



ANNUAL REPORT

(JULY 2020- JUNE 2021)

**DEPARTMENT OF LABOUR
MINISTRY OF LABOUR AND HUMAN RESOURCES**

Prepared by
Labour Protection Division
Department of Labour

Foreword

Since I joined the Department of Labour (DoL) in March 2021, I have observed the staff (HQ and Regional Offices) putting in so much effort to fulfil our functions and responsibilities in line with our mandates. DOL's core mandates, among others, include, creating enabling working conditions in the private and corporate sector, strengthening safety culture at the workplaces, improving dispute prevention and settlement mechanisms, and improving the management of foreign workers.

This report showcases the results achieved by DoL and ROs in the fiscal year 2020-21. It is clear from the statistics that despite the covid-19 disruption of certain labour activities, the extra effort by our staff and effective coordination between DOL and ROs have led to satisfactory performances according to the APA targets. Besides, the report also shows that our staff had undertaken numerous ad hoc activities, which often gets unaccounted for but consumes most of their time.

The team of three: Chimi Wangmo, Choki Lhamo and Sonam Geley Dorjee from the Labour Protection Division had compiled this report. I convey my appreciation to them for their effort. I also acknowledge the support from other divisions and regional offices in shaping this report, mainly by sharing their administrative data.

Lham Dorji

Director

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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 2020-2021, a total of only 988 workplaces were visited. The highest coverage was in the Hotel and Restaurant sector with 27.8 % followed by Manufacturing sector with 20.7%. Compared to the fiscal year 2019-2020, there is a decrease of 44.6% 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 40 Improvement Notices were issued to those enterprises not complying with the labour legislation and 4 Penalty Memos were issued for the same. The majority of Improvement Notices were issued to the Service Sector (45%) followed by the Manufacturing Sector (15%) and then the Hotel and Restaurants and Construction Sector (10%). The Improvement Notices were mainly issued for non-compliance on the provision of “Provident Fund, Working Hours, Leave and Rest Period, Public Holidays” (67.5%) followed by “No Wage Record/Non-payment of Wages” (17.5%). Compared to the fiscal year 2019-2020, there is a decrease of 83.3% in Improvement Notices issued and a decrease of 89.7% 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 566 participants on the Labour and Employment Act 2007 with the objective to gain compliance with the provision of the Act and its Regulations. Due to the Covid pandemic, there is a decrease of 73.2% (1549) from the previous year 2019-2020.

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 24 workplace accidents were reported to the Department of Labour in the fiscal year 2020-2021 compared to 30 in the fiscal year 2019-2020. Of the total 24 reported, fatal accidents comprise 70.8% of which 82.4% were from the Construction Industry. The remaining 7-workplace injuries only required first aid treatment. Considering sectors, the construction sector contributed to 62.5% of workplace accidents followed by the manufacturing industry (21%). The major cause of accidents found for the fiscal year 2020-2021 was trapped by something collapsing or overturning at 41.7% followed by contact with/by moving machinery at 25%.

During the fiscal year 2020-2021, 4 enterprises constituted a safety and Health committee in their enterprises bringing the total of enterprises with safety and health committees to 116. Of the new safety committees constituted, the majority was from the construction sector (50%).

Furthermore, as of FY 2020-2021, there are total of 112 enterprises with developed and declared OHS Policy Statements for their enterprises showing their commitment to safety and health at their workplace.

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 and 2020-2021 could not be carried out due to Covid19 pandemic.

Labour Relation

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 340 labour disputes in the fiscal year 2020-2021 of which 204 were resolved successfully. 51.2% of labour disputes were from the Construction Sector, followed by 21.8% from the Service Sector and 11.8% from the Hotels and Restaurants. Thimphu alone received 85.4% of the disputes followed by Phuentsholing with 5.6%. From the total labour disputes received, 60% were successfully resolved by the Department and Regional offices and 32.9% of the cases were forwarded to the Royal Court of Justice.

The majority of the disputes were due to non-payment of wages by the employers (73.2%) followed by non-payment of benefits such as PF, GIS, allowance and Gratuity (7.1%).

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 2020-2021 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 988 workplaces were visited during the FY 2020 -2021, which is a decrease of 44.6% in overall inspections compared to FY 2019- 2020. The details are shown in Table 1.

Table 1: Number of Inspection by Region

Region	Types of Inspection			
	Routine ¹	Follow Up ²	Special ³	Grand Total
Gelephu	301	0	0	301
Phuentsholing	108	3	7	118
Samdrup Jongkhar	323	24	0	347
Trashigang	208	13	1	222
Thimphu	0	0	0	0
Grand Total	940	40	8	988

Table 2: Number of Inspection by Region in two Fiscal Year

Region	2019-2020				2020-2021			
	Routine	Follow Up	Special	Grand Total	Routine	Follow Up	Special	Grand Total
Gelephu	102	18	0	120	301	0	0	301
Phuentsholing	487	12	10	509	108	3	7	118
Samdrup Jongkhar	324	93	0	417	323	24	0	347
Trashigang	115	12	1	128	208	13	1	222
Thimphu	548	51	9	608	0	0	0	0
Grand Total	1576	186	20	1782	940	40	8	988

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.

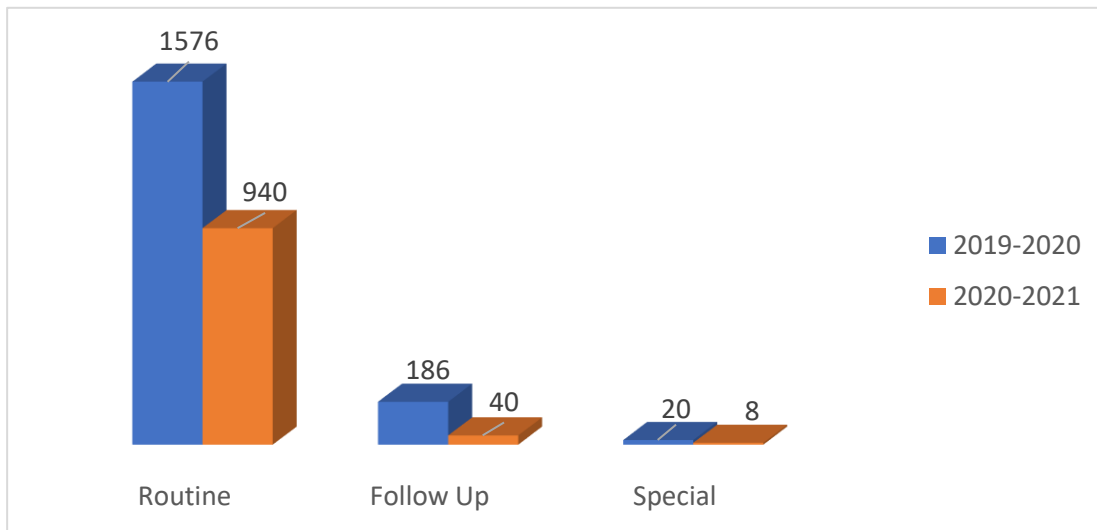


Figure 1 – Types of Inspection in two Fiscal years

1.1.2. Major Sector

In the fiscal year 2020-2021, the majority of inspections covered the Service Sector (22.1%) and Wholesale and Retail trade (19.7%) sectors.

Table 3: Number of Inspection by Major Sector

Major Sector	Routine	Follow up	Special	Grand Total
Agriculture Livestock Forestry and Fishing	5	0	0	5
Construction	82	11	5	98
Electricity and Water Supply	2	0	0	2
Entertainment	0	0	0	0
Finance Insurance and Real Estate	2	1	0	3
Health and Education	14	0	0	14
Hotels and Restaurants	268	7	0	275
Manufacturing	198	6	1	205
Mining and Quarry	10	1	0	11
Public administration	0	0	0	0
Services	183	6	2	191
Transport Storage and Communications	8	5	0	13
Wholesale and Retail Trade	168	3	0	171
Grand Total	940	40	8	988

Table 4: Number of Inspection by Major Sector in two Fiscal Year

Major Sector	2019-2020				2020-2021			
	Routine	Follow up	Special	Grand Total	Routine	Follow up	Special	Grand Total
Agriculture Livestock Forestry and Fishing	2	0	0	2	5	0	0	5
Construction	239	15	3	257	82	11	5	98
Electricity and Water Supply	12	1	0	13	2	0	0	2
Entertainment	85	12	0	97	0	0	0	0
Finance, Insurance and Real Estate	18	0	0	18	2	1	0	3
Health and Education	14	7	1	22	14	0	0	14
Hotels and Restaurants	274	33	3	310	268	7	0	275
Manufacturing	233	28	7	268	198	6	1	205
Mining and Quarry	20	2	1	23	10	1	0	11
Public administration	8	8	0	16	0	0	0	0
Services	340	49	5	394	183	6	2	191
Transport, Storage and Communications	17	5	0	22	8	5	0	13
Wholesale and Retail Trade	314	26	0	340	168	3	0	171
Grand Total	1576	186	20	1782	940	40	8	988

1.1.3. Dzongkhag

Table 5: Inspections by Dzongkhag

Dzongkhag	Routine	Follow up	Special	Grand Total
Bumthang	49	0	0	49
Chhukha	108	3	7	118
Dagana	32	0	0	32
Gasa	0	0	0	0
Haa	0	0	0	0
Lhuentse	14	0	1	15
Mongar	60	3	0	63
Paro	0	0	0	0
Pemagatshel	74	10	0	84
Punakha	0	0	0	0
Samdrup Jongkhar	249	14	0	263
Samtse	0	0	0	0
Sarpang	163	0	0	163
Thimphu	0	0	0	0
Trashigang	99	10	0	109
Trongsa	15	0	0	15
Tsirang	28	0	0	28
Wangdue Phodrang	0	0	0	0
Zhemgang	14	0	0	14
Grand Total	940	40	8	988

Table 6: Inspections in two FY by Dzongkhag

Dzongkhag	2019-2020				2020-2021			
	Routine	Follow up	Special	Grand Total	Routine	Follow up	Special	Grand Total
Bumthang	41	18	0	59	49	0	0	49
Chhukha	426	12	10	448	108	3	7	118
Dagana	6	0	0	6	32	0	0	32
Gasa	1	1	0	2	0	0	0	0
Haa	1	0	0	1	0	0	0	0
Lhuentse	11	2	0	13	14	0	1	15
Mongar	48	5	0	53	60	3	0	63
Paro	13	1	0	14	0	0	0	0
Pemagatshel	92	43	0	135	74	10	0	84
Punakha	130	15	1	146	0	0	0	0
Samdrup Jongkhar	234	50	0	284	249	14	0	263
Samtse	69	0	0	69	0	0	0	0
Sarpang	51	0	0	51	163	0	0	163
Thimphu	261	5	7	273	0	0	0	0
Trashigang	43	5	0	48	99	10	0	109
Trongsa	5	0	0	5	15	0	0	15
Tsirang	4	0	0	4	28	0	0	28
Wangdue Phodrang	123	29	1	153	0	0	0	0
Zhemgang	2	0	0	2	14	0	0	14
Grand Total	1576	186	20	1782	940	40	8	988

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	37	17	54	0	0	0	0	0	0	54
Construction	756	156	912	449	50	499	348	0	348	1411
Electricity and Water Supply	0	0	0	0	0	0	0	0	0	0
Entertainment	0	0	0	0	0	0	0	0	0	0
Finance, Insurance and Real Estate	0	0	0	0	0	0	0	0	0	0
Health and Education	37	27	64	1	0	1	1	1	2	65
Hotels and Restaurants	174	91	265	6	4	10	59	7	66	275
Manufacturing	2551	927	3478	70	216	286	0	0	0	3764
Mining and Quarry	161	0	161	0	0	0	0	0	0	161
Public administration	0	0	0	0	0	0	0	0	0	0
Services	359	79	438	15	5	20	141	5	146	458
Transport, Storage and Communications	50		50	100	0	100	17	0	17	150
Wholesale and Retail Trade	70	56	126	113	32	145	66	0	66	271
Grand Total	4195	1353	5548	754	307	1061	632	13	645	6609

1.2. Notices

A total of 40 Improvement Notices and 4 Penalty Memos were issued in the fiscal year 2020-2021. There is a decrease of 83.3% in Improvement Notices issued and also a decrease of 89.7% in Penalty Memos issued compared to fiscal year 2019-2020.

Table 8: Number of Improvement Notice and Penalty Memo issued by Region

Region	Improvement Notices	Penalty Memo
Gelephu	1	1
Phuentsholing	2	2
Samdrup Jongkhar	24	1
Trashigang	13	0
Thimphu	0	0
Grand Total	40	4

Table 9: Number of Improvement Notice and Penalty Memo issued in two Fiscal Year

Region	2019-2020		2020-2021	
	Improvement Notices	Penalty Memo	Improvement Notices	Penalty Memo
Gelephu	26	1	1	1
Phuentsholing	32	25	2	2
Samdrup Jongkhar	93	11	24	1
Trashigang	12	0	13	0
Thimphu	76	2	0	0
Grand Total	239	39	40	4

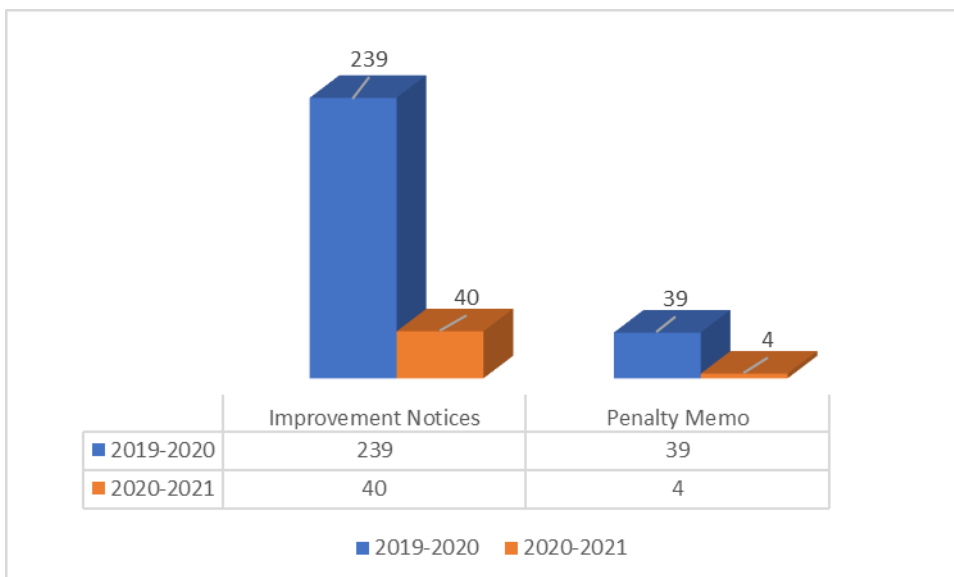


Figure 2 - Improvement Notice and Penalty Memo issued in two Fiscal Years

Table 10: Number of Improvement Notice and Penalty Memo issued by Major Sector

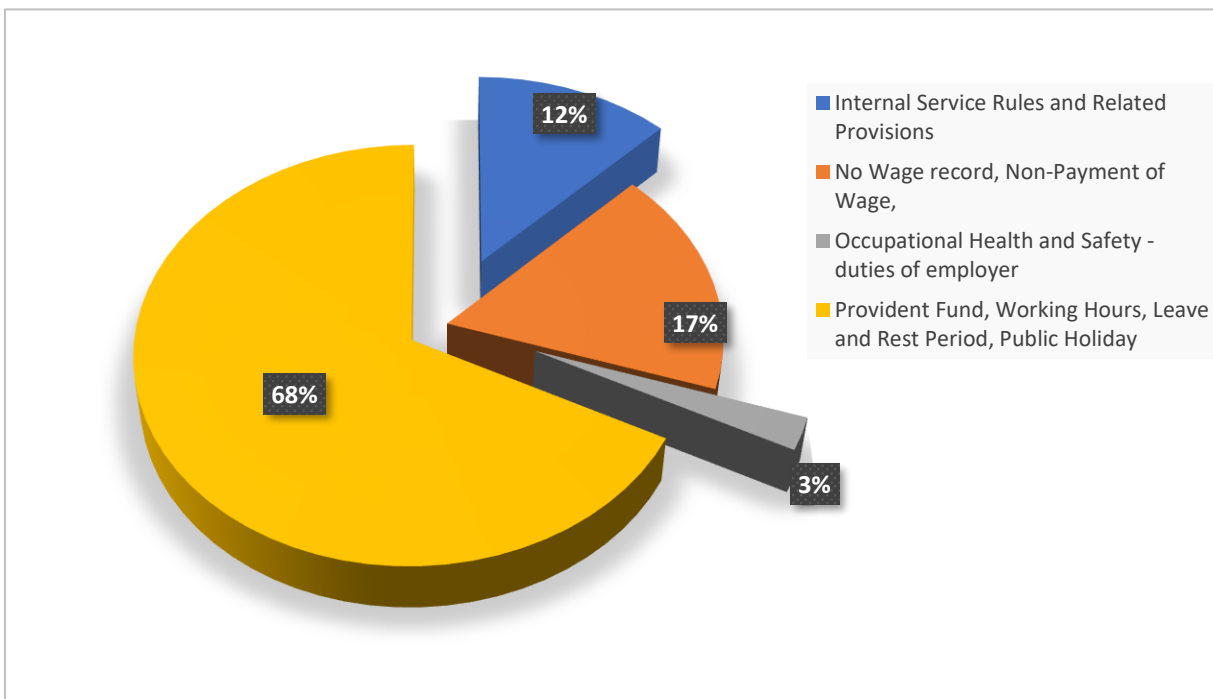
Major Sector	Improvement Notices	Penalty Memo
Agriculture, Livestock, Forestry and Fishing	1	0
Construction	4	0
Electricity and Water Supply	0	0
Entertainment	0	0
Finance, Insurance and Real Estate	1	1
Health and Education	1	1
Hotels and Restaurants	4	0
Manufacturing	6	2
Mining and Quarry	0	0
Public administration	0	0
Services	18	0
Transport, Storage and Communications	2	0
Wholesale and Retail Trade	3	0
Grand Total	40	4

Table 11: Number of Improvement Notice and Penalty Memo issued by Dzongkhag

Dzongkhag	Improvement Notices	Penalty Memo
Bumthang	0	0
Chhukha	2	2
Dagana	0	0
Gasa	0	0
Haa	0	0
Lhuentse	0	0
Mongar	3	0
Paro	0	0
Pemagatshel	9	0
Punakha	0	0
Samdrup Jongkhar	15	1
Samtse	0	0
Sarpang	1	1
Thimphu	0	0
Trashigang	9	0
Trongsa	0	0
Tsirang	0	0
Wangdue Phodrang	0	0
Zhemgang	0	0
Grand Total	40	4

Table 12: Number of Improvement Notice issued by Contravening Section

Infringement	Number	Percentage
Internal Service Rules and Related Provisions	5	12.5%
No Wage record, Non-Payment of Wage,	7	17.5%
Occupational Health and Safety - duties of employer	1	2.5%
Provident Fund, Working Hours, Leave and Rest Period, Public Holiday	27	67.5%
Grand Total	40	100

**Figure 3 - Improvement Notice issued by infringement**

1.3. Working conditions

This section presents information on working conditions collected during the Inspection visits. The information will cover only those enterprises visited during the fiscal year 2020-2021.

1.3.1. Internal Service Rules

Table 13: Number of Enterprise who are required to have ISR by Major Sector

Major Sector	Enterprises who have ISR	Endorsed by CLA
Agriculture, Livestock, Forestry and Fishing	3	3
Construction	28	26
Electricity and Water Supply	0	0
Entertainment	2	0
Finance, Insurance and Real Estate	2	2

Major Sector	Enterprises who have ISR	Endorsed by CLA
Health and Education	27	19
Hotels and Restaurants	23	14
Manufacturing	71	64
Mining and Quarry	9	2
Public administration	0	0
Services	65	36
Transport, Storage and Communications	8	5
Wholesale and Retail Trade	24	24
Grand Total	262	195

Table 14: Number of Enterprise who are required to have ISR by Region

Region	Enterprise who have ISR	Endorsed by CLA
Gelephu	60	60
Phuentsholing	54	53
Samdrup Jongkhar	63	0
Trashigang	3	3
Thimphu	17	66
Grand Total	197	182

1.3.2. Provident Fund contribution

Table 15: Number of Enterprises found having Provident Fund during inspection by Major Sector

Major sector	PF Scheme	
	Number	Percentage
Agriculture, Livestock, Forestry and Fishing	2	0.9%
Construction	40	17.1%
Electricity and Water Supply	2	0.9%
Entertainment	3	1.3%
Finance, Insurance and Real Estate	1	0.4%
Health and Education	7	3.0%
Hotels and Restaurants	11	4.7%
Manufacturing	71	30.3%
Mining and Quarry	1	0.4%
Public administration	0	0.0%
Services	74	31.6%
Transport, Storage and Communications	5	2.1%
Wholesale and Retail Trade	17	7.3%
Grand Total	234	100%

Table 16: Number of Enterprise found having 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	4	3	3	3	3
Construction	21	18	38	35	38
Electricity and Water Supply	2	2	2	2	2
Entertainment	3	1	3	1	1
Finance, Insurance and Real Estate	1	1	1	1	1
Health and Education	8	8	13	11	13
Hotels and Restaurants	28	79	79	79	79
Manufacturing	101	111	117	111	113
Mining and Quarry	7	7	7	7	7
Public administration	0	0	0	0	0
Services	119	87	88	87	129
Transport, Storage and Communications	5	5	5	5	5
Wholesale and Retail Trade	30	31	50	32	33
Grand Total	329	353	406	374	424

Table 17: Number of Enterprise found having Provident Fund during inspection by Region

Region	With PF Scheme	
	Number	Percentage
Gelephu	59	25.2%
Phuentsholing	39	16.7%
Samdrup Jongkhar	99	42.3%
Trashigang	37	15.8%
Thimphu	0	0.0%
Grand Total	234	100%

Table 18: Number of enterprises with proper wage record and unlawful deduction

Major Sector	Maintained Proper Wage Record	Unlawful deduction
Agriculture, Livestock, Forestry and Fishing	4	0
Construction	61	0
Electricity and Water Supply	2	0
Entertainment	3	0
Finance, Insurance and Real Estate	2	0
Health and Education	14	0
Hotels and Restaurants	145	0
Manufacturing	139	0
Mining and Quarry	5	0
Public administration	0	0
Services	142	0

Major Sector	Maintained Proper Wage Record	Unlawful deduction
Transport, Storage and Communications	7	0
Wholesale and Retail Trade	58	0
Grand Total	582	0

1.4. Provident Fund as per Financial Institutes

Table 19: Number of Enterprises with PF by Sector

Major Sector	Enterprise Participated in PF	
	Number	Percentage
Agriculture, Livestock, Forestry and Fishing	29	1.3%
Construction	261	11.3%
Electricity and Water Supply	76	3.3%
Entertainment	34	1.5%
Finance, Insurance and Real Estate	68	2.9%
Health and education	143	6.2%
Hotels and Restaurants	293	12.7%
Manufacturing	215	9.3%
Mining and Quarrying	18	0.8%
Public Administration	222	9.6%
Services	637	27.6%
Transport, Storage and Communications	82	3.6%
Wholesale and Retail Trade	231	10%
Grand Total	2309	100.0%

Table 20: Number of Employees with PF by Financial Institutions

Financial Institute	Member Participation in PF		
	Active	Non-Active	Grand Total
Bhutan Insurance Ltd	2,391	2,171	4,562
National Pension and Provident Fund	9,265	7,408	16,673
Royal Insurance Corporation of Bhutan	7,052	22,762	29,814
Grand Total	18,708	32,341	51,049

CHAPTER 2

OCCUPATIONAL HEALTH AND SAFETY

2.1. Workplace Accident

The workplace accidents reported to the Department of Labour in the FY 2020-2021 was 24. Fatal accidents comprised 70.8% of the total accidents reported, of which 82.4% were from the Construction Industry. The Manufacturing Sector contributed to 20.8% of total reported workplace accidents.

In the FY 2020-2021, there was decrease of 20% in workplace accidents reported when compare to FY 2019-2020. Phuentsholing region has 77% decrease in workplace accidents reported followed by Gelephu region (- 43%).

The major cause of accidents was found to be “*Trapped by something collapsing or overturning*” at 41.7% followed by “*Contact with/by moving machinery*” at 25% and contact with electricity or electrical discharge at 16.7% for the fiscal year 2020-2021.

Table 21: Workplace Accident by Region

Region	Fatal	Injury	Grand Total
Gelephu	2	2	4
Phuentsholing	2	1	3
Samdrup Jongkhar	1	3	4
Thimphu	10	1	11
Trashigang	2	0	2
Grand Total	17	7	24

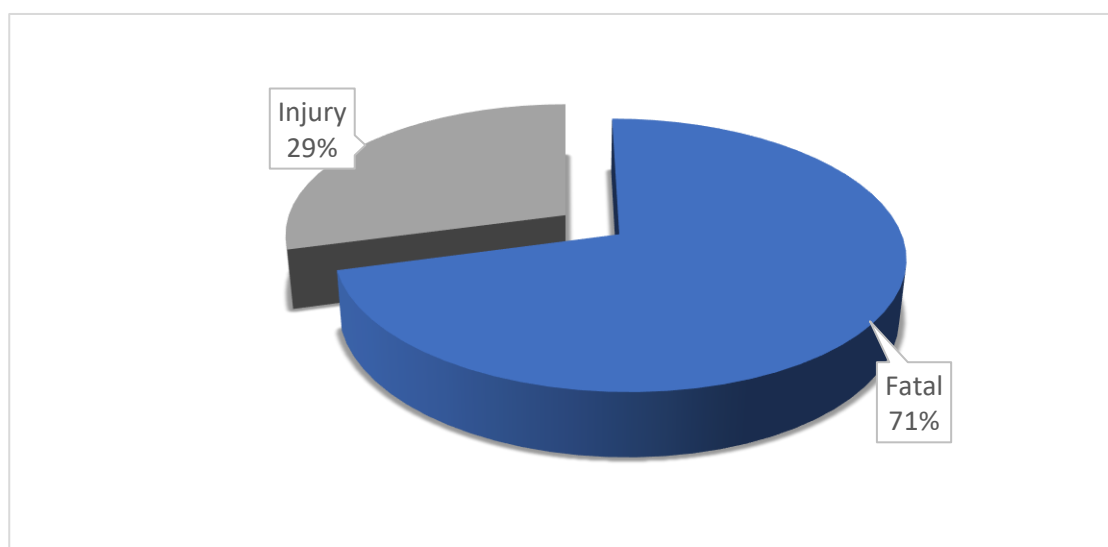
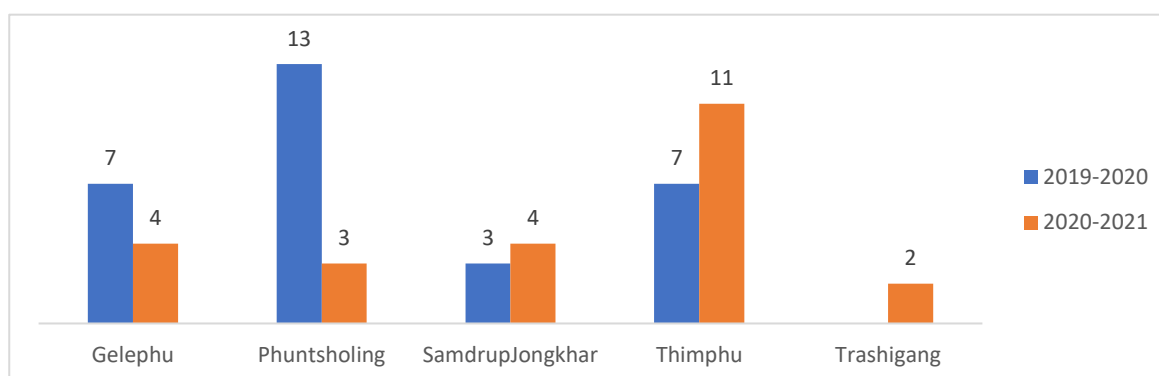


Figure 4 – Types of Workplace Accident

Table 22 – Workplace Accidents by Region in two FY

Region	2019-2020	2020-2021	Increase/ decrease in workplace accident
Gelephu	7	4	-43%
Phuentsholing	13	3	-77%
Samdrup Jongkhar	3	4	33%
Thimphu	7	11	57%
Trashigang	0	2	NA
Grand Total	30	24	-20%

**Figure 5 – Workplace Accidents by Region in two FY****Table 23: Workplace Accident by Major Sector**

Major Sector	Fatal		Injury		Grand Total	
	N	%	N	%	N	%
Agriculture, Livestock, Forestry and Fishing	0	0.0%	0	0%	0	0.0%
Construction	14	82.4%	1	14.3%	15	62.5%
Electricity and Water Supply	1	6%	1	14.3%	2	8%
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	6%	4	57.1%	5	20.8%
Mining and Quarrying	1	6%	0	0%	1	4%
Public Administration	0	0%	0	0%	0	0%
Services	0	0%	1	14.3%	1	4%
Transport, Storage and Communications	0	0%	0	0%	0	0%
Wholesale and Retail Trade	0	0%	0	0%	0	0%
Grand Total	17	100	7	100	24	100

*N: Number

Table 24: Workplace accident by Major Cause

Major Cause	Fatal	Injury	Grand Total
Contact with electricity or electrical discharge	3	1	4
Contact with/by moving machinery	1	5	6
Falls from height	2	0	2
Hit or Runover or crush by heavy Machineries or Vehicles	0	1	1
Slips and trips	0	0	0
Struck by moving (and flying / falling) object	0	0	0
Trapped by something collapsing or overturning	10	0	10
Gas poisoning	1	0	1
Grand Total	17	7	24

Table 25: Number of Workplace accident by Major Sector in two FY

Major Sector	2019-2020			2020-2021		
	Fatal	Injury	Total	Fatal	Injury	Total
Agriculture, Livestock, Forestry and Fishing	1	0	1	0	0	0
Construction	6	5	11	14	1	15
Electricity and Water Supply	0	0	0	1	1	2
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	18	18	1	4	5
Mining and Quarrying	0	0	0	1	0	1
Public Administration	0	0	0	0	0	0
Services	0	0	0	0	1	1
Transport, Storage and Communications	0	0	0	0	0	0
Wholesale and Retail Trade	0	0	0	0	0	0
Grand Total	7	23	30	17	7	24

Table 26: Types of Injury by Region

Region	First Aid treatment ⁴	Temporary Partial Disability ⁵	Total Permanent Disabilities ⁶	Grand Total
Gelephu	1	1	0	2
Phuentsholing	1	0	0	1
Samdrup Jongkhar	5	5	0	10
Thimphu	0	1	0	1
Trashigang	2	0	0	2
Grand Total	9	7	0	16

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

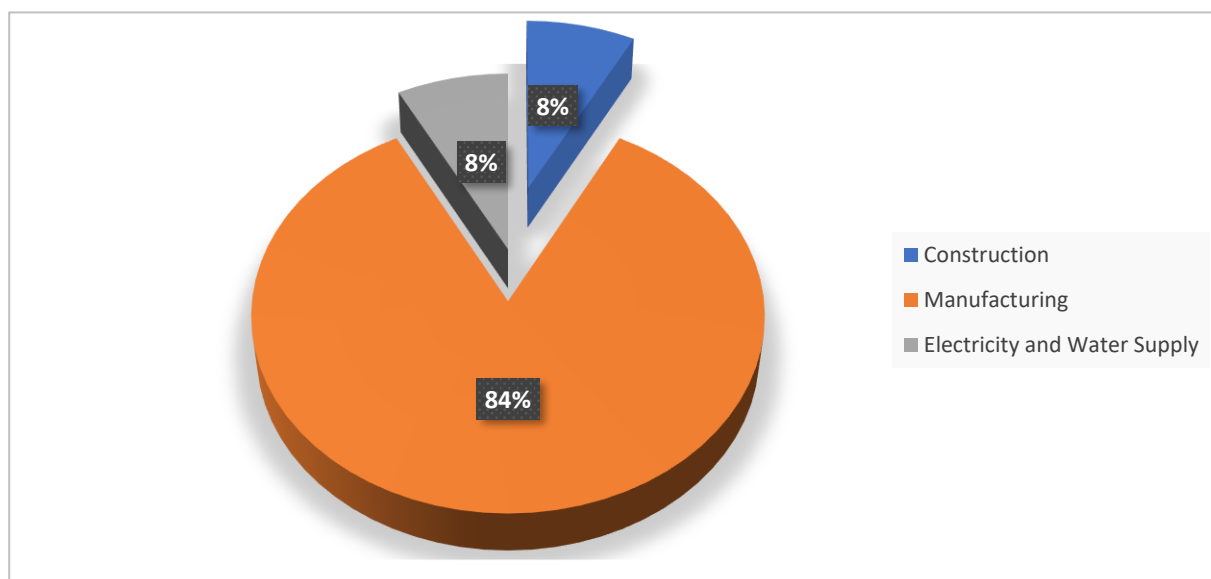
⁵Temporary Partial Disability means a condition where an injured employee's capacity is impaired for a time, but he or she is able to continue working at reduced efficient or temporarily cannot perform his or her normal task, but is expected to fully recover.

⁶Total Permanent Disabilities – due to injury caused by work accident 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 27: Types of Injury by Major Sector

Major Sector	First Aid treatment	Temporary Partial Disability	Total Permanent Disabilities	Grand Total
Construction	0	1	0	1
Electricity and Water Supply	0	1	0	1
Manufacturing	6	5	0	11
Grand Total	6	7	0	13

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

**Figure 6 - Types of Injury by Major Sector**

2.2. Occupational Health and Safety Committee

In the FY 2020-2021, only 4 enterprises have constituted Safety Committees and are located in the Gelephu and Thimphu region where 2 enterprises were from construction sector and 1 each from Electricity and Water Supply sector and Service sector.

Table 28: New Safety Committee formed by Major Sector

Major Sector	Number	Percentage
Construction	2	50%
Electricity and Water Supply	1	25%
Service	1	25%
Grand Total	4	100%

Note: The new Safety Committee were formed in above three Major Sectors only.

Table 29: New Safety Committee formed by Region

Region	Number	Percentage
Gelephu	3	75%
Phuentsholing	0	0%
Samdrup Jongkhar	0	0%
Thimphu	1	25%
Trashigang	0	0%
Grand Total	4	100%

Table 30: List of new OHS committee established in the enterprises

Sl. No.	Name	Major Sector	Dzongkhag	Region
1	Sarpang Dzong Construction Project	Construction	Sarpang	Gelephu
2	Bhutan Telecom	Services	Sarpang	Gelephu
3	Construction Development Corporation Ltd	Construction	Sarpang	Gelephu
4	DGPCL	Electricity and Water Supply	Thimphu	Thimphu

Table 31: Total Number of Safety Committee as of FY 2020-2021 by Region

Region	Number	Percentage
Gelephu	14	12.1%
Phuentsholing	66	56.9%
Samdrup Jongkhar	9	7.7%
Thimphu	24	20.7%
Trashigang	3	2.6%
Grand Total	116	100%

Table 32: Number of Safety Committee as of FY 2020-2021 by Major Sector

Major Sector	Number	Percentage
Agriculture, Livestock, Forestry and Fishing	2	1.8%
Construction	19	16.4%
Electricity and Water Supply	8	6.9%
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	9	7.7%
Transport, Storage and Communications	0	0.0%
Wholesale and Retail Trade	0	0.0%
Grand Total	116	100%

2.3. Occupational Health and Safety Policy Statement

A total of 112 enterprises have developed OHS policy statement for their enterprises as of FY 2020-2021.

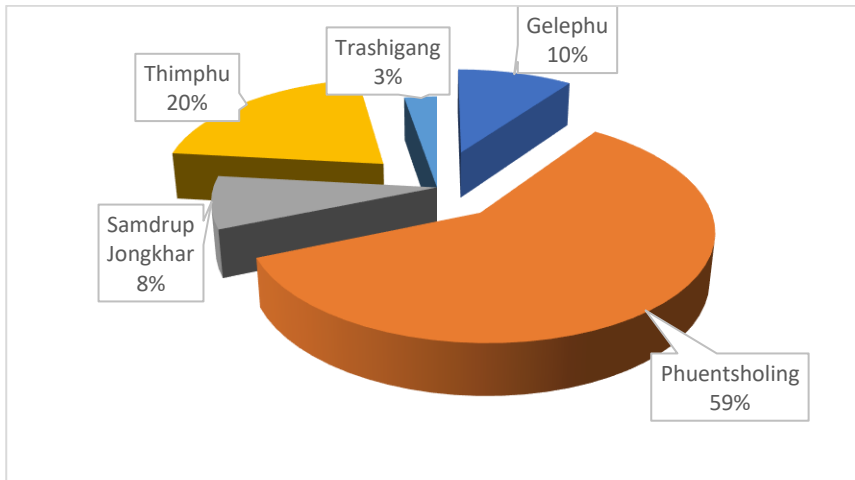


Figure 7: Enterprise developed OHS Policy Statement as of FY 2020-2021 by region

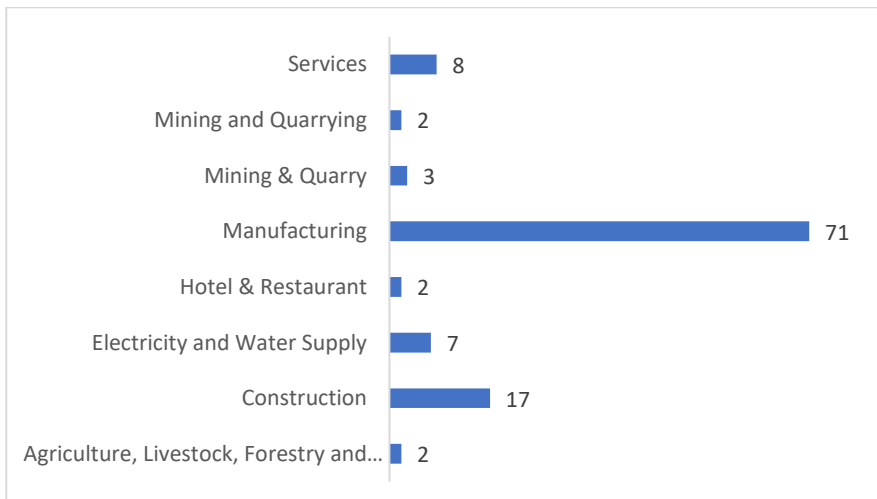


Figure 8: Enterprises developed OHS Policy Statement as of FY 2020-2021 by Major Sector

Table 33: List of Enterprise who have developed OHS Policy Statement as of FY 2020-2021

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	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	Sarpang	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

Sl. No.	Enterprise	Major sector	Dzongkhag	Region
37	Chhukha Hydropower Plant	Electricity and Water Supply	Chhukha	Phuentsholing
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 Green 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	Thimphu
52	Gammon India Ltd. PHEP-II	Construction	Wangdue	Thimphu
53	Green Wood Manufacturing Corp.	Manufacturing	Chhukha	Phuentsholing
54	Greener Way	Services	Thimphu	Thimphu
55	Hindustan Construction Company Ltd.	Construction	Wangdue	Thimphu
56	Hotel Druk	Hotel & Restaurant	Chhukha	Phuentsholing
57	Ice Beverages Pvt. Ltd.	Manufacturing	Samtse	Phuentsholing
58	Jaiprakask Associates Limited	Construction	Wangdue	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	Thimphu
69	Lhaki Cement	Manufacturing	Samtse	Phuentsholing
70	Lhaki Steel & Rolling Pvt. Ltd.	Manufacturing	Chhukha	Phuentsholing
71	Lhazey Preform & Closure	Manufacturing	Samtse	Phuentsholing
72	Lhazey Preform and Closure	Manufacturing	Samtse	Phuentsholing
73	M/s PES Engineering	Construction	Trongsa	Gelephu

Sl. No.	Enterprise	Major sector	Dzongkhag	Region
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	Thimphu
83	PHPA II	Construction	Wangdue	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 Kbhong 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 Coal mines)	Mining and Quarrying	Samdrup Jongkhar	Samdrup Jongkhar
100	State Trading Corporation Ltd. Phuentsholing	Services	Chhukha	Phuentsholing
101	Tala Hydropower Plant	Electricity and Water Supply	Chhukha	Phuentsholing

Sl. No.	Enterprise	Major sector	Dzongkhag	Region
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, Construction Industry had highest with 38.1%, followed by 35.9% from Service Industry and 13.6% from Manufacturing Industry. Region wise, Thimphu (426) had highest number of dispute cases registered followed by Phuentsholing (28).

Majority of the disputes registered were due to non-payment of wages by the employers (55.9%) followed by Absconded after taking advance money (12%) especially with the Foreign workers in 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 34: Number of Labour Dispute handled by Region

Region	2019-2020	2020-2021
Gelephu	16	30
Phuentsholing	28	13
Samdrup Jongkhar	14	7
Trashigang	15	8
Thimphu	426	282
Grand Total	499	340

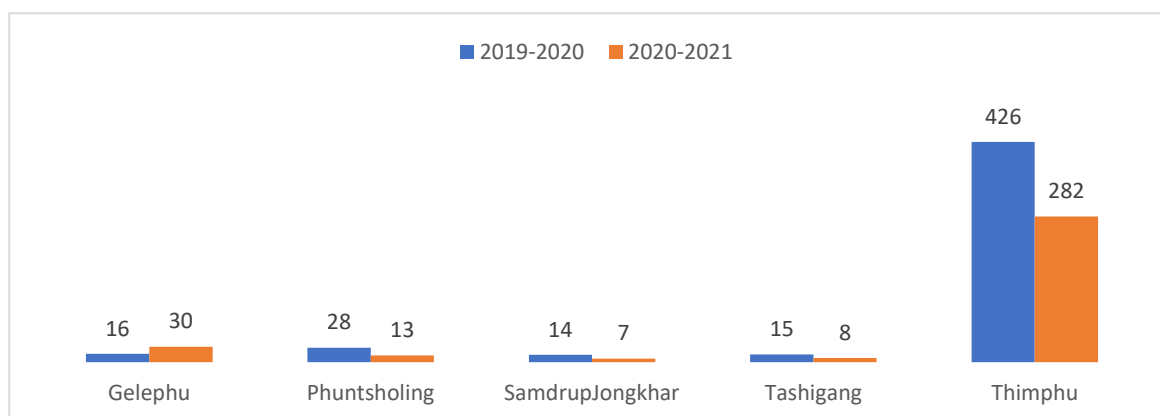


Figure 9: Number of Labour Dispute handled in FY 2020-2021 by Region

Table 35: Number of Labour Dispute handled by Major Sector

Major Sector	Number	Percentage
Agriculture/Livestock/Forestry/Fishing	0	0.0%
Construction	174	51.2%
Electricity and Water Supply	7	2.1%
Finance, Insurance, and Real State	4	1.2%
Health and Education	6	1.8%
Hotels and Restaurants	40	11.8%
Manufacturing	28	8.2%
Mining and Quarry	1	0.3%
Services	74	21.8%
Transport, Storage and Communications	5	1.5%
Wholesale and Retail Trade	1	0.3%
Grand Total	340	100%

Table 36: Number of Labour Dispute by Nature

Nature of Dispute	Number	Percentage
Absconded after taking advance	1	0.29%
Breach of agreement	6	1.76%
Discrimination	2	0.59%
Harassment at workplace	2	0.59%
Non-issuance of relieving order	4	1.18%
Non-payment of advance taken	1	0.29%
Non-payment of Benefits such as PF, GIS, allowance, and Gratuity	24	7.06%
Non-payment of service charges	10	2.94%
Non-payment of wage	249	73.24%
Non-payment of worker's compensation	14	4.12%
Recruitment procedure lapses	0	0.00%
Termination of contract without serving notice	16	4.71%
Others	11	3.24%
Grand Total	340	100%

Table 37: Number of Labour Dispute handled by region and status

Status	I	II	III	IV	V	Grand Total	
						Number	Percentage
Forwarded to Court	0	8	3	2	99	112	32.9%
Forwarded to HQ	1	2	1	0	0	4	1.2%
Forwarded to Regional Office	1	0	0	1	2	4	1.2%
Under Review	1	0	0	1	0	2	0.6%
Resolved	24	3	3	4	170	204	60%
Withdrawn	3	0	0	0	11	14	4.1%
Grand Total	30	13	7	8	282	340	100%

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

3.2. Internal Service Rules (ISR)

In the Fiscal Year 2020-2021, a total of 105 Internal Service Rules were received by the Department of Labour and the Regional Offices, of which 68 were reviewed and endorsed by the CLA and 19 ISR are still under review. Sector wise, 41 ISRs were submitted from the Service Industry, followed by 15 from the Health and Education Sector. Thimphu alone received 83 ISR, of which 52 were endorsed, followed by Phuentsholing where 10 ISR were received and 6 were endorsed.

Table 38: Number of ISR received, endorsed, Amendment and under process by Region

Region	Amendments	Endorsed	Under process/ review	Grand Total
Gelephu	1	6	0	7
Phuentsholing	2	6	2	10
Samdrup Jongkhar	1	1	0	2
Trashigang	0	3	0	3
Thimphu	14	52	17	83
Grand Total	18	68	19	105

Table 39: ISR received, amended, endorsed and under process by Major Sector

Major Sector	Endorsed	Under process or review	Grand Total
Agriculture/Livestock/Forestry/Fishing	3	0	3
Construction	4	2	6
Electricity and Water Supply	0	0	0
Entertainment	0	0	0
Finance/ Insurance/ Real Estate	2	0	2
Health and Education	13	2	15
Hotels and Restaurants	10	4	14
Manufacturing	8	1	9
Mining and Quarry	1	0	1
Services	31	10	41
Transport, Storage and Communications	5	0	5
Wholesale and Retail Trade	9	0	9
Grand Total	86	19	105

Table 40: ISR in two FY by region and status

Region	2019-2020				2020-2021			
	Amendments	Endorsed	Under process/ review	Grand Total	Amendments	Endorsed	Under process/ review	Grand Total
Gelephu	0	14	3	17	1	6	0	7
Phuentsholing	3	20	4	27	2	6	2	10
Samdrup Jongkhar	0	3	0	3	1	1	0	2
Trashigang	0	5	0	5	0	3	0	3
Thimphu	0	109	67	176	14	52	17	83
Grand Total	3	151	74	228	18	68	19	105

Table 41: Number of ISR received, endorsed, Amendment and under process by Dzongkhag

Dzongkhag	Endorsed	Under process/ review	Grand Total
Bumthang	0	0	0
Chhukha	7	2	9
Haa	1	0	1
Lhuentse	0	0	0
Mongar	1	0	1
Paro	9	3	12
Pemagatshel	0	0	0
Punakha	6	0	6
Samdrup Jongkhar	2	0	2
Samtse	1	0	1
Sarpang	7	0	7
Thimphu	51	12	63
Trashigang	2	0	2
Trongsa	0	0	0
Tsirang	0	0	0
Wangdue	1	0	1
Grand Total	88	17	105

CHAPTER 4

FOREIGN WORKERS

4.1. Foreign workers

A total of 18688 foreign workers were issued work permits as of June 2021. Majority of foreign workers were approved for craft and related trade occupations. By nationality, Indian workers represent the majority compared to other nationalities. Thimphu Dzongkhag had the highest number of foreign workers compared to other Dzongkhags.

Table 42: Foreign workers approved by Major Occupation and Nationality

Major Occupation	Indian	Others	Grand Total
Clerical support workers	1	0	1
Craft and related trade workers	15836	30	15866
Elementary Occupation	1080	0	1080
Managers (Professionals)	82	47	129
Plant and machine operators and assemblers	596	10	606
Professionals	692	58	750
Service and sales workers	36	1	37
Skilled Agricultural, Forestry and Fishery workers	19	0	19
Technicians and Associate Professionals	167	33	200
Grand Total	18509	179	18688

Table 43: Foreign workers approved in Hydropower and Non-hydropower Sector

Major Occupation	Hydropower	Non-Hydropower	Grand Total
Clerical support workers	0	1	1
Craft and related trade workers	11613	4253	15866
Elementary Occupation	1068	12	1080
Managers (Professionals)	94	35	129
Plant and machine operators and assemblers	331	275	606
Professionals	576	174	750
Service and sales workers	18	19	37
Skilled Agricultural, Forestry and Fishery workers	19	0	19
Technicians and Associate Professionals	102	98	200
Grand Total	13821	4867	18688

4.1.1. Country of origin

Table 44: Foreign workers approved by Nationality

Country	Total
American Samoa	1
Armenia	12
Australia	2
Austria	1
Bangladesh	10
Belgium	1
Canada	4
China	16
Czech Republic	2
Finland	1
Germany	15
Gibraltar	1
Greece	7
Iceland	9
India	18509
Indonesia	1
Iran	2
Israel	1
Italy	2
Ivory Coast	1
Japan	18
Myanmar	2
Namibia	1
Nepal	10
Netherlands	1
Philippines	7
Portugal	4
Romania	1
Singapore	7
South Korea	8
Sri Lanka	4
Sweden	2
Switzerland	3
Thailand	4
Turkey	4
U.S. Virgin Islands	2
United Kingdom	3
United States	9
Grand Total	18688

4.1.2. Major Occupations

Table 45: Foreign workers approved by Major Occupation

Major Occupations	Indian	Others	Grand Total
Administrative and Commercial Managers	19	10	29
Agriculture and Forest Professionals	2	1	3
Assemblers	37	0	37
Building and related trade workers	13957	18	13975
Business and administration associate professionals	101	21	122
Business and administration professionals	8	2	10
Chief executives, senior officials and legislators	27	22	49
Cleaner and Helper	4	0	4
Drivers and mobile plant operator	368	10	378
Handicraft and printing workers	2	0	2
Health Professionals	1	3	4
Hospitality, Retail and Other Service Manager	2	0	2
Information and Communication Technology associate professionals	5	5	10
Information and Communications Technology Professional	25	6	31
Legal, social, cultural associate professionals	0	5	5
Manual Workers	1075	0	1075
Market-oriented skilled forestry, fishery and hunting workers	19	0	19
Metal, machinery and related trade workers	1877	12	1889
Numerical and material recording clerks	1	0	1
Personal Service Worker	36	1	37
Physical and Social Science Professionals	0	20	20
Process Control Technicians	2	1	3
Production and Specialized Service Manager	34	15	49
Science and engineering associate professionals	59	1	60
Science and Engineering Professionals	176	14	190
Stationary plants and machine operators	191	0	191
Street and related services worker	1	0	1
Teaching Professionals	462	30	492
Grand Total	18491	197	18688

CHAPTER 5

AWARENESS, TRAINING PROGRAM AND OTHER ACTIVITIES

5.1 Awareness and Training Program

The Department of Labour and Regional offices provided awareness program on Labour and Employment Act 2007 to 566 participants, and awareness on OHS for 569 participants. A total of 10 workers were trained on OHS.

Table 46: Types of Program Conducted with number of participants in two FY

Types of Program	No. of Participants	
	2019-2020	2020-2021
Awareness on LEA 2007	2115	566
Awareness on OHS	1132	569
Awareness on Provident Fund	128	0
Industrial First aid	483	0
Basic OHS training	326	0
Training on OHS	83	10
Grand Total	4267	1145

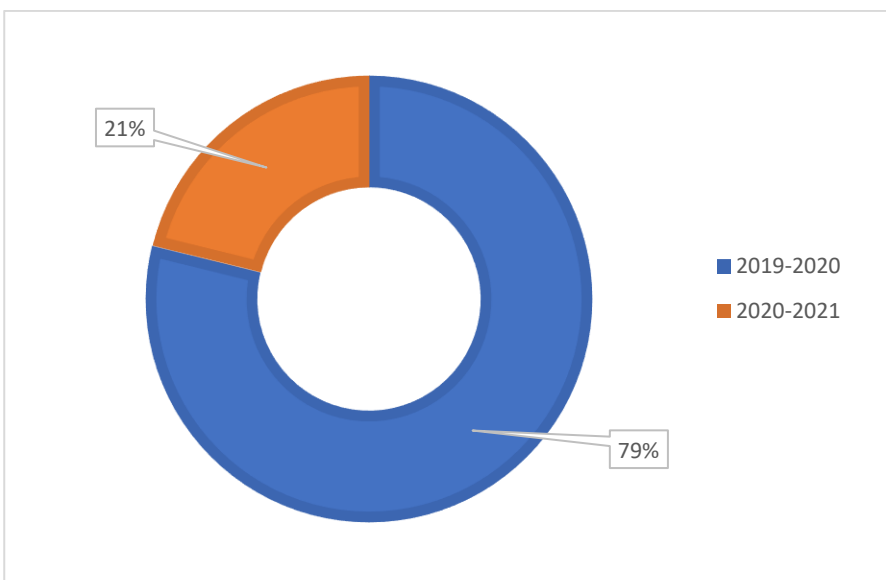


Figure 10: Number of participants in two FY

Table 47: Types of Program conducted by region

Region	Awareness on LEA 2007	Awareness on OHS	Training on OHS	Grand Total
Gelephu	0	4	0	4
Phuentsholing	1	1	0	2
Samdrup Jongkhar	1	0	0	1
Thimphu	0	2	1	3
Trashigang	0	0	0	0
Grand Total	2	7	1	10

Table 48: Number of Participant attended the programs by Region

Region	Awareness on LEA 2007	Awareness on OHS	Training on OHS	Grand Total
Gelephu	0	393	0	393
Phuentsholing	116	116	0	232
Samdrup Jongkhar	450	0	0	450
Thimphu	0	60	10	70
Trashigang	0	0	0	0
Grand Total	566	569	10	1145

Table 49: Number of types of Program conducted by Major Sector

Major Sector	Awareness on LEA 2007	Awareness on OHS	Training on OHS	Grand Total
Agriculture/Livestock/ Forestry/ Fishing	0	0	0	0
All Sector	0	0	0	0
Construction	1	4	1	6
Electricity and Water Supply	0	0	0	0
Entertainment	0	0	0	0
Finance/ Insurance/ Real Estate	0	0	0	0
Health and Education	1	1	0	2
Hotels and Restaurants	0	0	0	0
Manufacturing	1	1	0	2
Mining and Quarry	1	0	0	1
Public Administration	0	0	0	0
Services	1	1	0	2
Transport, Storage and Communications	0	0	0	0
Wholesale and Retail Trade	0	0	0	0
Grand Total	5	7	1	13

Table 50: Number of Participant attended the programs by Major Sector

Major Sector	Awareness on LEA 2007	Awareness on OHS	Training on OHS	Grand Total
Agriculture/ Livestock/ Forestry/ Fishing	0	0	0	0
All Sector	0	0	0	0
Construction	30	181	10	221
Electricity and Water Supply	0	0	0	0
Entertainment	0	0	0	0
Finance/ Insurance/ Real Estate	0	0	0	0
Health and Education	0	225	0	225
Hotels and Restaurants	20	0	0	20
Manufacturing	200	47	0	247
Mining and Quarry	150	0	0	150
Public Administration	0	0	0	0
Services	166	116	0	282
Transport, Storage and Communications	0	0	0	0
Wholesale and Retail Trade	0	0	0	0
Grand Total	566	569	10	1145

Table 51: Types of program by Dzongkhag

Dzongkhag	Awareness on LEA 2007	Awareness on OHS	Training on OHS	Grand Total
Bumthang	0	1	0	1
Chhukha	1	1	0	2
Dagana	0	0	0	0
Haa	0	0	0	0
Lhuentse	0	0	0	0
Mongar	0	0	0	0
Paro	0	0	0	0
Pemagatshel	0	0	0	0
Punakha	0	0	0	0
Samdrup Jongkhar	1	0	0	1
Samtse	0	0	0	0
Sarpang	0	3	0	3
Thimphu	0	2	1	3
Trashi Yangtse	0	0	0	0
Trashigang	0	0	0	0
Trongsa	0	0	0	0
Tsirang	0	0	0	0
Wangdue Phodrang	0	0	0	0
Grand Total	2	7	1	10

Table 52: Consultative meeting held with FWRA on foreign workers' Policies and Procedures

Region	Number	Percentage
Gelephu	1	14.29%
Phuentsholing	2	28.57%
Samdrup Jongkhar	2	28.57%
Thimphu	2	28.57%
Trashigang	0	0%
Grand Total	7	100

5.2. Shortcomings

Following are the challenges faced by the Department, which if addressed adequately, more can be achieved:

- 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 professional to conduct training and provide technical support for implementation and enforcement of OHS standards.
- c. The Labour Relation Division have seen an increase in the number of Labour Dispute registered with the Department however, there is shortage of human resources. The situation is further inflamed due to lack of competent person or without any legal background.

5.3. 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