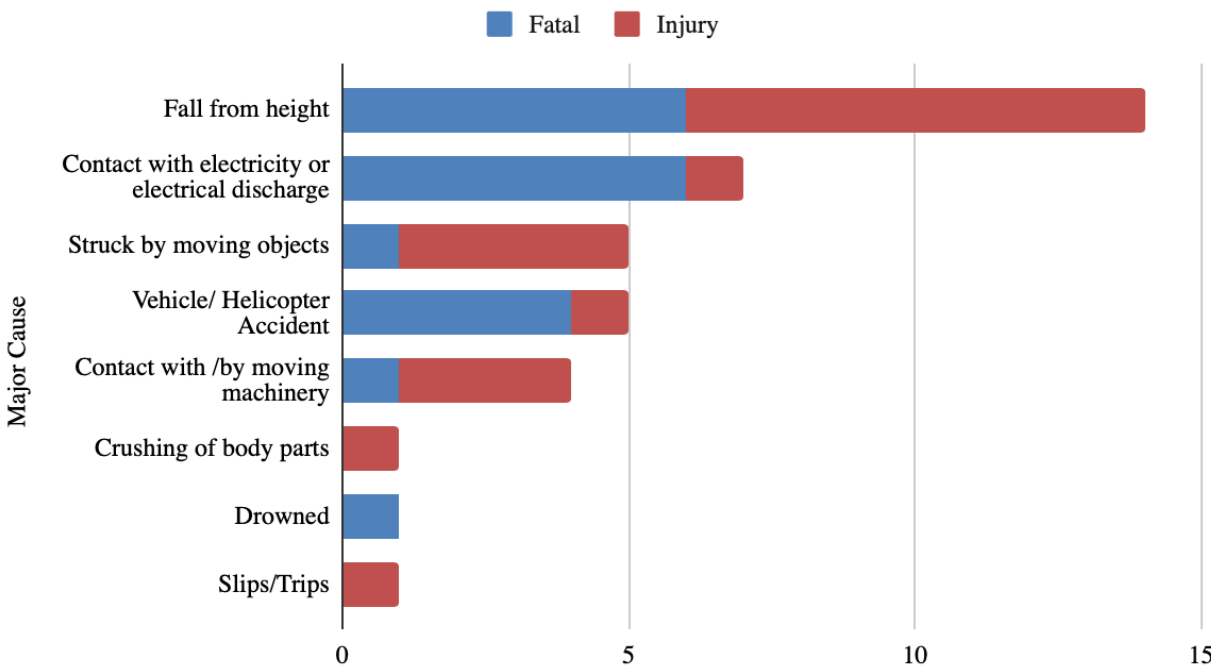
Statistics of Accident

These are reported accident to Department of Labour

Workplace Accident



Major Cause of Workplace Accident



Graph showing accident by type of major sector (2022-2023)

Graph showing accident by type of cause of accident (2022-2023)



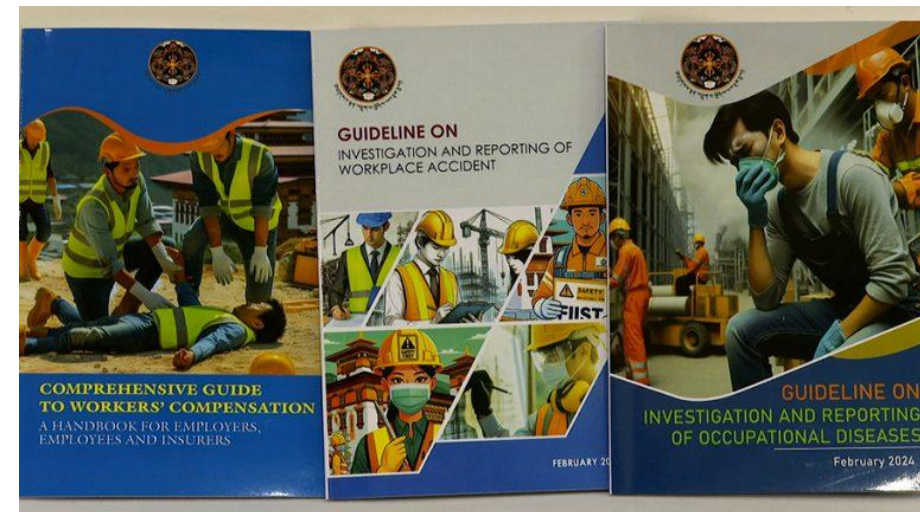
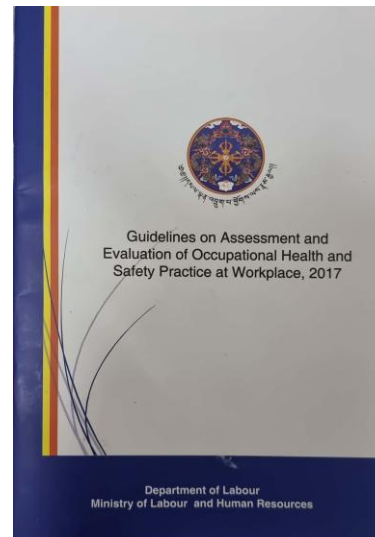
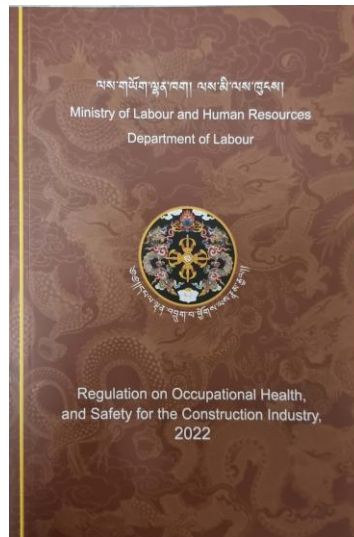
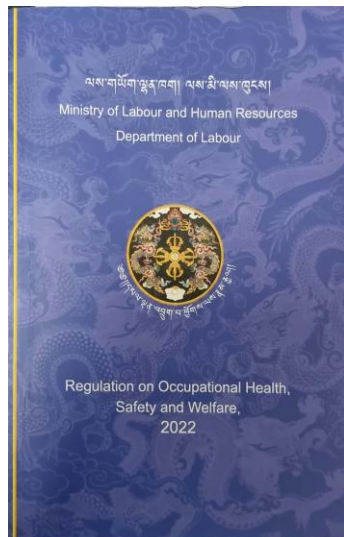
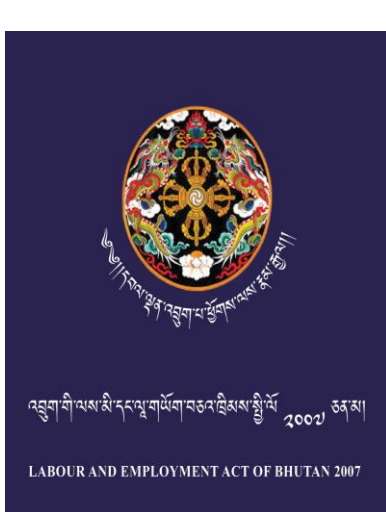
Data collection methods for statistics

- Data source: employers and employees
- Method: Direct observation and personal interviews
- Platform: Online Labour Administration System

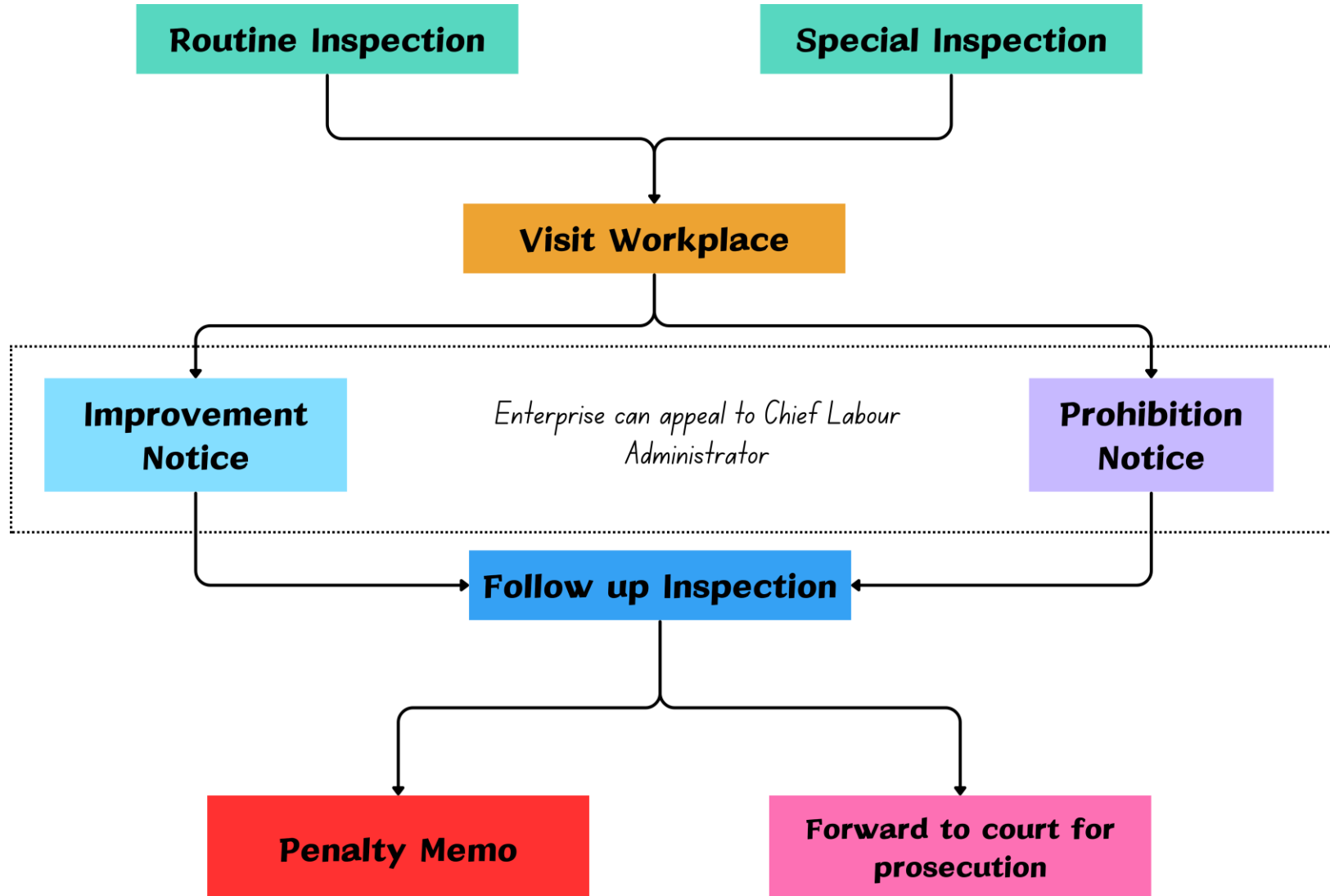


Safety and Health related Laws and Regulations

1. Chapter IX of Labour and Employment Act of Bhutan, 2007;
2. Regulation on Occupational Health and Safety for Construction Industry, 2022 [2nd Edition];
3. Regulation on Occupational Health, Safety and Welfare, 2022 [2nd Edition];
4. Guidelines on Assessment and Evaluation on Occupational Health and Safety Practice at Workplace, 2017
5. Guidelines on Investigation and report of workplace accident, Occupational Diseases Workers compensation 2024 (with support from JICA)



Labour Inspection System



Workers' accident compensation

Medical leave and expenses

- The injured employee is entitled to **full earnings for a period of 90 days**, and periodical payment of an amount equal to **75 percent of employee's last basic wage earnings** during the incapacity or during a period of one years.
- **All expenses related to emergency care, medical and nursing care.**

Permanent disablement & Death

The injured employee/ deceased employee is entitled min. of Nu.292500/- to max of 678750/- (US\$3400 to US\$8100)



Safety Equipment and Facilities

- ✓ During routine and special inspection in those hazardous sites or dangerous machinery or plants are involved, Labour Inspectors are mandated to carry required devices like Decibel Meter, luxmeter, PCE instrument, etc., to test the permissible levels.
- ✓ In addition to that, Labour Inspectors are required to wear personal protective equipment and inspection uniform while visiting a site.



Safety Equipment and Facilities

- ✓ During inspection in those hazardous sites, the labour officers use UAV drones.



*Drone Video in
next slide*





Activities of Industrial/Occupational Safety and Health Organizations other than government.

- ✓ The enterprise with 20 or more employee are required to have OHS committee and every OHS committee should have one trained Safety Officer for the following purposes:
 - Assist management in terms of OHS;
 - Prepare and implement OHS programs;
 - Advise & carry out risk management in the workplace;
 - Deal with all other matters concerning Health, Safety & Environment.



OSHMS and Risk Assessment

- ✓ Mandate for Registered Enterprises: Every registered enterprise must have a full-time or dual-responsibility trained safety officer.
- ✓ Daily Safety Inspections by Safety Officers or Safety focal person of the company
- ✓ ensure that OSH inspections are carried out at least daily using a developed checklist for these inspections.



Campaign/ Event/ National Convention/ Exhibition

- ✓ Occupational Safety and Health Auditing/ Assessment
- ✓ World Day for Safety & Health
- ✓ Zero Tolerance on OHS
- ✓ Training on OHS
- ✓ Memorandum of Understanding (MoU) with CAB (non-government organization)



Issues and Challenges in Implementing OHS in Bhutan

- ✓ Lack of trained officials in OHS field
- ✓ No separate unit or division of OHS under Department of Labour (so, not able to focus fully on OHS);
- ✓ Resistant from the employer and employees (old mindset)
- ✓ Lack of full-time safety officer in the company
- ✓ Lack of awareness and trainings
- ✓ Workplace accidents are not reported to the Department.



Good Practices

- ✓ a total of 5,251 enterprises have been inspected.
- ✓ Over 500 employees from various stakeholders have been trained in occupational health and safety.
- ✓ Out of seven Technical Training Institutes, three have conducted OSH training, covering over 400 trainees.
- ✓ 93 out of 125 enterprises were assessed for good OHS practices, achieving a coverage rate of 87%.
- ✓ The World Safety Day celebration was conducted in collaboration with CAB, awarding certificates to good performers and excellent safety officers who implemented best practices. Safety equipment exhibitions were also encouraged, allowing business license holders to display and advertise their safety equipment to the public.



Good Practices

✓ **Safety Song**

<https://youtu.be/vNM0SIWah1k>



Kadrinchoe (Thank You)

