



Department of Labour  
Ministry of Industry, Commerce & Employment

# OHS ASSESSMENT REPORT

2024

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## **INTRODUCTION**

Amidst Bhutan's rapid economic growth, the workplace landscape has seen significant evolution, presenting a myriad of challenges in terms of safety and health standards. In our compact workforce, the implications of occupational ailments and fatalities loom large, threatening not only individual well-being but also the nation's economic stability.

To address these pressing concerns, the Occupational Health and Safety Assessment program stands as a pivotal annual endeavour. Its overarching mission aligns seamlessly with the global Sustainable Development Goals, particularly those aimed at fostering secure work environments by 2030.

This program adopts a holistic approach, intertwining regulatory measures with educational endeavours. At its core, the assessment program promotes a culture that prioritises safety across industries and society. This entails not just addressing technical facets but also delving into behavioural and cultural dynamics influencing workplace norms. By ingraining a safety-centric mindset, the program endeavours to integrate safety considerations into both organisational frameworks and individual conduct.

An integral facet of this initiative involves encouraging the establishment of occupational health and safety committees within enterprises. These forums serve as invaluable platforms for fostering dialogue, pinpointing hazards, and implementing preemptive measures at the grassroots level. Through registration and subsequent evaluation, these committees are held accountable for spearheading occupational health and safety initiatives within their respective spheres.

Occupational Health and Safety (OHS) focuses primarily on protecting employees in the workplace from accidents, injuries, and exposure to harmful substances. While accidents can happen at any time, it is still the employer's responsibility to ensure that they take steps to reduce the risk of incidents and maintain a safe working environment. Prioritising OHS in the workplace has several key benefits, including:

- Reduced risk of accidents or injuries by identifying and mitigating hazards;
- Improved efficiency and productivity due to fewer employees missing work from illness or injury;
- Improved employee relations and morale (a safer work environment is a less stressful work environment);
- Reduced costs associated with accidents or injuries (healthcare and rehabilitation costs, losses in productivity, impact on employees' well-being);
- Lower workers' compensation claims.

It's no secret that all enterprises have safety hazards of some sort. The most important aspect of a good Occupational Health and Safety policy is identifying these hazards and ensuring that employees have the training, safety equipment, and other resources needed to work safely. Failure to implement effective policies and