**BHUTAN**(Construction Industry)

**Wage Study**

**Chapter I: Wage Rates for Different Categories:**

1. The Wage Rates, terms and conditions outlined below shall be applicable to all employers for recruiting and engaging unskilled and skilled persons in Bhutan who are outside the Royal Civil Service (RCSC).

2. **WAGE RATE
 Category Daily Consolidated (P.M.)
 I** 40.00 1,200/-
 **II** 36.00 1,080/-
 **III** 33.00 990/-
 **IV** 30.00 900/-
 **V** (National Work Force on Consolidated Pay) (A) Nu. 750/- (M)
 Nu. 650/- (F)

 (B) Nu. 600/- (M)
 Nu. 500/- (F)

 **VI** (Daily Wage Employees) (A) Nu. 22/- (M)
 Nu. 20/- (F)

 (B) Nu. 15/- (M)
 Nu. 13/- (F)

3. Wage Rates at categories V & VI above are applicable at the dzongkhags given below;

1. Above – Thimphu, Paro, Ha, Punakha, Wangdiphodrang and Bumthang.
2. Above – Chukha, Samchi, Gaylephug, Chirang, Shemgang, S/Jhongkhar, Tashigang, Pemagatshel, Mongar, Lhuntsi, Dagana and Tongsa.

4. Guidelines for category of skilled groups is at Annexure ‘A’.

**ANNEXURE ‘A’**

**CATEGORIES**

**Category I**Auto Mechanic Gr. I
Gen. Mechanic Gr. I
Gen. Mechanic Gr. I
Lineman Gr. I
Lharib Gr. I
Plant Operator Gr. I
Carpenter Gr. I

**Category II**Auto Mechanic Gr. II

**Category III**Auto Mechanic Gr. III
Gen. Mechanic Gr. III
Lineman Gr. III
Mason Gr. II
Carpenter Gr. III
Plumber Gr. II
Auto Electrician Gr. II
Sawyer Gr. I
Blaster
Wireman Gr. I
Plant Operator Gr. III
Gen. Mechanic Gr. II
Lineman Gr. II
Carpenter Gr. II
Mason Gr. I
Plumber Gr. I
Auto Electrician Gr. I
Plant Operator I
Blacksmith
Lajabs (Work Supervisor)

**Category IV**Sawyer Gr. II
Wireman Gr. II
Machine Operator
Sweeper

**Category V**National Work-Force on Consolidated pay.

**Category VI**Daily Wage Employees

**Chapter II: General Regulations**

1. All contingency staff/persons engaged on Consolidated Pay or Daily Wage basis should be employed within category (I to VI) depending on their experience and grades of skill.

2. The level of wage rate is applicable to all throughout the Kingdom.

3. Working duration shall be 9 hours a day with one-hour lunch break. The working timing shall be determined by the concerned authorities at the work-site depending on places and seasons.

4. The Government approved wage rate is valid until further order may be revised from time to time.

5. Persons paid on consolidated and daily wage will not be entitled for daily allowances (DA).

6. Carpenters (Zows) and masons (Dozows) of Gr. I taking lead responsibility as Zopons and Dozow Lopons on any construction work shall be paid extra Nu. 5/- per day.

7. This provision will not affect the Gungda Wooda wage rates and its Chathrim.

8. Dzongdag and Gup should certify if possible, skill grades of carpenters, masons, painters, blacksmith etc. Similarly, the Technical department and other employers should also issue certificate indicating skill grade while being sent to other employers. This is for the purpose of setting skill level and category.

9. The Ministry of Home Affairs shall monitor effectiveness of the structure of wages through the Dzongkhag and concerned employers.

**Chapter III: Facilities & Benefits**

1. The above category work force will be eligible for work compensation as approved by the National Assembly Resolution 33 (58th) session 1979 or they shall have RICB Group Accident Insurance coverage paid by the employers.

2. Medical coverage will be given as far as practical free of charge within the country and as applicable to all the citizens.

3. Rations on payment shall be made available at the site whenever possible.

4. Material for temporary site living accommodation (bamboo mat) may be provided free of cost if deemed appropriate otherwise they will have to make their own arrangements except where specific provisions are made in these rules and regulations.

5. Transportation shall be borne by the concerned employer or reimburse the actual bus fare from the hometown to the place of work-site at the time of joining.

6. All workers of the consolidated pay category under this rule are entitled for one full paid leave for every 6 working days. They are entitled to earned leave of 15 days. Any other leave of absence will be without wage or pay.

7. When the working hours exceed the specified 8 hours of work per day, employers should ensure overtime payment for the additional hours of work at one and a half times the rates applicable to normal working hours.

**Chapter IV: Responsibilities of Employer & Employee**

1. Business and Industrial organizations shall be responsible for recruiting their own required work-force. The concerned department may assist and facilitate recruitment of national work-force as far as possible.

2. Employers may pay to new recruits on consolidated pay an advance equivalent to one month’s pay at the time of initial appointment. It shall be recovered from their pay or wage on reasonable installment basis.

3. Training or orientation courses as incentives may be arranged for deserving employees by the employers and institute facilities for promotion to motivate and to promote labour productivity.

4. All employees should take adequate measures for safe working conditions and to avoid work hazards or even threat to life itself. The employer should ensure that all preventive measures are adopted.

5. Workers and employers should have contractual agreement in writing.

**Chapter V: Rules & Regulations for Recruiting Agencies**

1. There shall be a labour Recruiting Agency or Agencies licensed or authorized by the Royal Government from time to time. They shall be guided by the rules and regulations as follows;

a) Initially there will be four Recruiting Agencies and more, if required operated by the government as well as in private sector.

b) All agencies shall hold license or authorization from the government. License shall be issued as per existing rules of the Trade Ministry.

c) N.W.F. may be recruited from any parts of the country.

d) No one shall be recruited against their will not by coercion or other unfair means.

e) All recruiting agents shall hold an Identity Card and copies forwarded to the Home Ministry who will advise the Dzongkhags properly.

f) The agents shall not indulge into any activities detrimental to public interest, Law & Order and government policies.

g) The recruiting agencies may publish or publicize materials relevant to the conduct of their labour recruiting business.

h) The cost of transportation of each national worker through most decreed route will be paid as at para-5 of Chapter III.

i) The Agency may also claim a recruiting fee ………. From the employer for each National Work Force recruited by it.

j) They shall recruit persons between the ages of 17 to 56.

k) A quarterly report of the persons recruited by the agency shall be submitted to the Home Ministry.

l) All agencies and employers shall adhere to the wage rate and terms and conditions promulgated by the government from time to time.

m) Any dispute, between the Agency and Employer shall be referred to the concerned head of the Department or Ministry.

n) The dispute, if unresolved may be referred to the Home Ministry whose decision shall be final and binding.

o) Home Ministry shall monitor the performances of the recruiting agencies.