Department of Labour
Ministry of Industry, Commerce & Employment

OHS ASSESSMENT REPORT

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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 or 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

precautions can lead to injuries, reduced productivity due to the absence or loss of skilled labour, workers' compensation claims, and possible penalties.

Workplace assessment on Occupational Health and Safety was initiated at the National Level in the year 2015. A total of 27 enterprises consisting of different sectors were assessed, of which 10 of them were recognized for having good OHS practice at their workplaces.

Every year, the department conducts OHS debriefing to the enterprises that have been assessed; however, we could not conduct assessment from 2019 due to the pandemic and resumed last year (2023) which was conducted in the months of March and April, 2023. There were 82 enterprises in total that were assessed, which is 2 fewer than in 2019. Although there are new OHS committees formed during the span of 4 years, there are more inactive or dissolved committees due to various reasons like restructuring of companies, completion of hydropower projects, etc. This year, the Department has conducted an assessment to 94 enterprises in various locations across the country.

METHODOLOGY

Sampling Design & Size

The sampling design involves two distinct components: one for assessing enterprises with Occupational Health and Safety (OHS) committees and another for surveying workers within those enterprises. For the assessment of enterprises with OHS committees, a census or complete enumeration approach was used, wherein all enterprises with such committees were included in the assessment. This method ensures that every relevant entity is accounted for, providing a comprehensive understanding of OHS practices within these workplaces. However, when it comes to surveying workers, a random sampling method was employed. This approach helps to ensure the representativeness of the sample and allows for generalisations to be made about the larger population of workers. The list of the enterprises/workplaces is outlined in Table 1.

Assessment Tool

The assessment tool used was a structured checklist designed according to the guidelines' specified parameters and criteria. This checklist allowed evaluators to systematically review various aspects of Occupational Health and Safety (OHS) within the workplaces. To streamline the assessment process and conserve resources, Google Forms served as the platform for assessment and data recording. This digital approach facilitated quick and accurate input of assessment data, saving both time and money.

The assessment methods included:

1. ***Document verification:*** Assessors carefully examined relevant documents, such as safety protocols and incident reports, to assess compliance with OHS standards.
2. ***Interviews:*** Structured interviews were conducted with key personnel, such as management and OHS committee members, to gather insights into OHS policies and their implementation.
3. ***Site Visits***: Assessors visited workplaces to observe conditions firsthand, identify potential hazards, and evaluate existing safety measures.

By using these methods together, assessors gained a comprehensive understanding of workplace safety practices and identified areas where improvements could be made.
The structured checklist designed according to the guidelines' specified parameters and criteria consists of two parts as follows:

1. ***Part A - Technical Assessment:*** Part A is a technical assessment where an assessor assesses the OHS management system of an enterprise based on document verification, interview with the management and observation through site visit to the working premises of the enterprises. The assessor did not mark the scoring solely based on the document produced but also based on site visit to ensure it was practically implemented.
2. ***Part B - Employee's Survey:*** Employees were randomly selected and interviewed by the assessor(s) to validate if they were aware of OHS-MS at their workplace. The assessors interviewed a worker who has been working in the company for not less than six months.

Assessment Criteria

Every variables in a parameter of Part A were rated from 0 to 3 points based on four criteria as follows:

(a) Not implemented[1] (0 point)
(b) Partially implemented[2] (1 point)
(c) Implemented with only minor deficiencies[3] (2 points) and
(d) Fully implemented[4] (3 points)

Similarly, each parameter in Part B underwent evaluation based on four criteria, with ratings ranging from 0 to 3 points for each variable.

(a) Poor knowledge[5] (0 point): Indicates that the employee/worker does not know about it.
(b) Average knowledge[6] (1 point): Indicates that the employee/worker heard about it.
(c) Good knowledge[7] (2 points): Indicates that the employee/worker knows about it, but he/she requires some little more information about it.
(d) Excellent knowledge[8] (3 points): Indicates that the employer/worker is well versed about it.

Please note that for certain questions or variables, they may not be applicable to the specific workplace. In such cases, the "Not Applicable" option is selected.

[1] Not Implemented indicates that the company has not implemented anything.
[2] Partially implemented indicates that the company has implemented very little.
[3] Implemented with only minor deficiencies indicates that the company has implemented everything, but it requires some little improvements.
[4] Fully implemented indicates that the company has done well and has met the defined best practice.
[5] Poor knowledge indicates that the employee/worker does not know about it.
[6] Average knowledge indicates that the employee/worker heard about it.
[7] Good knowledge indicates that the employee/worker knows about it, but he/she requires some little more information about it.
[8] Excellent knowledge indicates that the employer/worker is well versed about it.

Score Calculation

The method of calculating the assessment scores are as follows:

a. Assessment marking shall be done by the team online at the time of assessment.
b. The total points given for Part B shall be based on the average score of the number of workers interviewed, for example, the team interviewed three workers, so the average total score will be the sum of the scores of three workers divided by three.
c. Overall score of the enterprise shall be compiled at the end of the assessment.
d. The final overall percentage of score shall be based on the assessment points scored by the organisation divided by the aggregate score. The calculation is as given below:
    i. Overall points of the assessment (Part A + Part B) = X
    ii. Points scored by the organisation/enterprise (Part A + Part B) = Y
    iii. Score (%) = (Y/X) x 100

Note: *If the assessment criteria set are not relevant to the organisation, the points marked to the criteria shall be deducted from the overall point.*

Assessment Ranking

1. National Level Ranking:

This tier focuses on parent companies exclusively and the evaluation is based on the aggregated performance scores of their subsidiary companies. For instance, in the case of Druk Green Power Corporation, the performance of its subsidiaries like Mangdechhu HPP, Kurichhu HPP, Basochhu HPP, etc., contributes to its overall score. The scores obtained from subsidiary companies carry a higher weight in the evaluation process. Specifically, 60% of the overall score is derived from the performance of the subsidiary companies. In addition to that, the companies with multiple sites, branches, or projects have their performance assessed based on the aggregated scores of these entities.

Note: If the parent company is not assessed, then the score obtained by the parent company is the average of the score obtained by its subsidiaries.

Example Calculation:

- If Company A (parent company) achieves a average score of 30% from its subsidiary companies' performance, and its own performance contributes 80%, the overall score would be calculated as follows:
  (0.4 * 80%) + (0.6 * 30%) = 32% + 18% = 50%

- However, if Company A is not assessed, and its subsidiaries achieved the score of 80%, 70%, and 50%. Then the overall score of the company A would be calculated as follows:
  (80%+70%+50%)/3 = 66.67%

- If Company X operates three construction sites and obtains performance scores of 70%, 80%, and 75% respectively, the average score would be calculated as follows:
  (70% + 80% + 75%) / 3 = 225% / 3 = 75%

2. Regional Level Ranking:

This tier of assessment focused on evaluating individual companies, irrespective of their organizational structure as subsidiaries or independent entities or construction sites. In essence, it treated each company as a separate entity and rated based on its own performance. In order to determine the OHS standards of the organisation, following grading shall be given based on the percentage of their scores:

- Excellent: 80 to 100%
- Good: 70 to 79%
- Poor: below 69%

3. Sector-wise Ranking (Construction & Non-construction)

Companies were ranked separately within their respective sectors (construction and non-construction). The evaluation process ensured fairness by considering both construction and non-construction sectors equally. It utilised tailored criteria, equal weighting, and separate rankings for each sector to maintain accuracy and transparency. This approach promoted a balanced assessment of companies across diverse industries, fostering fairness and inclusivity in the evaluation outcomes.

Data collection and analysis

The Occupational Health and Safety (OHS) assessment process involved officials from the respective regions where the assessments took place. These officials were responsible for conducting the assessments on-site, ensuring that all relevant data were collected and recorded accurately. Subsequently, the collected data from each region was compiled and analyzed at the Head Office.

FINDINGS

Enterprise Profile

The OHS assessments were conducted in 94 enterprises and the detailed profiles of each enterprise are provided in Table 1.

Table 1: Number of Enterprises by Region

Region	Enterprise	
	N	%
Gelephu	8	8.51%
Mongar	**3**	3.19%
Phuentsholing	43	45.74%
Samdrup Jongkhar	7	7.45%
Thimphu	30	31.91%
Trongsa	3	3.19%
Total	**94**	**100.00%**

The data provides a breakdown of enterprises across different regions, with Phuentsholing having the highest number of enterprises at 43, representing 45.74% of the total. Thimphu follows with 30 enterprises, comprising 31.91% of the total. Each region contributes to the total in varying proportions, highlighting the distribution of enterprises across different parts of the area under consideration.

Table 2: Number of Enterprises by Dzongkhag

Dzongkhag	Enterprise	
	N	%
Chhukha	34	36.17%
Dagana	2	2.13%
Haa	1	1.06%
Lhuentse	1	1.06%
Mongar	2	2.13%
Paro	1	1.06%
Pema Gatshel	5	5.32%
Samdrup Jongkhar	2	2.13%
Samtse	9	9.57%
Sarpang	6	6.38%
Thimphu	21	22.34%
Trongsa	2	2.13%
Wangdue Phodrang	7	7.45%
Zhemgang	1	1.06%
Total	**94**	**100%**

The data shows how enterprises are spread across different Dzongkhags. Chhukha has the most workplaces, with 34, making up over 36% of the total. Thimphu comes next with 22.34% of the total. Other areas like Samtse, Wangdue Phodrang, Pema Gatshel, and Sarpang also have quite a few workplaces.

Table 3: Number of workplaces by Major Sector

Major Sector	Enterprises	
	N	%
Construction (including Hydropower construction)	16	17.02%
Electricity and Water Supply	3	3.19%
Hotels and Restaurants	3	3.19%
Manufacturing	56	59.57%
Mining and Quarrying	5	5.32%
Public Administration	2	2.13%
Services (include Automobile Workshops)	4	4.26%
Transport, Storage and Communications	4	4.26%
Wholesale and Retail Trade	1	1.06%
Total	**94**	**100.00%**

The data provides an insight into the distribution of enteprises across various major sectors. Manufacturing emerges as the predominant sector, with 59.57% of the total. Following manufacturing, the construction sector, which includes hydropower construction accounting for 17.02% of the total. Public Administration and Wholesale and Retail Trade sectors have the lowest representation.

Responses

The responses provided pertain to workplace safety measures in non-construction and construction settings, encompassing a wide range of protocols and practices essential for maintaining a safe and healthy work environment. The responses are categorised into three levels: low implementation (includes responses of *Not Implemented* and *Partially Implemented*), implementation with only minor deficiencies, and full implementation.

1. For Construction

In instances of **low implementation**, critical safety protocols are notably lacking or inadequately developed. For example, the absence of Confined Space Standard Operating Procedures (SOPs) poses significant risks, while the lack of Safety Celebrations and Accident Investigation Training hinders efforts to reinforce safety awareness and identify potential hazards. Additionally, insufficient Basic Occupational Health and Safety (OHS) Training and inadequate Worker Feedback Systems underscore gaps in employee preparedness and engagement in safety initiatives.

Conversely, areas identified with **only minor deficiencies** indicate a relatively higher level of adherence to safety protocols, albeit with room for improvement. These include aspects such as General Housekeeping and Manual Material Handling, where minor issues in cleanliness and handling techniques exist but do not pose immediate safety risks. Similarly, the provision of Working Platforms and Machine Guards with minor safety gaps highlights the need for ongoing

monitoring and adjustments to ensure optimal safety standards.

Finally, responses indicating **full implementation** signify robust adherence to safety practices and regulations. Comprehensive safety measures are in place, including the provision of Personal Protective Equipment (PPE) for Working at Height and adherence to strict protocols for Electrical Work and Confined Space Safety. Additionally, measures such as Regular Ladder Inspections and Proper Ventilation in Chemical Usage Areas demonstrate a commitment to maintaining a safe and healthy work environment.

2. ***Non-construction***

In cases where safety measures are **poorly implemented,** there are significant shortcomings. This includes not having adequate safety measures for excavations, which increases the risk of accidents and collapses. Moreover, the absence of structured feedback systems and incomplete documentation for handling chemicals shows gaps in managing safety and meeting standards. Also, the lack of organised safety events indicates a need for proactive steps to promote a culture of safety in the organisation.

On the other hand, areas with **minor deficiencies** show a relatively higher level of adherence to safety rules, though there is still room for improvement. These include small issues like inconsistencies in labelling chemicals, communication methods, and checking ladders. Even though these areas generally follow safety guidelines, there are minor mistakes that need to be addressed to ensure the best safety practices.

Lastly, **full implementation** includes thorough training for staff, making sure personal protective equipment (PPE) is used correctly, and having regular meetings to discuss safety. Additionally, there are protocols in place for dealing with drugs and alcohol, proper documentation of explosives use, and meeting safety standards for equipment, all showing a commitment to maintaining a safe and healthy work environment.

Chemical Safety

In any workplace, particularly in construction where workers face frequent exposure to hazardous substances, chemical safety is paramount. To address this concern, the Department of Labour, with support from the JICA Office in Thimphu and JISHA, arranged a one-day Chemical Safety Seminar/ Training on March 3, 2023 through an online platform, featuring two key sessions: "Management of chemical substances in safety and health measures" and "Essential legal framework on chemical substances safety control." Drawing upon the groundwork established by JICA's previous online training on chemical safety, there was a notable emphasis on translating acquired knowledge into practical implementation.

Consequently, internal discussions centred around the integration of chemical safety principles into the annual Occupational Health and Safety (OHS) assessment. This strategic focus underscores the acknowledgment of chemical safety's critical role in workplaces, particularly within industries like construction, where exposure to hazardous substances is prevalent. As a result, more detailed considerations regarding chemical safety were incorporated into this year's OHS assessment, highlighting the ongoing commitment to ensuring the well-being of workers and maintaining a safe working environment. Let's examine each aspect of chemical safety as evaluated in the Occupational Health and Safety (OHS) assessment this year:

1. ***Safety Data sheet for chemicals:***
    - Not implemented: A lack of safety data sheets (SDS) poses a significant risk as workers may not have access to crucial information regarding safe handling and disposal of hazardous substances.
    - Partially implemented: Some sites have SDS for some chemicals, but there may be inconsistencies or gaps in coverage.
    - Implemented with only minor deficiencies: Most sites have comprehensive SDS for most chemicals, but there may be occasional discrepancies or missing information.
    - Fully implemented: A significant portion of sites have robust SDS systems in place, ensuring workers have access to essential safety information for all chemicals used on site.

2. ***Warning levels for chemicals:***
    - Not implemented: This signifies that there are no established warning levels for chemicals, leaving workers unaware of potential hazards associated with different substances.
    - Partially implemented: This indicates that some warning levels may exist, but they might not cover all necessary chemicals or may not be clearly communicated to workers.
    - Implemented with only minor deficiencies: There's progress, but some gaps or inconsistencies in the warning level system still exist.
    - Fully implemented: This suggests a robust system in place, with clear and comprehensive warning levels for all chemicals used in construction activities.

3. ***Chemicals stored in a safe and orderly manner:***
    - Not implemented: A small percentage of sites lack proper storage procedures for chemicals, which can lead to spills, leaks, or improper handling.
    - Partially implemented: Efforts are being made to store chemicals more safely and orderly, but there's still room for improvement.
    - Implemented with only minor deficiencies: The majority of sites have satisfactory storage practices, with occasional lapses or minor issues.
    - Fully implemented: A significant portion of sites have excellent storage procedures, ensuring chemicals are stored safely to minimise risks to workers and the environment.

4. ***Proper ventilation in a room where chemicals are used:***
    - Not implemented: Inadequate ventilation can lead to the accumulation of hazardous fumes or vapours, posing health risks to workers.
    - Partially implemented: Some sites have improved ventilation systems, but there may still be areas where ventilation is insufficient or improperly maintained.
    - Implemented with only minor deficiencies: Most sites have adequate ventilation in areas where chemicals are used, with occasional issues or areas needing improvement.
    - Fully implemented: A significant portion of sites have excellent ventilation systems in place, effectively mitigating risks associated with chemical exposure.

Hence, achieving full compliance across all facets of chemical safety is imperative for safeguarding workers' well-being and adhering to OHS regulations. To rectify shortcomings and continually enhance safety standards, the following recommendations were offered to enterprises:

1. ***Establish Comprehensive Warning Systems:***
    - Develop transparent warning systems encompassing all on-site chemicals, integrating labelling, signage, and worker training.
    - Ensure prominent display and easy comprehension of warning levels for all personnel.
    - Regularly review and update warning systems to accommodate new chemicals or regulatory modifications.

2. ***Enhance Chemical Storage Practices:***
    - Implement stringent protocols for safe chemical storage, including proper labeling, segregation of incompatible substances, and secure containment to prevent leaks or spills.

- Provide thorough training to workers on appropriate storage procedures and the significance of maintaining an organised workspace.
- Conduct routine inspections of storage areas to identify and rectify potential hazards or deficiencies.

3. ***Ensure Availability of Safety Data Sheets (SDS):***
    - Maintain an up-to-date inventory of on-site chemicals and ensure accessible SDS for all workers.
    - Train employees on interpreting SDS and utilizing the information for safe handling, storage, and disposal of chemicals.
    - Establish a system for reviewing and updating SDS as required, especially for new chemical acquisitions or formulation changes.

4. ***Improve Ventilation Systems:***
    - Conduct a comprehensive assessment of ventilation systems in areas where chemicals are used or stored to meet regulatory standards and industry best practices.
    - Install additional ventilation equipment or make necessary modifications to enhance air quality and reduce exposure to hazardous fumes or vapours.
    - Schedule regular maintenance and inspections of ventilation systems to uphold effectiveness and compliance with safety regulations.

5. ***Provide Training and Education:***
    - Offer regular training sessions for employees on chemical safety practices, emphasising proper handling, storage, and emergency response procedures.
    - Stress the importance of personal protective equipment (PPE) and ensure access to and training in its correct usage for all workers.
    - Foster a safety-aware culture and encourage proactive hazard reporting among workers, fostering collaboration in identifying and mitigating potential risks.

Awards, Recognition & Needs Improvement

Recognizing and honouring companies and individuals who demonstrate exceptional commitment to fostering a safe and healthy workplace is essential. Not only does this contribute to addressing broader societal public and social health concerns, but it also ensures alignment with legal Occupational Health and Safety (OHS) standards.

On April 28, observed globally as World Day for Safety and Health, a special initiative is undertaken to acknowledge and celebrate those organisations and individuals who have gone above and beyond in implementing exemplary safety measures within their workplaces. Not only does this contribute to addressing broader societal public and social health concerns, but it also ensures alignment with legal Occupational Health and Safety (OHS) standards.

Certificate of Achievement

The recognition of outstanding performance in Occupational Health and Safety (OHS) practices is an essential aspect of promoting a culture of safety within organisations. To acknowledge exemplary efforts and achievements in this regard, the top three companies in four distinct categories are awarded the Certificate of Achievement. This recognition serves to highlight the commitment and dedication of these companies towards maintaining a safe and healthy workplace environment. Table 4 presents a comprehensive list of enterprises categorised based on their achievements in these different categories.

Table 4: List of enterprise receiving Certificate of Achievement

National Level Category

Rank	Name of the Enterprise	Dzongkhag	Exact worksite location	Score
1	Zimdra Foods Private Limited	Chhukha	Pasakha	97.76%
2	Saint-Gobain Ceramic Materials Bhutan Pvt. Ltd.	Chhukha	Pasakha	88.75%
3	State Mining Corporation Limited	Samtse	Samtse	85.96%

Regional Level Category

Rank	Name of the Enterprise	Dzongkhag	Exact worksite location	Score
1	Zimdra Foods Private Limited	Chhukha	Pasakha	97.76%
2	Bhutan Centennial Distillery - AWPL	Sarpang	Bhur, Samtenling	94.72%
3	Basochhu HydroPower Plant	Wangdue Phodrang	Basochhu	90.80%

Construction & Mining Category

Rank	Name of the Enterprise	Dzongkhag	Exact worksite location	Score
1	Khothakpa Gypsum Mine	Pema Gatshel	Khothakpa	88.33%
2	Vajra Builder Private Limited (Hejo)	Thimphu	Hejo	86.13%
3	RSA Private Limited	Thimphu	Bjemina	85.71%

Non-Construction Category

Rank	Name of the Enterprise	Dzongkhag	Exact worksite location	Score
1	Zimdra Foods Private Limited	Chhukha	Pasakha	97.76%
2	Bhutan Centennial Distillery - AWPL	Sarpang	Bhur, Samtenling, Sarpang	94.72%
3	Basochhu HydroPower Plant	Wangdue Phodrang	Basochhu	90.80%

Excellent OHS Practice Award (Certificate of Recognition)

18 enterprises that have achieved an OHS compliance rate of 80% or higher are honoured with the Excellent OHS Practice Award, receiving a Certificate of Recognition. Table 5 presents the list of enterprises recognized for Excellent OHS practices.

Table 5: List of enterprise with Excellent OHS Practice

Rank	Name of the Enterprise	Dzongkhag	Exact worksite location	Score
1	Zimdra Foods Private Limited	Chhukha	Pasakha	97.76%
2	Bhutan Centennial Distillery - Army Welfare Project Ltd.	Sarpang	Bhur, Samtenling, Sarpang	94.72%
3	Basochhu HydroPower Plant	Wangdue Phodrang	Basochhu	90.80%
4	Saint-Gobain Ceramic Materials Bhutan Private Limited	Chhukha	Pasakha	88.75%
5	Khothakpa Gypsum Mine	Pema Gatshel	Khothakpa	88.33%
6	Vajra Builder Private Limited (Hejo)	Thimphu	Hejo	86.13%
7	RSA Private Limited	Thimphu	Bjemina	85.71%
8	Gelephu Distillary - Army Welfare Project Limited	Sarpang	Gelephu	85.22%
9	Hindustan Construction Company	Trongsa	Tangsibji	85.13%
10	Construction Development Corporation Limited	Thimphu	namtog lam	83.83%
11	Habrang Coal Mine	Samdrup Jongkhar	Habrang, Samdrupcholing.	83.59%
12	Tashi Metals Private Limited	Chhukha	pasakha	82.76%

Rank	Name of the Enterprise	Dzongkhag	Exact worksite location	Score
13	Vajra Builder Private Limited (Ramtokto)	Thimphu	Ramtokto	82.27%
14	Bhutan Telecom Limited (Gelephu)	Sarpang	Gelephu Town	81.61%
15	Dagachu HydroPower Corporation Limited	Dagana	Dagana	80.77%
16	Tashi Beverages Limited	Chhukha	Pasakha	80.70%
17	Barma Chemicals Industry	Pema Gatshel	Yalang	80.36%
18	Punatsangchu Hydro Power Project- II	Wangdue Phodrang	Bjimithang	80.21%

Good OHS Practice Award (Certificate of Recognition)

18 enterprises that have attained an OHS compliance rate exceeding 70% but falling below 80% are acknowledged with the Good OHS Practice Award, receiving a Certificate of Recognition. Table 6 displays the roster of enterprises distinguished for their commendable OHS practices.

Table 6: List of enterprise with Good OHS Practice

Rank	Name of the Enterprise	Dzongkhag	Exact worksite location	Score
1	CDCL - (Gelephu)	Sarpang	Gelephu Town	79.80%
2	CDCL - (Burgangchhu)	Zhemgang	Burgangchhu	79.49%
3	Tala Hydropower Plant	Chhukha	Areikha	78.51%
4	Mangdechu HydroPower Plant	Trongsa	Dangdung	78.39%
5	Kurichhu HydroPower Plant	Mongar	Kurichhu	75.51%
6	Jaiprakash Associates Limited	Wangdue Phodrang	Kamichu	75.47%
7	SD Eastern Bhutan Ferro Silicon Pvt. Ltd	Samdrup Jongkhar	Motanga/ Phuentsorabtenling	75.37%
8	Dungsam Cement Corporation Limited	Pema Gatshel	Tsenkari	74.84%
9	Lhaki Cement	Samtse	Gomtu	74.25%
10	Bhutan Agro Industries Limited	Thimphu	Wangchutaba	73.30%
11	Bhutan Brewery Private Limited	Chhukha	Pasakha Industrial Estate	73.26%
12	State Trading Corporation Limited	Chhukha	Phuntsholing	72.92%
13	Bhutan Hydropower Services Limited	Sarpang	Jigmeling	72.53%
14	Mountain Hazelnut Venture Private Limited	Mongar	Bumpathang	71.89%
15	Bhutan Power Corporation Limited (Jigmeling)	Sarpang	Jigmeling	71.78%
16	Dungsam Polymers Limited	Pema Gatshel	Tsenkari	70.94%
17	Punatsangchu Hydro Power Project- I	Wangdue Phodrang	Bjimithangkha	70.80%
18	Penden Cement Authority Limited	Samtse	Gomtu	70.45%

Needs Improvement

58 enterprises have been identified as requiring improvement because their performance falls below the 70% threshold. Table 7 provides a detailed list of these enterprises that need some level of improvement in their operations.

Table 7: List of enterprise with Good OHS Practice

Name of Enterprise	Dzongkhag	Exact worksite location	Score
Bhutan Carbide & Chemicals Limited	Chhukha	Pasakha	67.97%
Menjong Sorig Pharmaceuticals Corporation Ltd.	Thimphu	Kawangjangsa	67.23%
Kalika-Rigsar Joint Venture	Chhukha	Toorsa	67.02%
Bharat Heavy Electrical Limited (PHPA-II)	Wangdue Phodrang	Kamichu	65.66%
Bhutan Power Corporation Limited - Chubachu	Thimphu	Chubachu	65.50%
Bhutan Ferro Alloys Limited	Chhukha	Pasakha Industrial Estate	65.50%
Bharat Heavy Electrical Limited (PHPA-I)	Wangdue Phodrang	Basochhu	65.40%
Bhutan Silicon Metal Private Limited	Chhukha	Pasakha Industrial Estate	65.27%
Perfect TMT	Chhukha	Pasha	64.75%
Druk Green Power Corporation Limited	Thimphu	Lower Motithang	64.29%
Singye Sand & Stone	Thimphu	Jemina	61.46%
Tshering Wangdi Supply	Pema Gatshel	Tsenkari	60.60%
Chukha HydroPower Plant	Chhukha	Chhukha	60.31%
Bhutan Power Corporation Limited - Begana	Thimphu	Begana	59.88%
Bhutan GRC	Thimphu	Bjemina	59.72%
Druk Wang Alloys Pvt. Ltd	Chhukha	Pasakha	59.42%
Kuengay Industries	Dagana	Majathang	58.86%
Greener Way	Thimphu	Babesa	57.95%
Bhutan Fruit Products Private Limited	Samtse	Samtse town	57.58%
Bhutan Telecom Limited - HQ	Thimphu	Telecom HQ	56.91%
Drangchu Beverages Pvt. Ltd.	Chhukha	Phuntsholing	56.67%
Karma Feeds	Chhukha	Pasakha Industrial Estate	56.65%
NHDCL - HQ	Thimphu	Chang Khorlo	56.45%
Army Welfare Project Ltd. (CardBoard Unit)	Samtse	Samtse	56.18%
Bhutan Polymer Company Limited	Samtse	Gomtu	55.59%
Vajra Builder Private Limited - Suchhu	Haa	Suchhu	55.26%
NRDCL - Head Office	Thimphu	Town	54.42%
Army Welfare Project Ltd. (Samtse Distillery)	Samtse	Samtse	54.23%
Dharma Arts & Crafts	Thimphu	Jimina	54.07%

Name of Enterprise	Dzongkhag	Exact worksite location	Score
Kinjore Brewery Private Limited	Chhukha	Pasakha Industrial Estate	53.31%
Drukair Corporation Limited	Paro	Airport	52.19%
NRDCL - Woodcraft	Thimphu	Langjophakha	52.13%
Living Water	Thimphu	Serbithang	51.61%
ICE Beverages Private Limited	Samtse	Norbugang	51.53%
Pelden Enterprise	Chhukha	Pasakha Industrial Estate	51.26%
NRDCL - Sand Dredging Works	Wangdue Phodrang	Rinchengang	49.41%
Bhutan Board Product Limited - Darla	Chhukha	Darla	48.24%
Lhazey Preform & Closure	Samtse	Ketsheling	47.30%
Druk Ferro Alloys Limited	Chhukha	Pasakha Industrial Estate	47.18%
Bhutan Telecom Limited - Phuentsholing	Chhukha	Phuentsholing Town	42.74%
Bhutan Board Product Limited - Balujora	Chhukha	Balujora	42.16%
Rigsar Construction Private Limited	Lhuentse	Silibi, Metsho	41.99%
Ugyen Ferro Alloys Private Limited	Chhukha	Pasakha Industrial Estate	40.93%
Zimdra Automobile	Thimphu	Babesa	40.64%
Kbong Bhutan Food Private Limited	Chhukha	Pasakha	40.41%
Bhutan Concast Private Limited	Chhukha	Pasakha Industrial Estate	34.30%
Bhutan Ecolite Brix Private Limited	Chhukha	Pasakha Industrial Estate	31.08%
NHDCL - Wood Works & Bricks	Thimphu	Bjimena	30.73%
Thinley Pelbar Printers	Samtse	Majathang	28.85%
Bhutan Hume Pipe	Chhukha	Pasakha Industrial Estate	26.31%
Bhutan Hotel Ga Me Ga	Chhukha	Phuentsholing Town	23.20%
Thuenpa Puen Zhi	Chhukha	Phuentsholing	22.03%
Bhutan Panel Wood Industry	Chhukha	Phuentsholing Industrial estate	21.92%
Green Wood Manufacturing	Chhukha	Phuentsholing Industrial Estate	19.90%
Hi-Tech Company Private Limited	Chhukha	Pasakha	19.34%
Druk Hotel	Chhukha	Phuentsholing Town	18.41%
JT Interlocking Paver Blocks	Chhukha	Toribari	10.17%

Comparative Data for the last six assessment years.

The comparative data of the last six years in Occupational Health and Safety (OHS) assessment provides valuable insights into trends, improvements, and areas needing attention within workplace safety protocols over time. By analysing data from multiple years, we can identify patterns, assess the effectiveness of implemented initiatives, and make informed decisions to enhance safety standards. Table 8 shows the comparative data for the last six assessment years.

Table 8: Comparative data for the last six assessment years

Sl. No.	Name of company	Region	2015	2016	2017	2018	2019	2023	2024
1	AWP (Cardboard Factory)	Phuentsholing	0	72.8	79.4	58.8	79	87.5	56.2
2	AWP (Distillery Factory)	Phuentsholing	0	76.7	78.4	79.4	81	91.7	54.2
3	Barma Chemicals Industry	Samdrup Jongkhar	0	36.4	33	42.1	51.8	70.3	80.4
4	Basochhu Hydropower Plant	Thimphu	0	74.5	75.3	70.9	86.9	90.9	90.8
5	Bharat Heavy Electrical Limited	Thimphu	0	0	0	0	0	39	65.5
6	Bhutan Agro Industries Limited	Thimphu	62.9	55.4	73.8	78.8	88.9	56.1	73.3
7	Bhutan Alloys Steel Casting	Phuentsholing	26.9	39.6	0	45	51.4	52	0.0
8	Bhutan Board Products Ltd.	Phuentsholing	48.4	57.6	78.7	52.9	74.4	71.2	48.2
9	Bhutan Board Products Ltd. (Pasakha Factory)	Phuentsholing	40.5	48.9	73.7	30.1	58.1	59.9	42.2
10	Bhutan Brewery Private Limited	Phuentsholing	0	70.4	76.3	84.7	85.7	85.3	73.3
11	Bhutan Carbide and Chemicals Ltd.	Phuentsholing	50.8	52.1	63.4	68.9	71.2	79.5	68.0
12	Bhutan Centennial Distillery	Gelephu	63.1	81.5	72	85.3	81.2	81	94.7
13	Bhutan Concast Private Limited	Phuentsholing	0	0	0	30.1	39	55.8	34.3
14	Bhutan Concrete Bricks Pvt. Ltd	Thimphu	0	0	0	0	0	21.2	0.0
15	Bhutan Ecolite Private Limited	Phuentsholing	0	0	0	0	0	30.6	31.1
16	Bhutan Ferro Alloys Ltd	Phuentsholing	63	70.1	84.7	91.9	90.7	79.1	65.5
17	Bhutan Fruit Product Ltd	Phuentsholing	56.7	51.7	61.6	71.3	70.2	83	57.6
18	Bhutan GRC	Thimphu	0	0	59.2	63.3	70.1	79.8	59.7

Sl. No.	Name of company	Region	2015	2016	2017	2018	2019	2023	2024
19	Bhutan Hotel Ga Me Ga	Phuentsholing	0	0	0	0	0	0	23.2
20	Bhutan Hume Pipe	Phuentsholing	0	0	0	0	0	0	26.3
21	Bhutan Hydropower Service Limited	Gelephu	0	90.5	77.3	92.1	92.9	90.6	72.5
22	Bhutan Panel Wood Industry & Bhutan Packaging Industries	Phuentsholing	0	0	0	0	56.8	0	21.9
23	Bhutan Ply	Phuentsholing	0	0	0	39.8	37.6	0	0.0
24	Bhutan Polymer Company Ltd.	Phuentsholing	39.2	53.7	61	66.7	70.4	85	55.6
25	Bhutan Polythine Company Ltd.	Phuentsholing	0	0	0	0	0	26.3	0.0
26	Bhutan Power Corporation Limited - Chubachu	Thimphu	0	0	0	0	0	0	65.5
27	Bhutan Power Corporation Limited - Jigmeling	Gelephu	0	0	0	0	0	0	71.8
28	Bhutan Quality Gas Pvt. Ltd.	Phuentsholing	0	0	0	39.8	52.6	0	0.0
29	Bhutan Rolling Mills Ltd.	Phuentsholing	23.8	24	29.5	53.5	80.9	79.1	0.0
30	Bhutan Silicon Metal Private Limited	Phuentsholing	0	55.5	67.3	0	59.2	84.2	65.3
31	Bhutan Steel Industries	Phuentsholing	0	0	24.7	53.4	66.4	0	0.0
32	Bhutan Telecom	Phuentsholing	0	0	0	0	0	49.9	42.7
33	Bhutan Telecom Limited - Gelephu	Gelephu	0	0	0	0	0	0	81.6
34	Bhutan Telecom Limited - HQ	Thimphu	0	0	0	0	0	0	56.9
35	Bhutan Wood Panel Industry	Phuentsholing	0	0	0	53.4	56.8	25.8	0.0
36	Big Step Marketing Pvt. Ltd	Phuentsholing	0	0	0	55.1	0	0	0.0
37	Chukha Hydro Power Plant (DGPCL)	Phuentsholing	0	81	77.7	72.1	88	82.3	60.3
38	CDCL - Burgangchhu	Gelephu	0	0	0	0	0	0	79.5
39	CDCL - Gelephu	Gelephu	0	0	0	0	0	0	79.8
40	CDCL - Pangrizampa	Thimphu	0	0	0	0	38.5	64	84.1
41	Dagachhu Hydropower Corporation Limited	Gelephu	0	0	0	0	0	88.5	80.8
42	Dharma Arts and Crafts	Thimphu	0	0	34.2	31	44.3	20.5	54.1
43	Drangchu Beverages Pvt. Ltd	Phuentsholing	0	60.5	82.7	77.2	71.6	70.5	56.7
44	Druk Cement	Phuentsholing	0	0	0	10.7	29.4	38.7	0.0
45	Druk Deothjung Resort Pvt ltd	Mongar	0	0	0	0	41.3	0	0.0

Sl. No.	Name of company	Region	2015	2016	2017	2018	2019	2023	2024
46	Druk Ferro Alloys Ltd	Phuentsholing	46.7	64.3	55.8	81	72	63.3	47.2
47	Druk Green Power Corporation Limited	Thimphu	0	0	0	0	84.6	47	64.3
48	Druk Gyp. Products and chemicals Ltd	Samdrup Jongkhar	0	0	0	65.6	69.9	0	0.0
49	Druk Satair Corporation Limited	Samdrup Jongkhar	60.2	66	67.3	74.3	0	0	0.0
50	Druk Wang Alloys Ltd	Phuentsholing	72.7	74.8	83.3	87.8	81.8	80.8	59.4
51	DrukAir Corporation Limited	Thimphu	0	0	0	0	0	37.1	52.2
52	Dungsam Cement Corporation Limited (DCCL)	Samdrup Jongkhar	49.2	56.9	57	46.2	85.8	74	74.8
53	Dungsam Polymers Limited	Samdrup Jongkhar	40.6	46.7	36	66.4	69.7	75.9	70.9
54	Gammon Engineers Pvt. Limited	Gelephu	0	90.2	71.1	79.3	70.6	0	0.0
55	Gammon II	Thimphu	87.5	85.5	80.7	76.5	81	0	0.0
56	Gelephu Distillery (AWPL)	Gelephu	78.8	79.3	70.9	70	83.2	83.3	85.2
57	Green Wood Manufacturing Corp.	Phuentsholing	0	34.d2	40.8	53.2	36.5	0	19.9
58	Greener Way	Thimphu	0	0	0	19.9	14.8	35.6	58.0
59	Habrang Coal Mine	Samdrup Jongkhar	0	0	0	0	0	85.6	83.6
60	Hi-Tech Company Private Limited	Phuentsholing	0	0	0	0	0	0	19.3
61	Highland Wood	Thimphu	0	0	0	0	0	43.1	0.0
62	Hindustan Construction Company Ltd.	Thimphu	86.4	80.5	76.4	53.1	78.5	89.8	0.0
63	Hindustan Construction Company Ltd.	Gelephu	86.4	80.5	76.4	53.1	78.5	89.8	85.1
64	Hotel Bhutan Ga Me Ga	Phuentsholing	0	0	0	0	0	40.3	0.0
65	Hotel Druk	Phuentsholing	0	0	0	0	0	33.4	18.4
66	ICE Beverages Private Limited	Phuentsholing	0	0	84.1	84.4	69.3	86.9	51.5
67	Jai Prakash Associate Limited	Gelephu	0	87.8	74.8	85.4	89.1	0	0.0
68	Jai Prakash Associates Limited	Thimphu	65	79.7	73.8	75.3	75.4	63.8	75.5
69	Jigme Industries Pvt. Ltd	Phuentsholing	65	0	83	0	0	0	0.0
70	Jigme Mining Corporation Ltd	Phuentsholing	64	62.2	89.3	80.8	82	0	0.0
71	JT Interlocking Paver Blocks	Phuentsholing	0	0	0	0	0	0	10.2
72	Kalika-Rigsar Joint Venture	Phuentsholing	0	0	0	0	0	0	67.0

Sl. No.	Name of company	Region	2015	2016	2017	2018	2019	2023	2024
73	Karma Feed	Phuentsholing	0	0	0	0	0	73.7	56.7
74	Kbong Bhutan Food Private Limited	Chhukha	0	0	0	0	0	0	40.4
75	Kenpa Private Ltd.	Phuentsholing	35.7	21	25	20.5	39.9	38.2	0.0
76	Kholongchu Hydro Energy Limited	Trashigang	0	0	0	71.5	58.2	0	0.0
77	Khothakpa Gypsum Mine - SMCL	Samdrup Jongkhar	0	0	0	0	0	82.6	88.3
78	Kinjore Brewery Private Limited	Phuentsholing	0	0	0	0	0	40.7	53.3
79	Kinjore Brewery Pvt. Ltd	Phuentsholing	0	0	0	57.3	62	0	0.0
80	Kuengay Industries	Gelephu	0	0	0	0	0	0	58.9
81	Kurichu Hydropower Plant	Trashigang	0	0	75	74.4	80.1	96.9	75.5
82	Larsen & Tourbo	Thimphu	88.9	84.9	79	79.1	90.4	0	0.0
83	Lhaki Cement	Phuentsholing	49.9	67.6	71.3	85.5	78.3	88.3	74.3
84	Lhaki Steels & Rolling Private Limited	Phuentsholing	30.1	40.3	44.3	53.8	73.4	85.8	64.7
85	Lhazey Preform and Clouser	Phuentsholing	0	0	0	0	0	70.5	47.3
86	Living Water	Thimphu	0	0	0	0	0	0	51.6
87	Mangdhechu HydroElectric Project	Gelephu	0	80.4	53.4	81.6	81.6	83.7	78.4
88	Menjong Sorig Pharmaceuticals Corporation Ltd.	Thimphu	0	0	0	0	0	0	67.2
89	Mountain Hazelnut Venture Private limited	Mongar	0	0	0	73.6	80.9	86.8	71.9
90	NHDCL	Thimphu	0	0	0	0	0	24.2	56.4
91	NRDCL - Head Office	Thimphu	0	0	0	0	0	0	54.4
92	NRDCL- Sand Dredging Works	Thimphu	0	0	0	0	0	0	49.4
93	Neethsel Pvt. Limited	Phuentsholing	0	70	80.7	87.7	84.1	74.8	0.0
94	NRDCL	Thimphu	0	0	0	0	41.5	0	0.0
95	NRDCL - Wood Craft Center Ltd	Thimphu	0	0	36.7	66.3	54.6	0	52.1
96	Pelden Enterprise	Phuentsholing	50.8	68.5	70.3	71.6	87.5	75	51.3
97	Penden Cement Authority Ltd.	Phuentsholing	0	44.7	71.4	72.9	85.4	72.2	70.5
98	PES Engineering	Gelephu	0	83.4	69.5	83.7	77.4	89.1	0.0
99	PHPA 1	Thimphu	0	77.5	72.7	63.4	80.6	71.4	70.8

Sl. No.	Name of company	Region	2015	2016	2017	2018	2019	2023	2024
100	PHPA II	Thimphu	0	78.3	72.7	72.3	81.2	81.3	80.2
101	Quality Gases Pvt. Ltd.	Phuentsholing	0	0	0	0	52.6	0	0.0
102	Rabten Engineering Workshop	Phuentsholing	0	0	0	47.6	32.7	26.9	0.0
103	Rigsar Construction Private Limited	Phuentsholing	0	0	0	0	0	0	42.0
104	RSA Poly Unit	Phuentsholing	30.5	57.9	61.3	54.7	63.5	0	0.0
105	RSA Private Limited	Thimphu	50.9	52.1	54.9	53.1	52.5	57.1	85.7
106	RSA Pvt Limited (marble)	Phuentsholing	38.7	69.3	75.5	70.3	73.2	0	0.0
107	Saint Gobain Ceramic Materials Bhutan Pvt. Ltd	Phuentsholing	84.4	91.4	88.6	91.1	83.1	83.7	88.8
108	SD Eastern Bhutan Ferro Silicon Pvt. Limited	Samdrup Jongkhar	0	30.8	45.3	42.7	49.1	74.9	75.4
109	SD Ferro Silicon Private Limited	Samdrup Jongkhar	81.3	76	73.8	75	53.8	0	0.0
110	Seelchu Water Plant	Samdrup Jongkhar	0	0	0	0	53.8	0	0.0
111	Sersang Kbong Food Private Limited	Phuentsholing	0	0	0	0	0	65.3	0.0
112	Singay Sand and Stone	Thimphu	38.5	52.6	62.6	63.1	81.9	50.6	61.5
113	SMCL - Bangtar Coal mining	Samdrup Jongkhar	0	0	0	0	65.6	0	0.0
114	SMCL - Gypsum mining	Samdrup Jongkhar	0	0	0	0	75.6	0	0.0
115	State Trade Corporation of Bhutan Limited	Phuentsholing	0	0	0	40.2	37.6	32.9	72.9
116	Tala Hydro Power Plant (DGPCL)	Phuentsholing	0	88.3	82.7	71.4	93.8	92.1	78.5
117	Tangsibji Hydro Energy Limited	Gelephu	0	0	0	70.7	58.3	89.9	0.0
118	Tashi Beverages Ltd	Phuentsholing	0	0	0	87.9	89	94.5	80.7
119	Tashi Engineering Works	Phuentsholing	0	0	0	53.7	68.1	11.1	0.0
120	Tashi Metals Private Limited	Phuentsholing	74.5	0	0	79.5	89.4	83	82.8
121	Thinley Pelber Printers and Publishers	Phuentsholing	0	0	0	0	0	43.2	28.8
122	Tshering Wangdi Supply	Samdrup Jongkhar	0	0	0	0	0	51.1	60.6
123	Ugyen Ferro Alloys Private Limited	Phuentsholing	48.2	44.5	57.9	53.7	63.1	48.7	40.9
124	Vajra Builder Private Limited	Thimphu	0	0	0	45.3	80.8	80.1	82.3
125	Wamhchuk Group of companies	Trashigang	0	0	0	0	50.3	0	0.0
126	Yangzom Cement	Phuentsholing	30.6	21	32.8	21.8	0	0	0.0

Sl. No.	Name of company	Region	2015	2016	2017	2018	2019	2023	2024
127	Zimdra Automobile	Thimphu	0	0	0	0	0	0	40.6
128	Zimdra Automobile Workshop	Phuentsholing	0	0	0	0	0	37.2	0.0
129	Zimdra Food Private Limited	Phuentsholing	0	86.8	94.2	96.6	94.8	98	97.8

Note: 0 indicates that enterprise was not assessed due to inactive OHS Committee

Way Forward

✔ **Constitution of a National OHS Assessment Team**

- Establishing a single OHS assessment team comprising representatives from regional offices and headquarters ensures a consistent and unbiased evaluation of enterprises nationwide. This approach guarantees a fair assessment and ranking process, minimising regional biases and ensuring uniformity in evaluation criteria and standards.

✔ **Safety Officer Training Program**

- Develop a comprehensive training program for safety officers to equip them with the necessary knowledge and skills to identify, assess, and mitigate workplace hazards effectively. Well-trained safety officers play a crucial role in ensuring workplace safety, responding to emergencies, and promoting a culture of safety among employees.

✔ **Promotion of OHS Committees**

- Advocate for the formation of OHS Committees, particularly in high-risk companies with a large number of employees, to proactively address workplace safety issues. OHS Committees play a vital role in fostering a safety culture, facilitating communication between management and workers, and implementing effective safety initiatives.

✔ **Technical Assistance and Debriefings**

- Develop and disseminate comprehensive guidelines, toolkits, and resources for implementing OHS best practices, including SOPs, feedback systems, and safety data sheets.
- Organise workshops, seminars, and specialised training sessions in collaboration with industry stakeholders to raise awareness and provide practical guidance on OHS practices.
- Offer technical assistance and on-site consultations to companies struggling with implementation.
- Conduct debriefings following OHS assessments, especially for underperforming enterprises, to discuss findings, provide recommendations, and develop action plans for improvement.

✔ **Enforcement of Tougher Measures**

- Implement tougher measures against enterprises failing to achieve a minimum grade of 70% for three consecutive years, such as fines or increased monitoring and inspections. This approach incentivizes compliance with OHS regulations and holds non-compliant enterprises accountable for maintaining a safe work environment.

✔ **Importance of Comparative Analyses of Health Checkup Records**

- Raise awareness about the importance of conducting comparative analyses of health checkup records to monitor employees' health trends and risk profiles over time. By identifying patterns or changes in health indicators, organisations can implement targeted interventions to support employees' well-being and prevent potential health issues.

✔ **Calibration of OHS Monitoring Equipment and Training of Labour Inspectors**

- Prioritise the calibration of OHS monitoring equipment procured by the Department to ensure accuracy and reliability in identifying workplace hazards.
- Provide comprehensive training to labour inspectors on equipment operation, maintenance, and data interpretation to enhance their effectiveness in OHS monitoring activities.