


Overview of Country Report



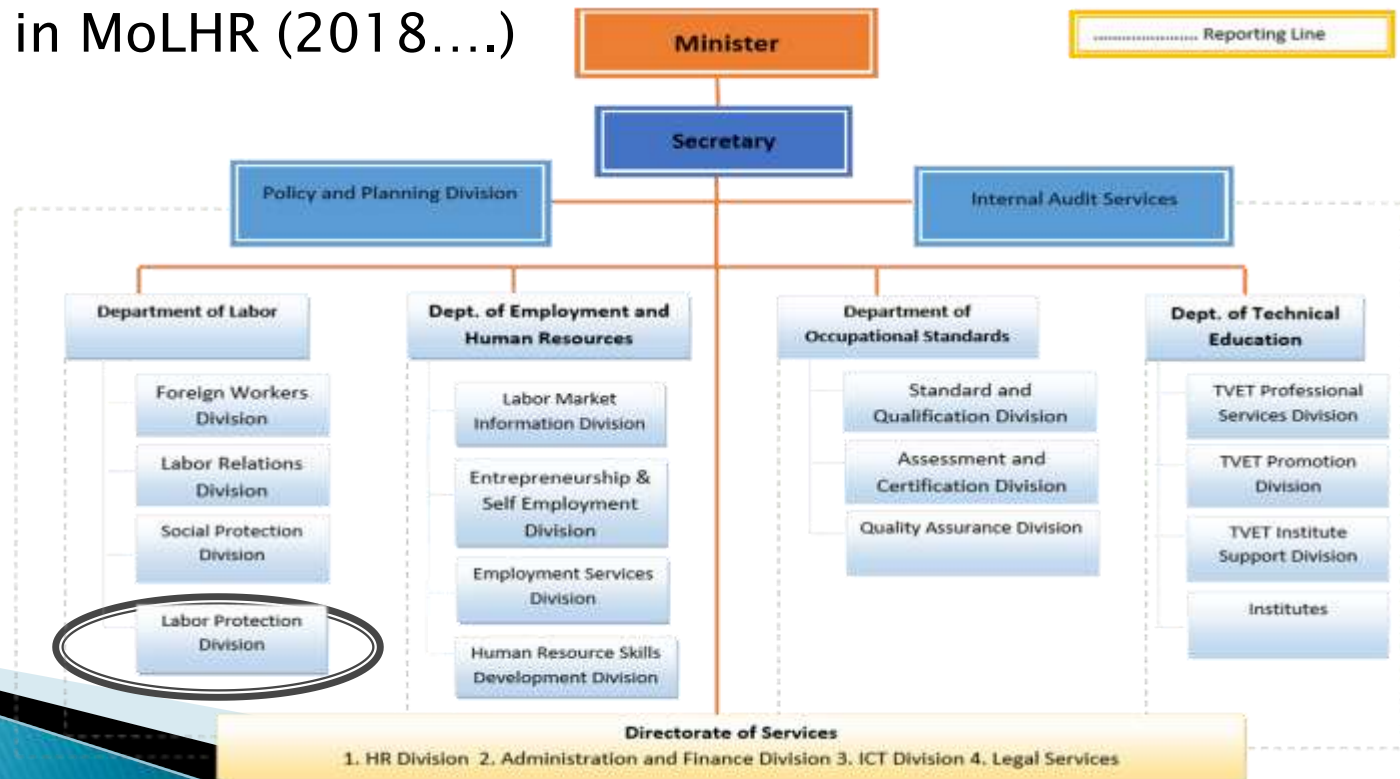
Bhutan

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Introduction

- ▶ Name: Thinley Gyeltshen
- ▶ Division: Labour Protection Division
- ▶ Department: Department of Labour
- ▶ Ministry: Ministry of Labour and Human Resources
- ▶ Work Experience: Worked as Administrative Officer in Ministry of Health (2012–2017)
- ▶ Labour Officer in MoLHR (2018....)



Department of labour

Vision: A nation with just and fair labour administration system

Mission: To promote and protect the wellbeing of both employers and employees through sound labour policy, labour relation management, social protection and healthy and safe working condition.

Region Offices

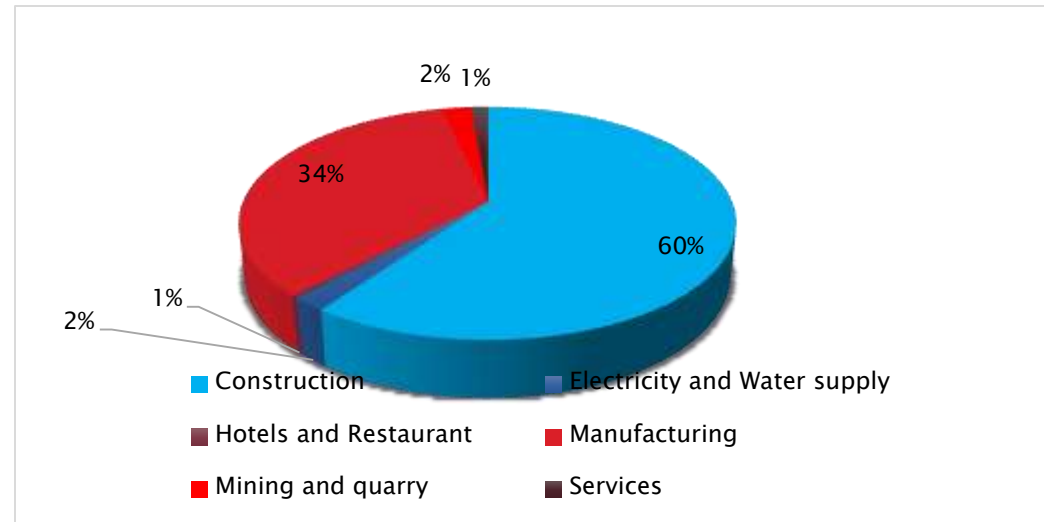
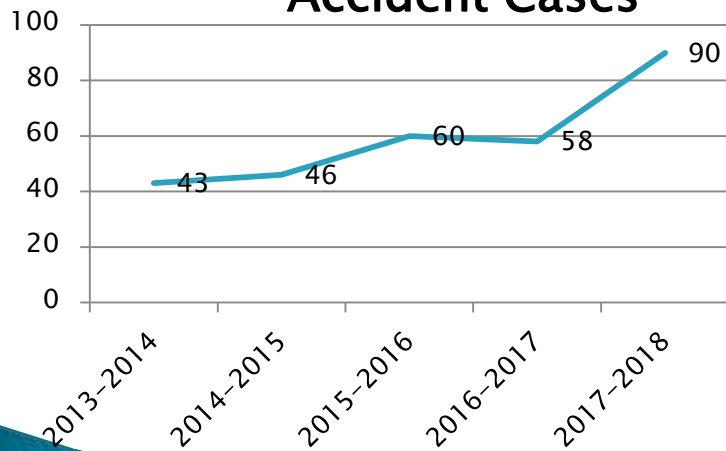


1. Phuntsholing-2
2. Gelephu-6
3. Samdrupjongkhar-2
4. Tashigang-4

Reporting and recording of Injury/Death

- ▶ Employee or employer shall immediately notify the Chief Labour Administrator(CLA) of an injury or death.
- ▶ Report to nearest police station in case of death
- ▶ Prepare a written record of an injury or death and submit to CLA within 5 calendar days.....[Labour and Employment Act, 2007](#)

Accident Cases



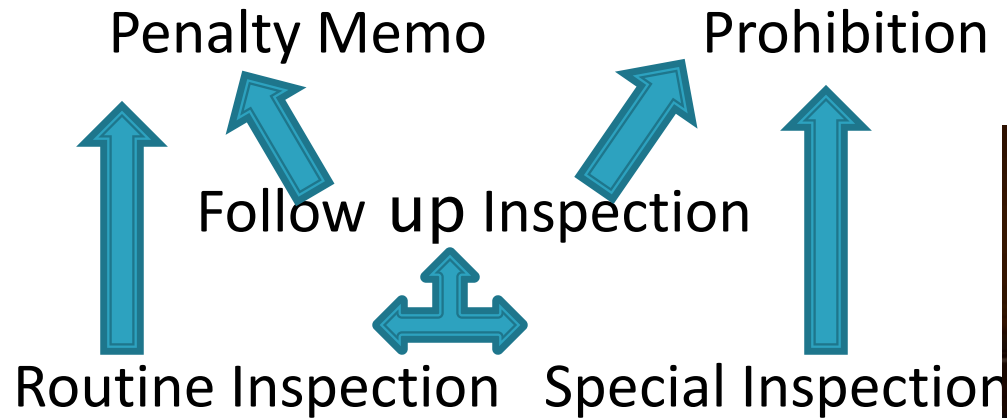
Safety and Health Laws–References

- ▶ Labour and Employment Act, 2007
- ▶ Regulations on Working Condition, 2012
- ▶ Regulation on Occupational Health and Safety for Construction Industry
- ▶ Guidelines on Assessment and Evaluation on Occupational Health and Safety Practise at Workplace, 2017
- ▶ Regulation on Occupational Health, Safety and Welfare

Constitution of Kingdom of Bhutan (Article 5 Sec. 2 {d})
(Royal government shall ensure a safe and healthy environment)



Inspection System



Written Complaint, Email, Telephone call

Inspection for last five years

Region Office	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	Total
Thimphu	63	188	272	250	538	1311
Phuntsholing	310	675	1046	610	668	3309
Samdrupjongkhar	220	257	311	305	329	1422
Gelephu	120	209	260	332	326	1247
Tashigang	97	161	115	258	140	771
Total	810	1490	2004	1755	2001	8060



Compensation System

Temporary partial disability

Total permanent disability

Occupational diseases

All emergency care service including ambulance

Medical & nursing care, surgery, hospital fee, X-ray, diagnostic testing

Cost of ambulance and retraining services aimed to return to work


Cost of assistive device such as wheel chair, prosthesis etc to improve the mobility of disable employee

Support Services

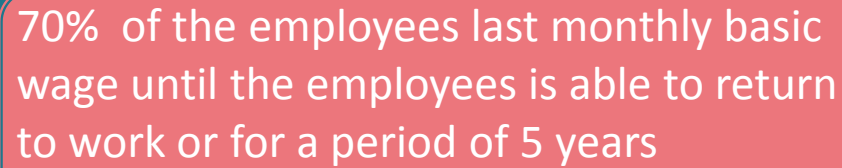
Cost of domestic help and child care services during the rehabilitation for a period up to maximum of 5 years

To the extent such services are not provided by the government

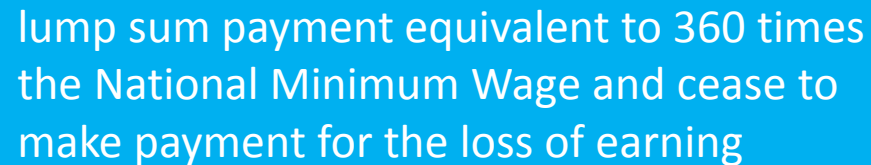
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Loss of
earning
payment



70% of the employees last monthly basic wage until the employees is able to return to work or for a period of 5 years



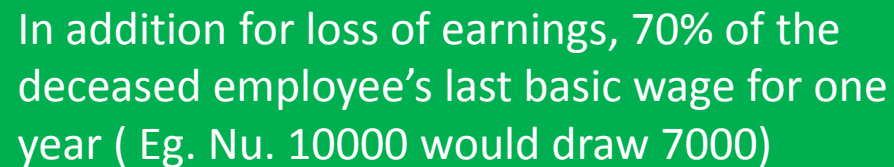
lump sum payment equivalent to 360 times the National Minimum Wage and cease to make payment for the loss of earning



Death

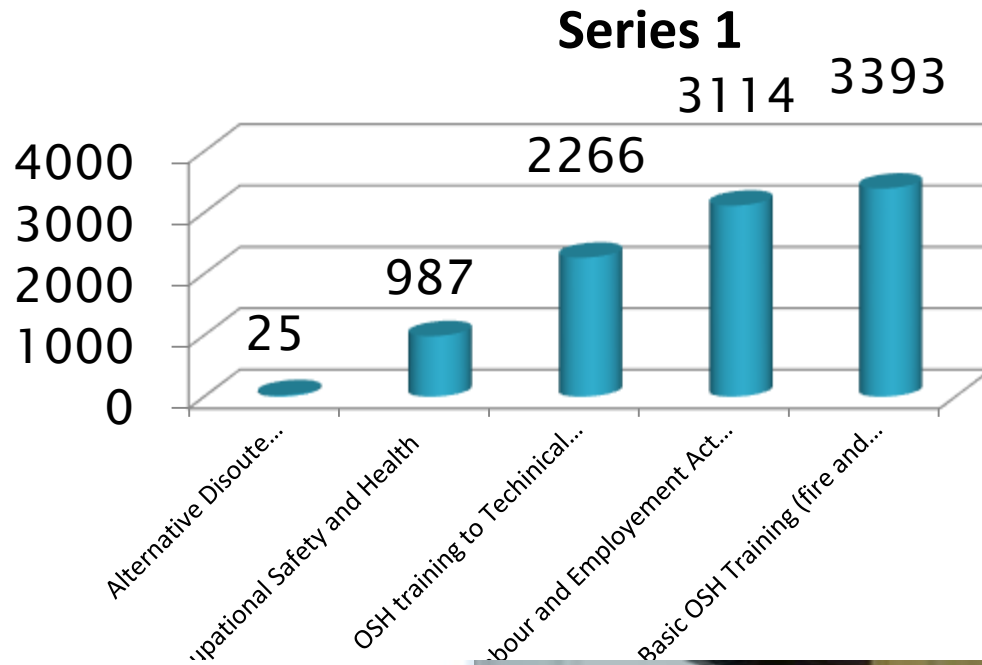


Lump sum amount equivalent to 1080 days of the Daily Minimum Wage



In addition for loss of earnings, 70% of the deceased employee's last basic wage for one year (Eg. Nu. 10000 would draw 7000)

Awareness and Training Program



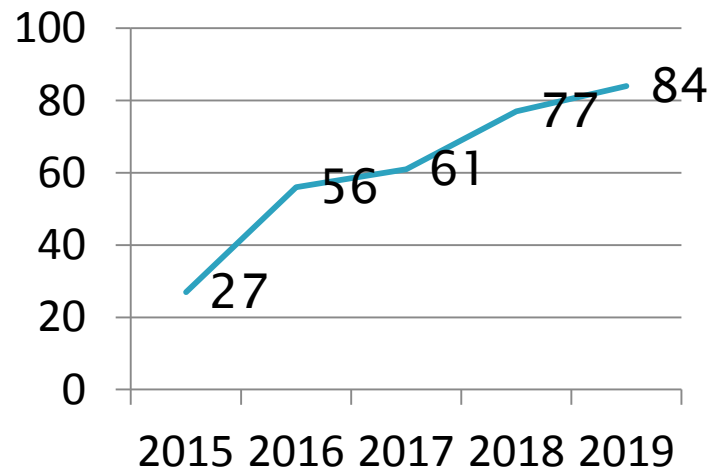
- Guide Books
- Animation Video
- Pamphlets
- Safety Day in companies

■ Series 1



Activities organized

No of Enterprise assessed for good safety practices

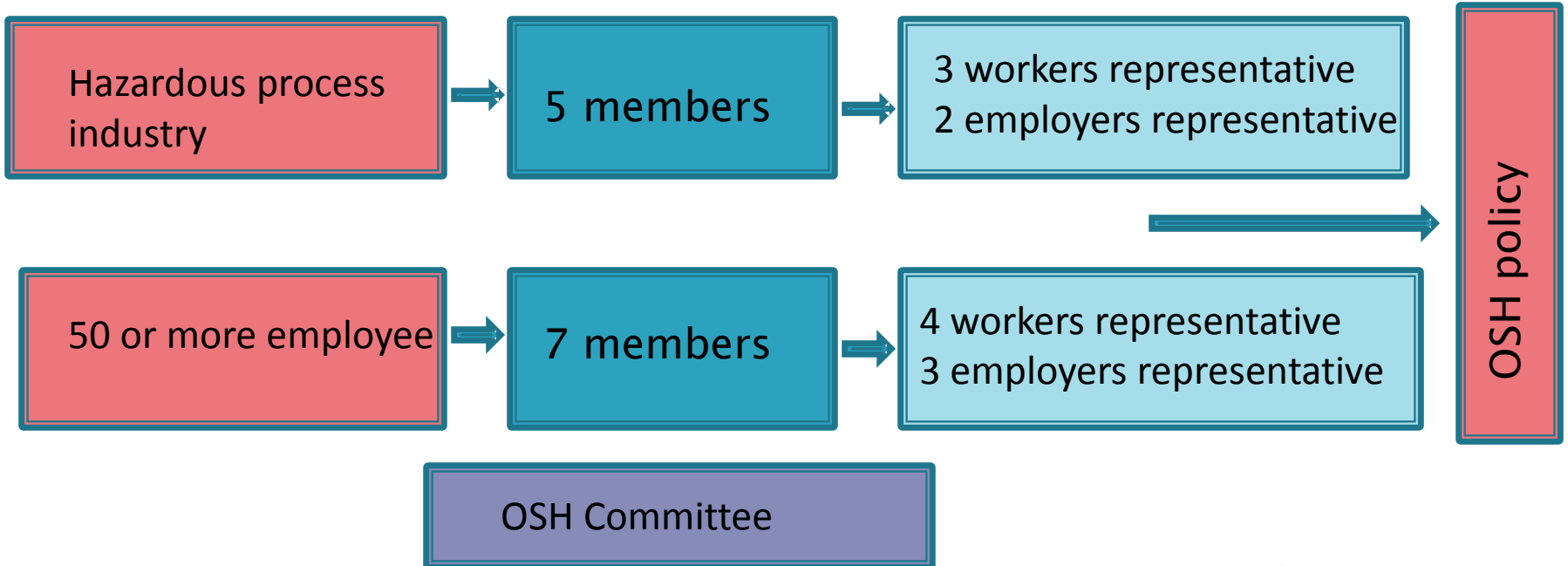


— No of Enterprise assessed for good safety practises

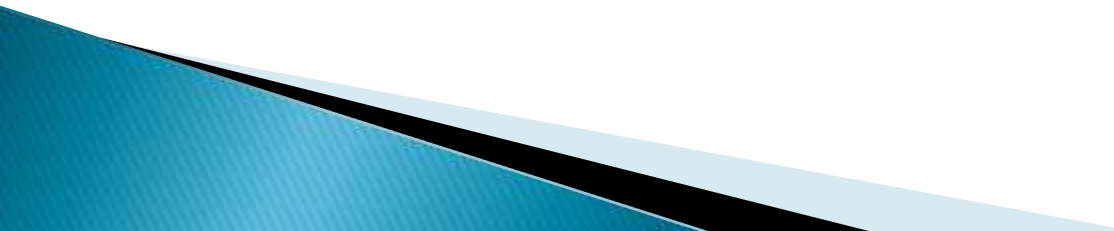
- Enterprises invited
- Medals and certificates awarded.
- Safety equipments are exhibited.
- Postures, pamphlets etc are distributed
- Debriefing



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Challenges

- ▶ Lots of constructions
 - ▶ Different culture workers
 - ▶ Low level of compliance
 - ▶ Trained officials
 - ▶ Certified person in companies/agencies
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Thank you

