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## FOREWORD

The Labour Market Information and Research Division of the Department of Employment, Ministry of Labour and Human Resources is pleased to release the third Establishment Survey Report 2016. The statistics collected are based on the survey conducted from 28<sup>th</sup> February 2016 to 28<sup>th</sup> March 2016 by a team of 31 enumerators, 12 supervisors and 1 field coordinator to oversee the survey process.

The survey is an effort of the Ministry to help understand the current scenario of potential sectors across the country at a given point of time. Moreover, it also helps comprehend the various challenges faced by these sectors restricting their growth.

It is hoped that the report will serve as a useful tool to evaluate development policies and programs in both formal and informal sectors which provide a major indicator on the current employment status that would facilitate employment promotion.

We would like to extend our sincere gratitude to all the representatives of the business communities, and individuals who participated in the survey.

We would also welcome valuable comments and suggestions for the improvement of the report in future.

**Director General**  
**Department of Employment**  
**Ministry of Labour and Human Resources**

## SECTION 1: INTRODUCTION

The share of secondary and tertiary economic sectors to Bhutan's Gross Domestic Product has grown remarkably over the past decades. The secondary sector contributed 40.55 percent of the total GDP and the tertiary sector 41.52 percent (National Accounts Statistics 2015). While their contribution to the country's socio-economic development is growing, it is also imperative that this growth also resonates into growth in their employability potential.

The survey is a comprehensive study pertaining to the major economic sectors such as manufacturing, construction and agriculture. It is mainly intended to study the issues and challenges that these potential establishments in the Bhutanese economy are facing in terms of expanding their businesses.

Establishment Survey 2016 has been guided by the following broad objectives:

- To study potential sectors of employment in Bhutan by their characteristics (organization type, economic activity, nature of employment and trade regions)
- To study the constraints faced by these potential sectors in further expansion
- To study the extent of implementation of certain employment policies such as Internal Service Rules

### Important Definitions:

1. **Establishment** means an economic unit, generally at a single physical location, where business is conducted or where services or industrial operations are performed. It is usually engaged in one predominant type of economic activity.
2. **Main Activity** refers to the specific activity performed by the establishment, e.g. Manufacture of Pepsi, beer, cement, hotel, hydropower etc. For hydropower, the nature of main activity pertains to manufacturing of electricity.
3. **Type of Legal organization:**
  1. Individual/Sole proprietorship: An owner who fully owns his business with full legal rights.
  2. Partnership: A business or an entity owned by two individuals of same nationality for the production of goods or services with common goals.
  3. Private Limited Company: More than 50% of the share owned by private undertaking. (Tashi Commercial Corporation, Jigme Mining Corporation, etc.)

4. Public Limited Company: More than 50% of the share owned by government. (Eg. BoB, PCAL, RICBL, etc)
5. Joint Venture: Business entities owned by Bhutanese and foreign individual. (example: Taj Tashi, Druk PNB, Le Meridian etc)

#### **4. Occupation**

Occupation is the type of work, trade or profession performed by the person during the survey period.

#### **5. Category of Establishment:**

The category of establishment has been defined based on the employment size and the amount of investment made as per the license issued by the Ministry of Economic Affairs as follows:

- For an establishment to be categorized as “small”, its employment size should be around 5-19 and its investment should be around Nu. 1-10 million.
- An establishment is considered to be “medium” if it has about 20-99 employees working under it and its investment estimates to around Nu. 10-100 million.
- An establishment with 100 or more employees and whose investment was more than Nu. 100 million is considered to be a “large” industry.

#### **Survey Coverage:**

The Establishment Survey 2016 covered 6,080 potential sectors in all 20 Dzongkhags of which 5,884 sectors had successfully completed the questionnaire, and the remaining 196 sectors had incomplete questionnaires or refused to participate in the survey. The non-response rate for the survey is at 3.2 percent.

#### **Limitations of the survey:**

Although the survey covered all 20 Dzongkhags, it did not reach the remote corners of the country. Small sectors/establishments were also foregone due to lack of formal offices. Since most small establishments especially small class contractors operate their businesses from their own living quarters, it was difficult for the enumerators and supervisors to locate and hold interviews.

## SECTION 2: SUMMARY FINDINGS

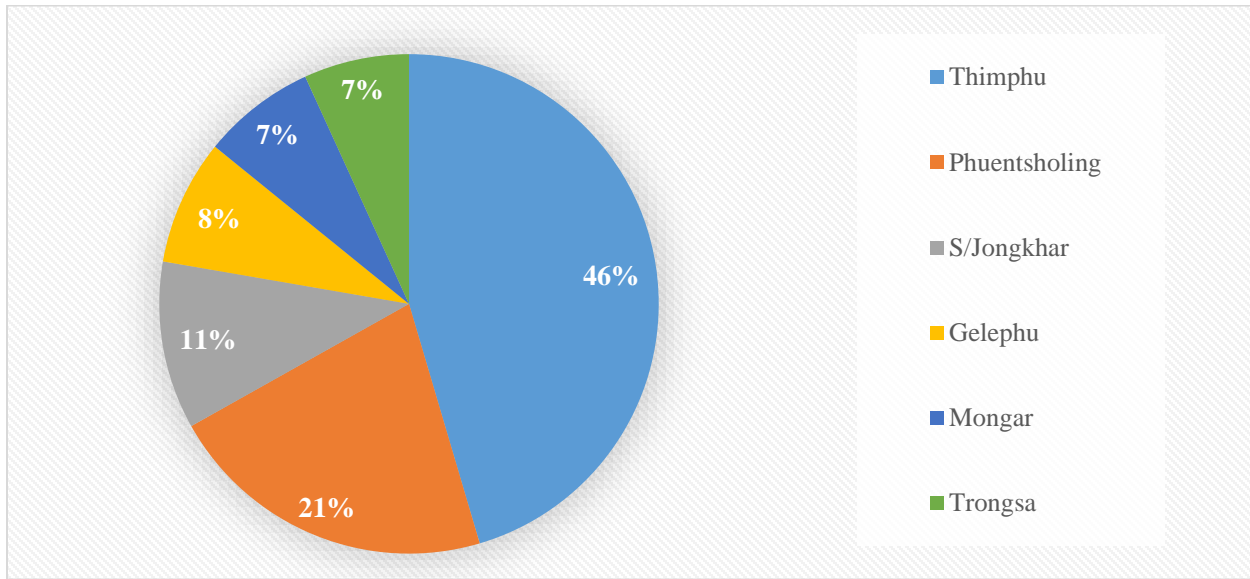
### 1. Establishment Details

The Establishment Survey 2016 collected information from 5,884 registered establishments across the country – 28.2 percent of the coverage being from Thimphu Dzongkhag followed by Chukha Dzongkhag with 16.8 percent. Hence, Thimphu region comprised of 46.0 percent of the total survey coverage, Phuentsholing region with 21.0 percent, and Samdrup Jongkhar region with 11.0 percent. The remaining regions, Trongsa, Mongar and Gelephu made up 22.0 percent of the coverage altogether.

**Table 1: Percentage share of establishments covered by Dzongkhag - 2016**

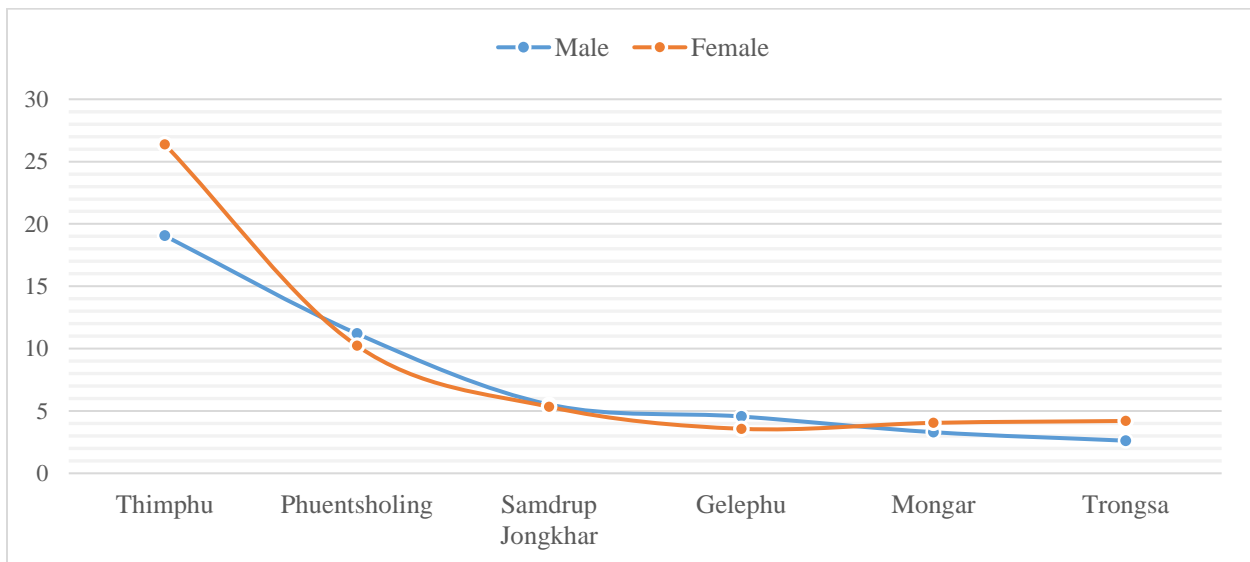
Dzongkhag	Establishments covered	% share
Bumthang	132	2.2
Chukha	991	16.8
Dagana	84	1.4
Gasa	3	0.1
Haa	114	1.9
Lhuentse	46	0.8
Mongar	235	4.0
Paro	478	8.1
Pemagatshel	179	3.0
Punakha	177	3.0
Samdrup Jongkhar	375	6.4
Samtse	270	4.6
Sarpang	301	5.1
Thimphu	1,660	28.2
Trashigang	151	2.6
Trashi Yangtse	85	1.4
Trongsa	103	1.8
Tsirang	93	1.6
Wangdue	241	4.1
Zhemgang	166	2.8
<b>Total</b>	<b>5,884</b>	<b>100</b>

**Chart 1: Percentage distribution of establishments by trade region**



The majority of the establishments registered were under female ownership compared to those establishments registered under male ownership. 54.0 percent of the establishments that were covered during the survey were registered under female ownership while 46.0 percent were under male ownership – Thimphu region having about 26.4 percent of the establishments registered under female ownership against 19.1 percent under male ownership followed by Phuentsholing region with 10.2 percent of the establishments registered under female ownership against 11.2 percent under male ownership.

**Chart 2: Percentage share of establishments covered by trade region and gender of the establishment owner - 2016**





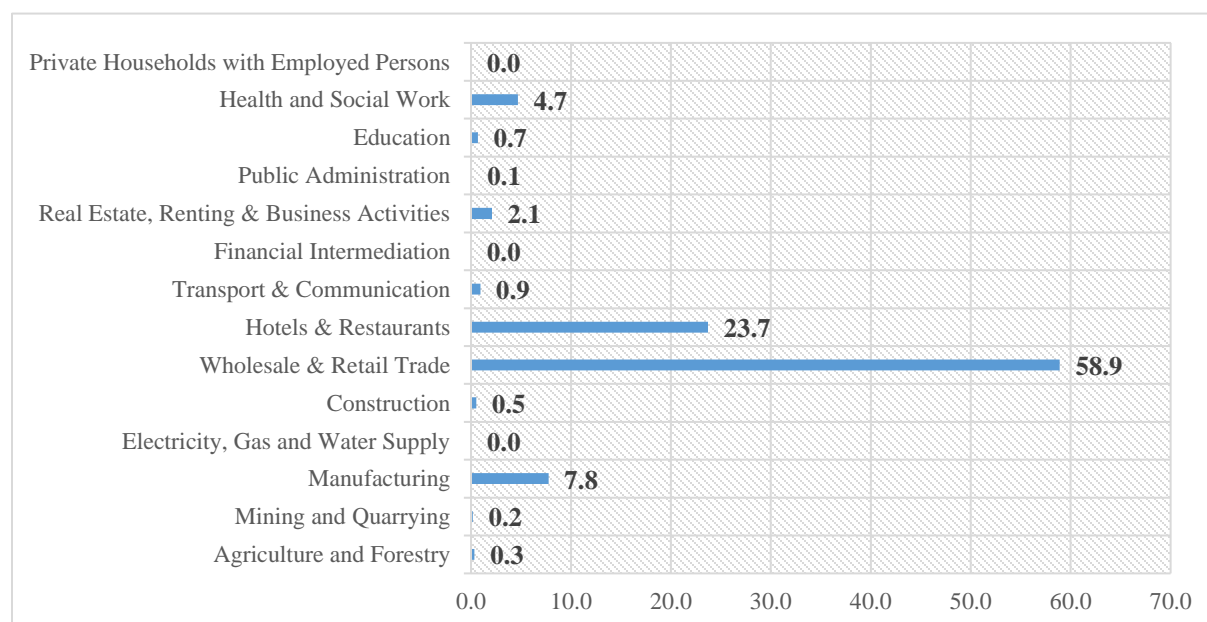
A majority of the establishments covered during the survey were classified under the small category of establishment with 91.0 percent, medium establishments comprising of 6.7 percent and large establishments with only 2.3 percent. 40.4 percent of the small establishments were from Thimphu region, 19.6 from Phuentsholing region and 9.9 from Samdrup Jongkhar region.

**Table 2: Percentage share of establishments by trade region and category of establishment - 2016**

Trade Region	Establishment category			Total
	Large	Medium	Small	
Thimphu	0.6	4.5	40.4	45.4
Phuentsholing	0.7	1.0	19.6	21.4
Samdrup Jongkhar	0.6	0.4	9.9	10.9
Gelephu	0.3	0.4	7.4	8.1
Mongar	0.0	0.2	7.1	7.3
Trongsa	0.1	0.2	6.6	6.8
<b>Total</b>	<b>2.3</b>	<b>6.7</b>	<b>91.0</b>	<b>100</b>

Wholesale and retail trade comprised of 58.9 percent of the establishments covered during the survey followed by hotels and restaurants with 23.7 percent. 28.9 percent of the establishments under Wholesale and Retail trade were from Thimphu region and 10.1 percent from Phuentsholing region. For Hotels and Restaurants, 9.3 percent of the establishments were covered from Thimphu region, and 7.2 percent from Phuentsholing region.

**Chart 3: Number of establishments by major economic activity - 2016**



## 2. Establishments with Plans for Expansion

From the 5,884 establishments covered, 2,335 (39.7%) establishments had plans for expansion in the future, 38.2 percent of them from Thimphu region, and Phuentsholing region with 27.4 percent. 89.6 percent of these establishments with plans for future expansion belonged to small category of establishment; 7.5 percent to medium and 2.9 percent large. 73.7 percent of these establishments attributed their plan for growth and expansion to increased demand for goods and services.

**Table 3: Percentage share of establishments with plans for expansion by trade region and category of establishment - 2016**

Trade Region	Establishment category			Total
	Large	Medium	Small	
Thimphu	0.9	4.8	32.5	38.2
Phuentsholing	1.2	1.5	24.6	27.4
Samdrup Jongkhar	0.3	0.3	7.2	7.8
Gelephu	0.3	0.3	7.8	8.4
Mongar	0.0	0.3	8.2	8.6
Trongsa	0.2	0.2	9.2	9.6
<b>Total</b>	<b>2.9</b>	<b>7.5</b>	<b>89.6</b>	<b>100</b>

**Table 4: Percentage share of establishments with plans for expansion by trade region and reasons - 2016**

Trade Region	Reasons for expansion				Total
	Increased demand for goods and services	Product diversification	Easy access to credit facilities	Others	
Thimphu	28.9	1.3	0.4	7.7	38.2
Phuentsholing	17.6	0.6	0.4	8.7	27.4
Samdrup Jongkhar	6.1	0.3	0.2	1.2	7.8
Gelephu	7.8	0.3	0.1	0.2	8.4
Mongar	6.0	1.0	0.1	1.4	8.6
Trongsa	7.3	0.9	0.0	1.3	9.6
<b>Total</b>	<b>73.7</b>	<b>4.5</b>	<b>1.2</b>	<b>20.6</b>	<b>100</b>

### 3. Establishments without Expansion Plans

There were 3,542 establishments that did not have any plans to expand their businesses in the future, 92.0 percent small establishments. 50.2 percent of these establishments were from Thimphu region; 17.5 percent from Phuentsholing region; and 12.9 percent from Samdrup Jongkhar region. Market competition was the main constraint to any plans of expansion (48.0%) followed by credit constraints with 40 percent.

**Table 5: Percentage share of establishments with no plans for expansion by trade region and category of establishment - 2016**

Trade Region	Establishment category			Total
	Large	Medium	Small	
Thimphu	0.4	4.3	45.6	50.2
Phuentsholing	0.4	0.7	16.4	17.5
Samdrup Jongkhar	0.7	0.5	11.7	12.8
Gelephu	0.3	0.5	7.2	7.9
Mongar	0.0	0.1	6.4	6.5
Trongsa	0.1	0.1	4.8	4.9
<b>Total</b>	<b>1.8</b>	<b>6.2</b>	<b>92.0</b>	<b>100</b>

**Table 6: Percentage share of establishments with no plans for expansion by trade region and reasons - 2016**

Trade Region	Reasons for not expanding				Total
	Lack of demand for goods & services	Market competition	Credit constraints	Other reasons	
Thimphu	18.2	2.1	3.6	26.3	50.2
Phuentsholing	10.4	1.9	0.3	5.0	17.5
Samdrup Jongkhar	6.6	0.7	0.3	5.2	12.8
Gelephu	6.9	0.4	0.2	0.5	7.9
Mongar	2.0	0.9	0.8	2.9	6.5
Trongsa	4.1	0.3	0.1	0.5	4.9
<b>Total</b>	<b>48.0</b>	<b>6.3</b>	<b>5.3</b>	<b>40.3</b>	<b>100.0</b>

#### 4. Establishments with Internal Service Rules (ISR) and Provident Fund Schemes

From the 5,884 establishments, only 172 establishments had Internal Service Rule in place constituting only 2.9 percent. Of these 172 establishments, 28.0 percent belonged to Phuentsholing region, 27.0 percent from Thimphu region, and 16.0 percent from Samdrup Jongkhar region. 47.0 percent of these establishments were large, 28.0 percent medium and 25.0 percent small.

24.4 percent of the establishments that had ISR were under Manufacturing; 20.9 percent in Hotels and Restaurants, and 20.3 percent in Wholesale and Retail Trade. Agriculture and Forestry had the lowest with just 0.6 percent.

Chart 4: Percentage share of establishments with ISR by trade region - 2016

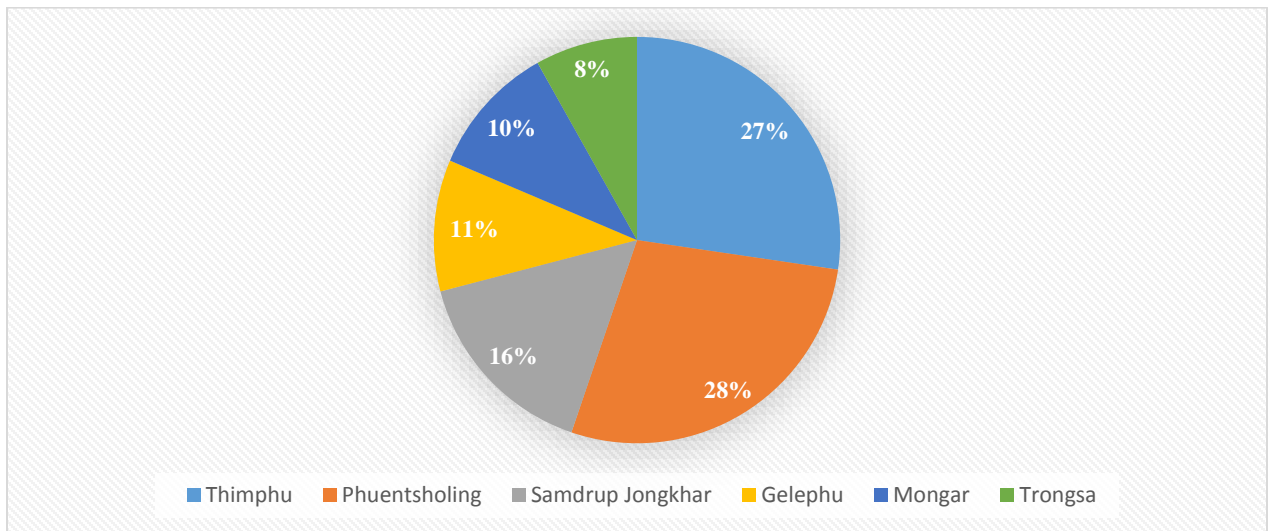
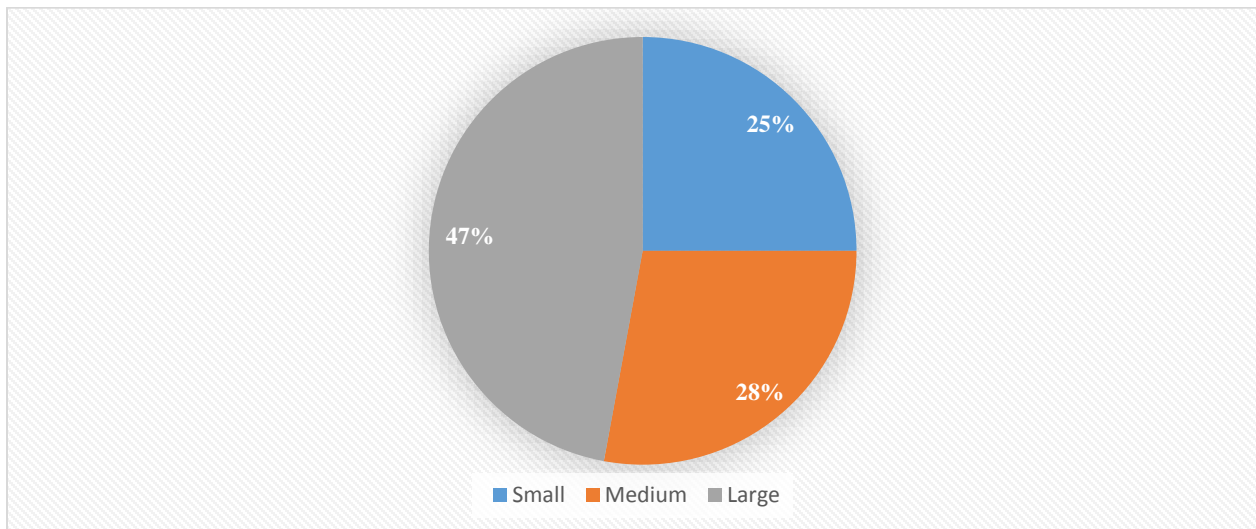
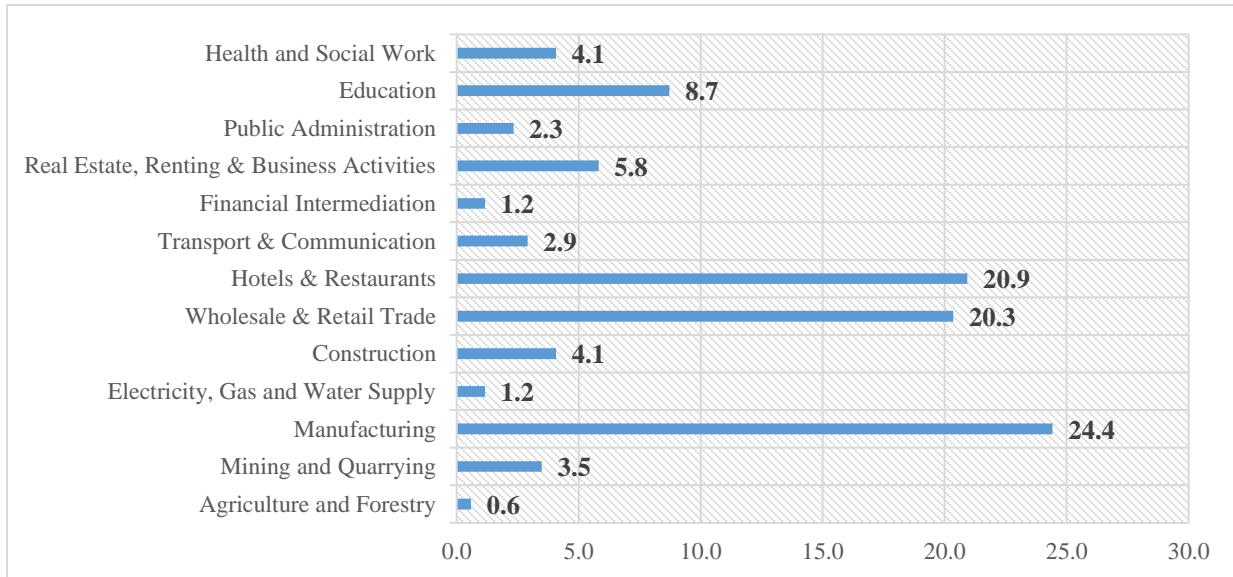


Chart 5: Percentage share of establishments with ISR by category of establishment - 2016



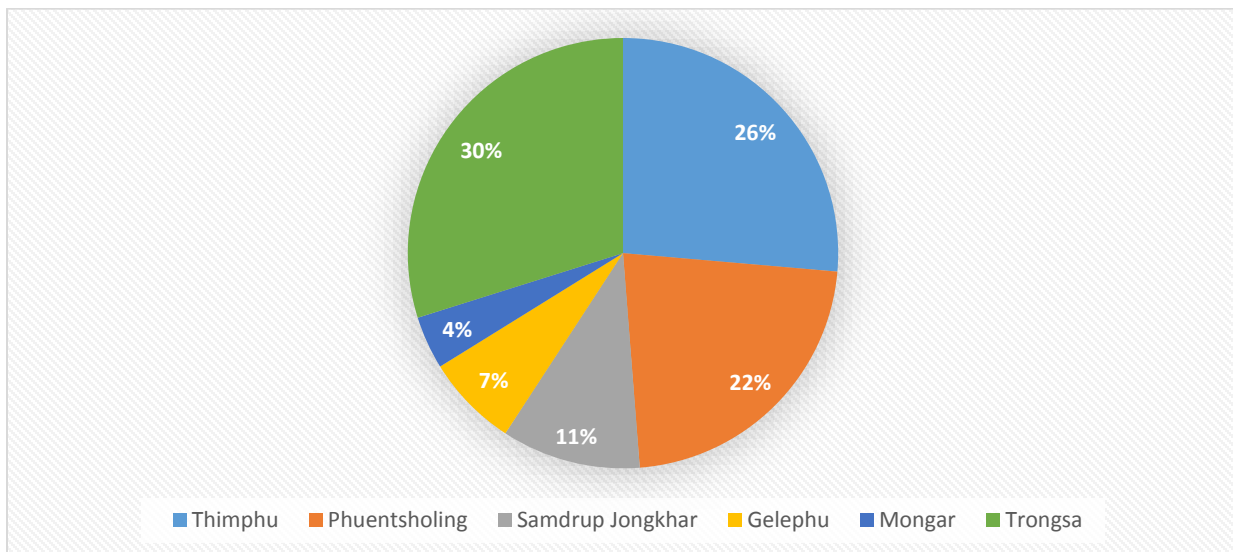
**Chart 6: Percentage share of establishments with ISR by major economic activity - 2016**



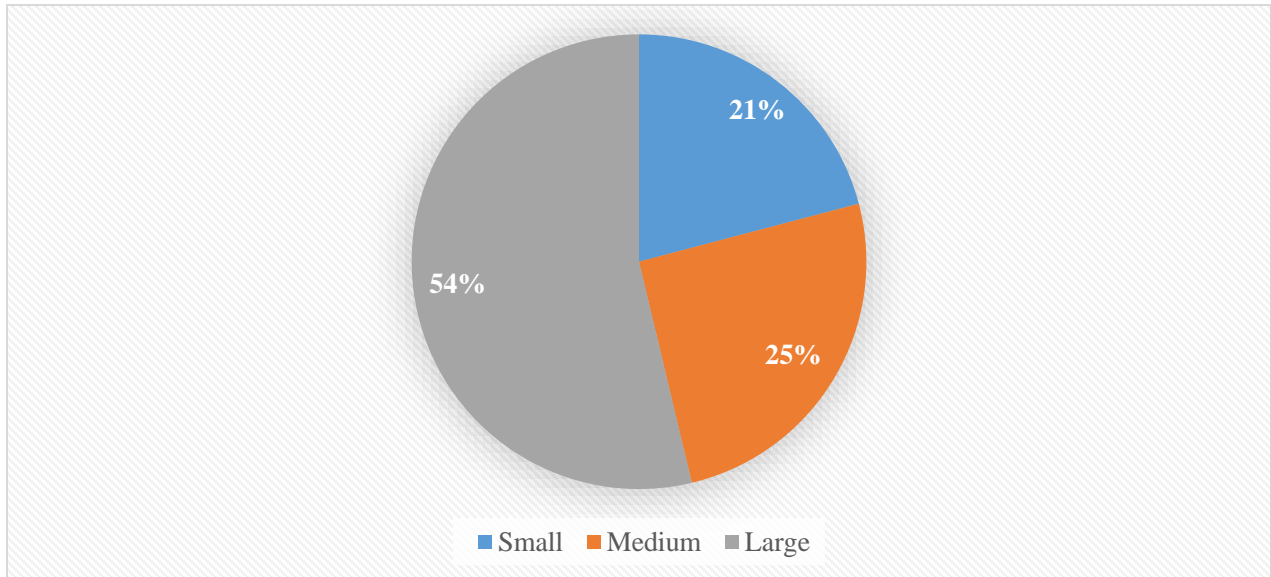
Only 201 (3.4%) establishments had Provident Fund Schemes for their employees; 30.0 percent of these establishments being located in Trongsa region, 26.0 percent in Thimphu, and 22.0 percent in Phuentsholing. 54.0 percent of the establishments were under large category of establishment, 25.0 percent under medium and 21.0 percent under small.

27.4 percent of the establishments that had Provident Fund Schemes belonged to Wholesale and Retail Trade, 25.4 percent in Manufacturing, and 17.9 percent in Hotels and Restaurants. Agriculture and Forestry contributed just about 0.5 percent.

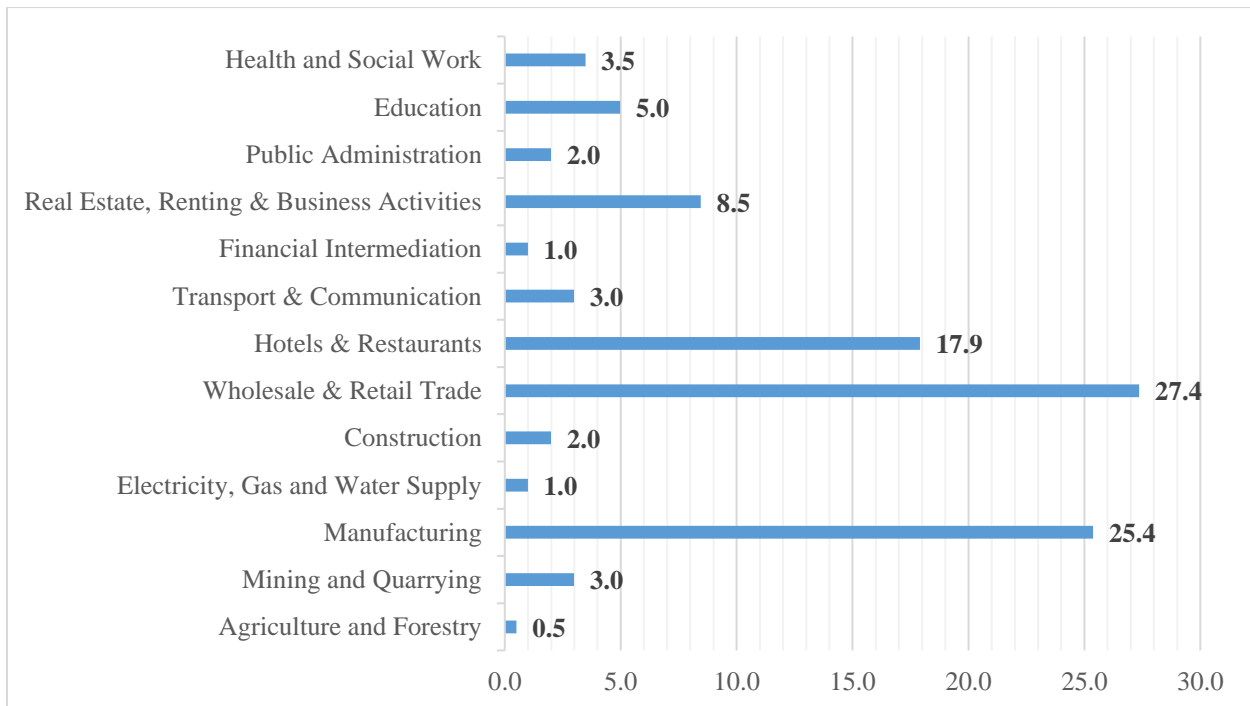
**Chart 7: Percentage share of establishments with Provident Fund Schemes by trade region - 2016**



**Chart 8: Percentage share of establishments with Provident Fund Schemes by category of establishment - 2016**



**Chart 9: Percentage share of establishments with Provident Fund Schemes by major economic activity - 2016**

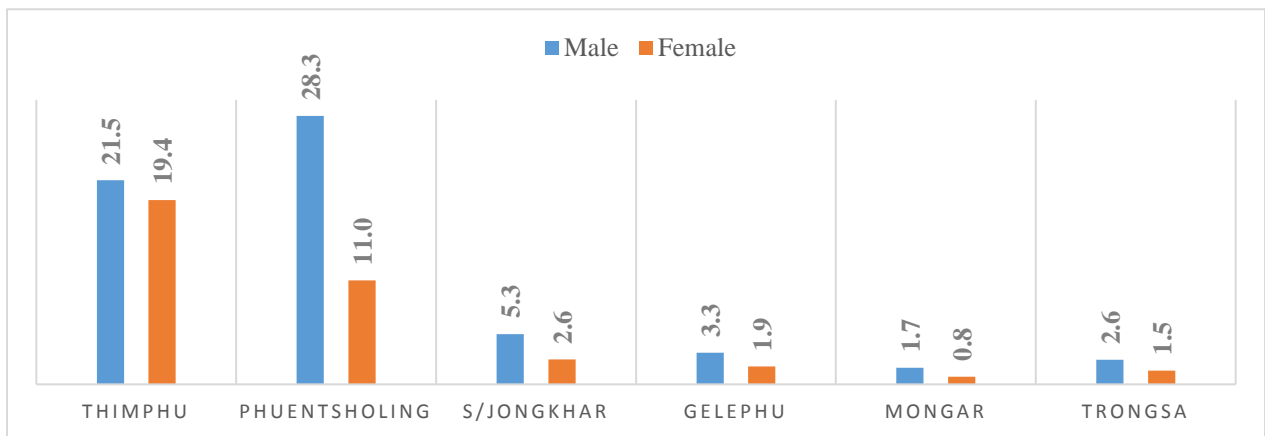


## 5. Employee details

The survey collected employee details from about 16, 248 employees working in these establishments, 80.2 percent Bhutanese workers and 19.8 percent foreign workers. Among the information of 13, 036 Bhutanese workers collected, about 41 percent of them were in Thimphu region and 39.3 percent in Phuentsholing region, and 83 percent of them were regular paid employees followed by casual paid employees with 13.3 percent and contract employees with 3.8 percent. 27.4 percent were working under Manufacturing, 25.3 percent under Wholesale and retail trade, and 13.8 percent under Hotels and restaurants.

Among the information of 3,212 foreign workers collected, 68.3 percent were male and the remaining 31.7 percent female. Regular paid employees within the foreign workers circle consisted of 51.3 percent while casual paid employees made up 40.8 percent and contract employees with 7.9 percent. According to the category of establishments, 62.9 percent of these foreign employees were in small establishments, 17.9 percent in medium and 19.3 percent in large. 34.6 percent were engaged in Manufacturing, 33.0 percent in Wholesale and retail sale, and 22.1 percent in hotels and restaurants.

**Chart 10: Percentage share of Bhutanese workers by trade regions and gender - 2016**



**Chart 11: Percentage share of Bhutanese employees by nature of employment - 2016**

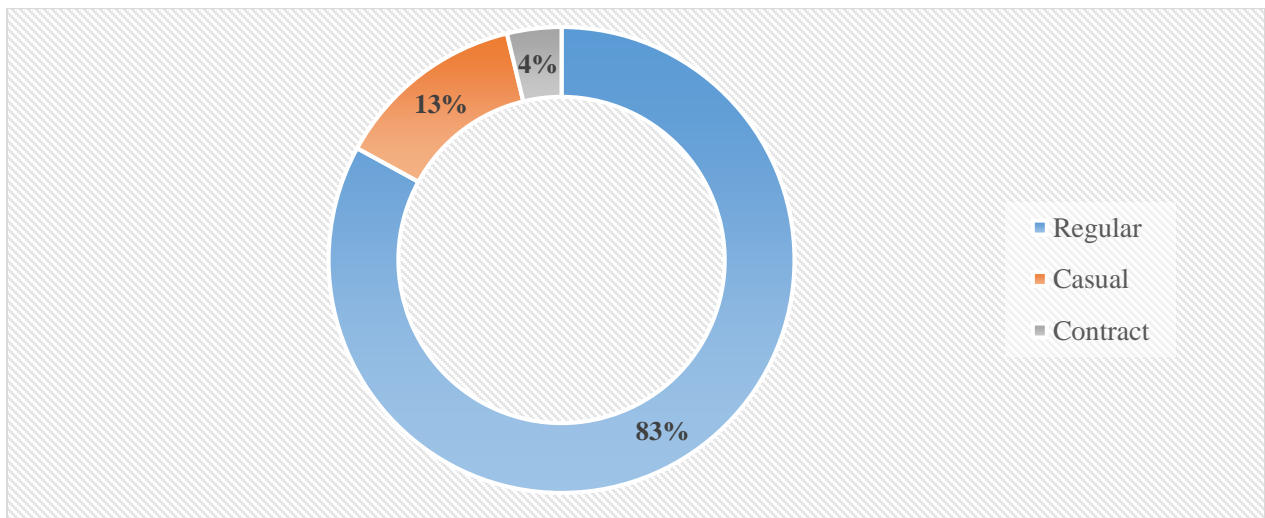


Chart 12: Percentage share of employees by category of establishment - 2016

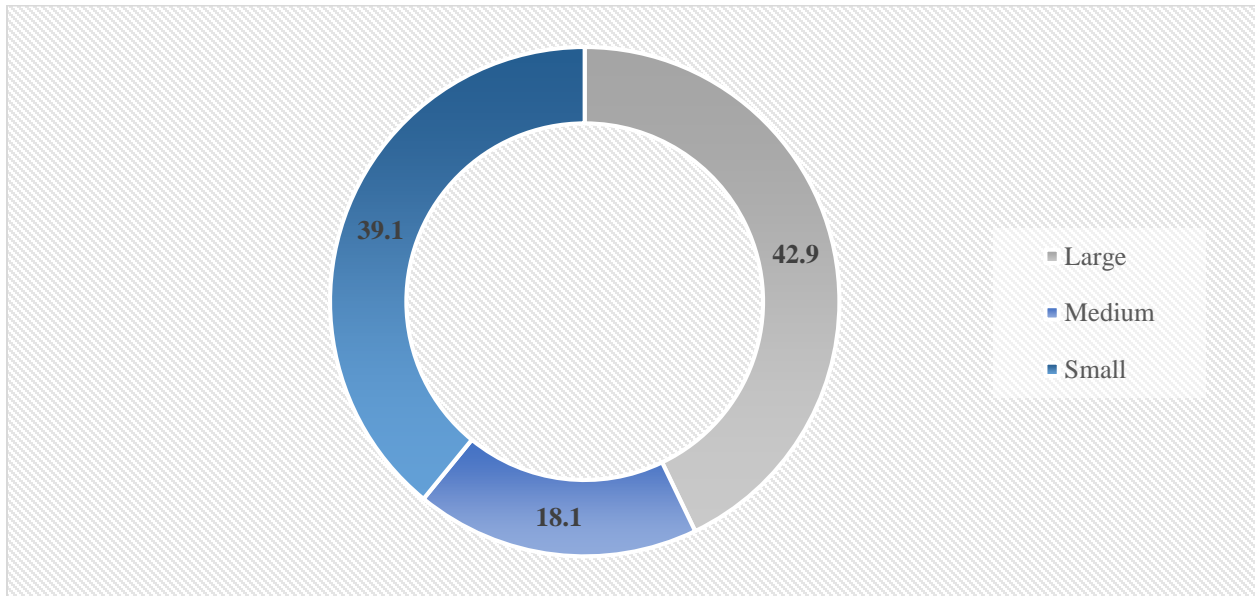


Chart 13: Percentage share of Bhutanese workers by type of legal organization - 2016

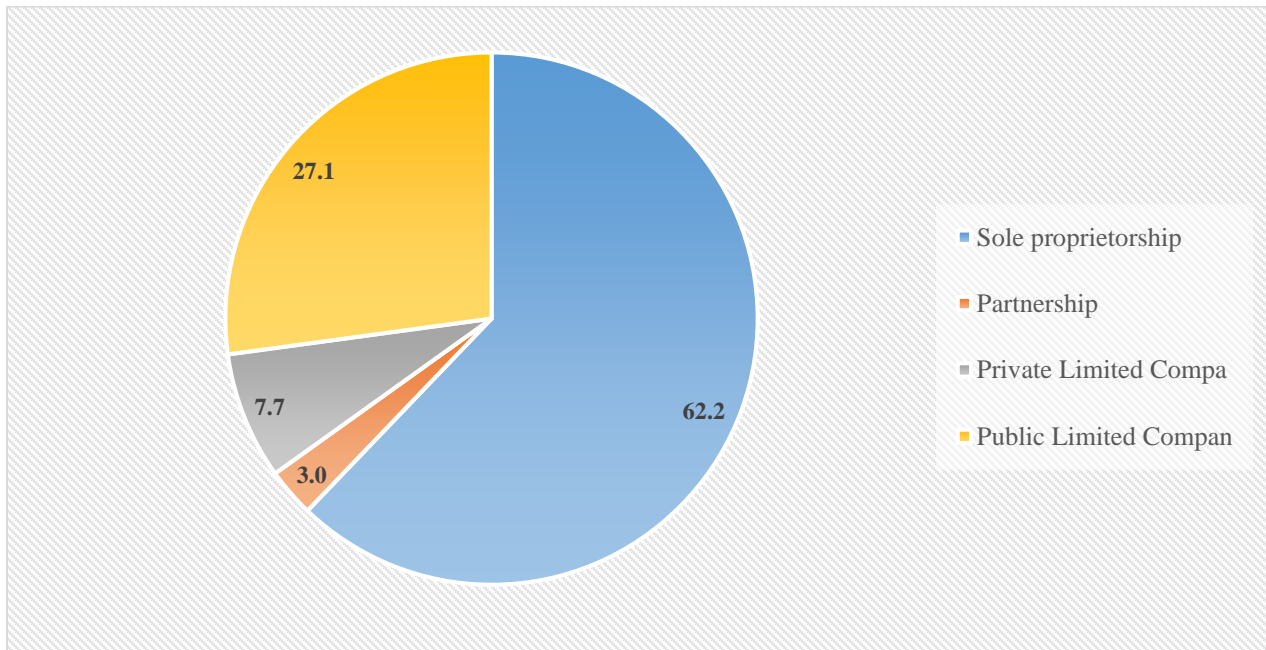




Chart 14: Percentage share of Bhutanese workers by major economic activity - 2016

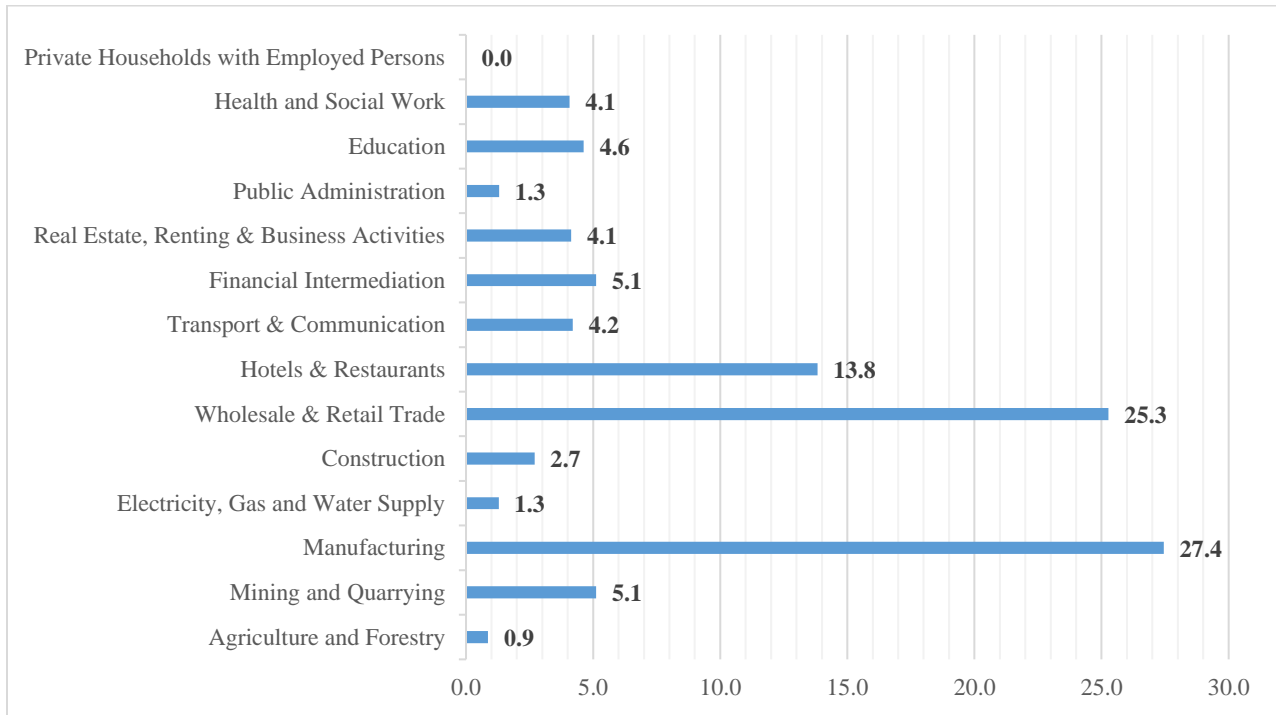
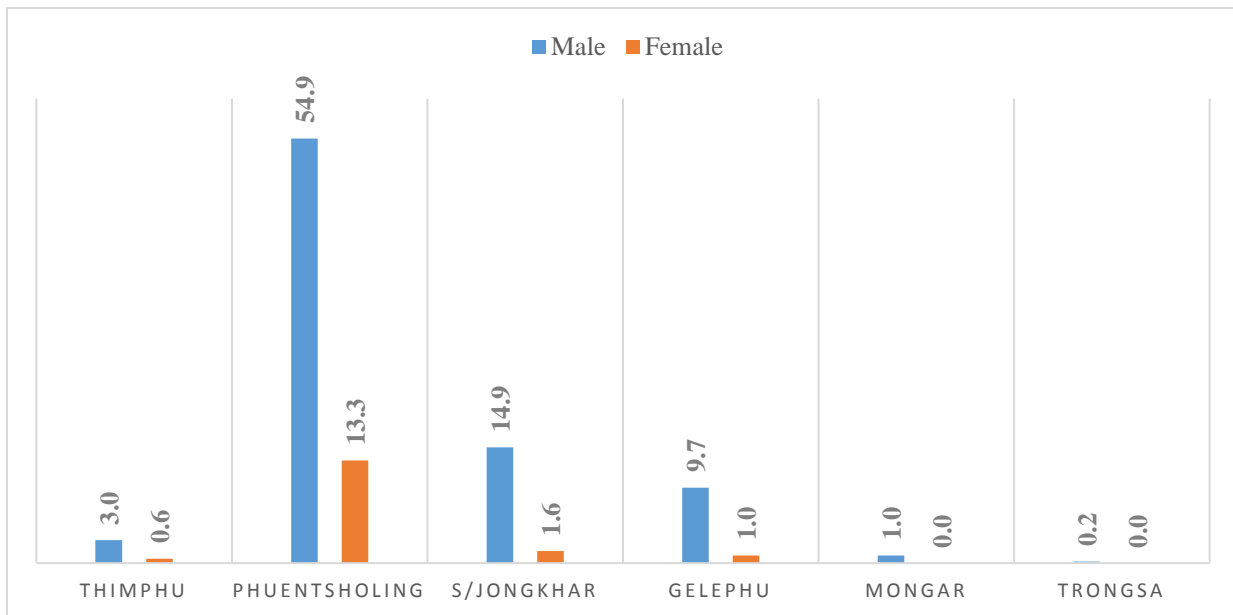
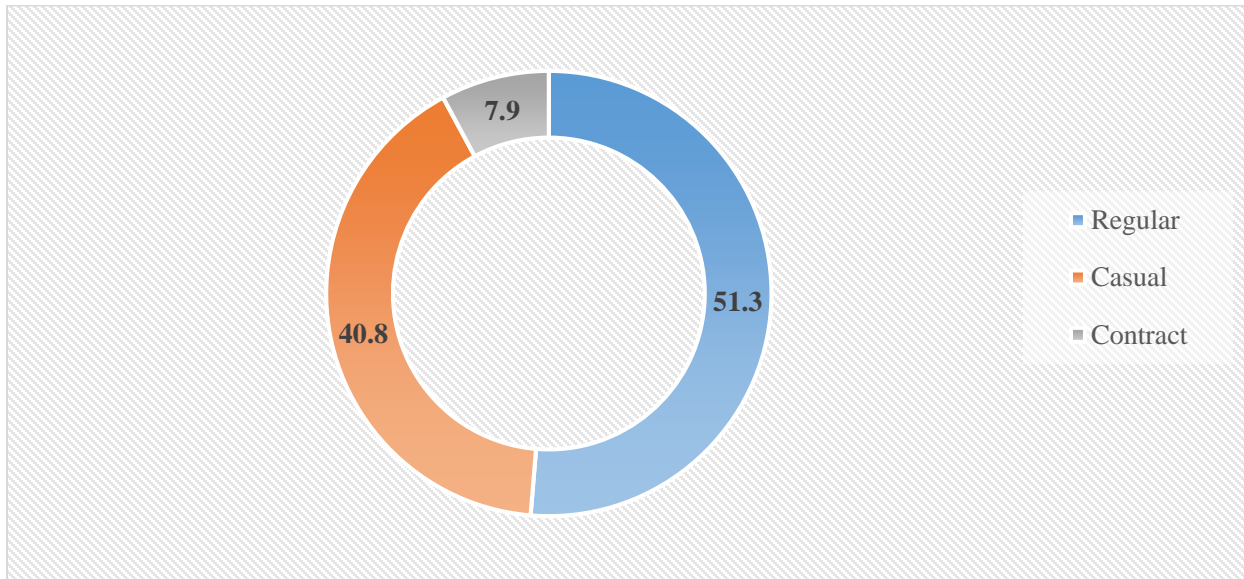


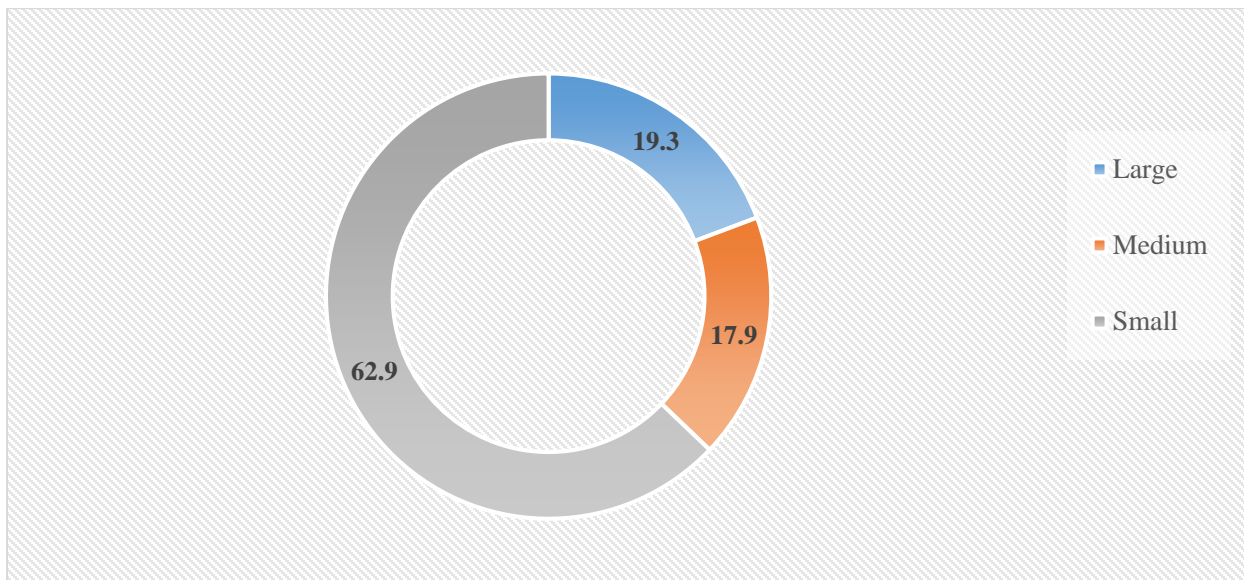
Chart: percentage share of foreign workers by trade regions and gender - 2016



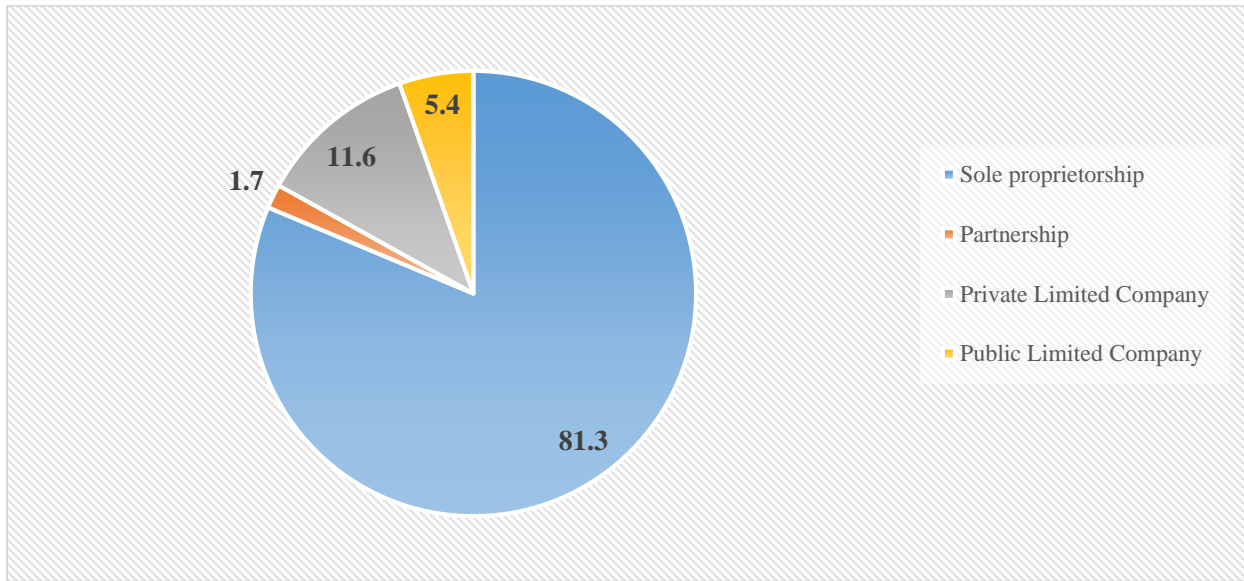
**Chart 16: Percentage share of foreign workers by nature of employment - 2016**



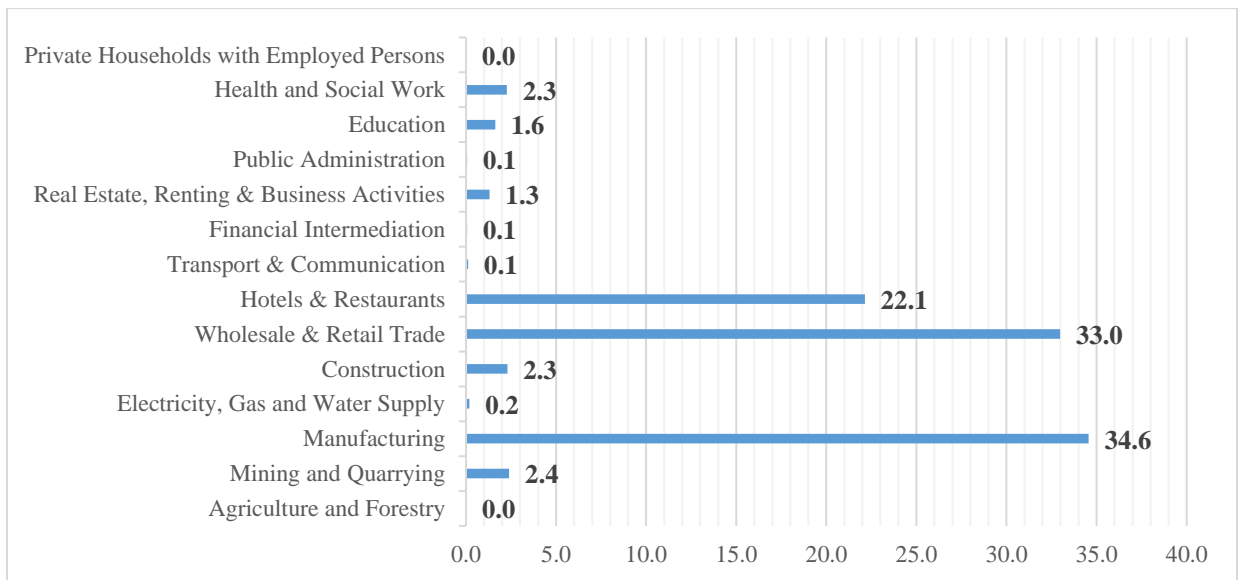
**Chart 17: Percentage share of foreign workers by category of establishment**



**Chart 18: Percentage share of foreign workers by type of legal organization – 2016**



**Chart 19: Percentage share of foreign workers by major economic activity – 2016**



# SECTION 3: ESTABLISHMENT SURVEY REPORT 2016 – TABLES

## Chapter 1: Establishment Details

Table 1.0: Establishments by Dzongkhag - 2016

Dzongkhag	Nationality of owners			Total
	Bhutanese	Foreigner	Both	
Bumthang	132	0	0	132
Chukha	906	84	1	991
Dagana	84	0	0	84
Gasa	3	0	0	3
Haa	114	0	0	114
Lhuentse	46	0	0	46
Mongar	235	0	0	235
Paro	477	1	0	478
Pemagatshel	179	0	0	179
Punakha	177	0	0	177
Samdrup Jongkhar	327	47	1	375
Samtse	260	10	0	270
Sarpang	261	39	1	301
Thimphu	1,656	4	0	1,660
Trashigang	151	0	0	151
Trashigang Yangtse	85	0	0	85
Trongsa	103	0	0	103
Tsirang	93	0	0	93
Wangdue	241	0	0	241
Zhemgang	166	0	0	166
<b>Total</b>	<b>5,696</b>	<b>185</b>	<b>3</b>	<b>5,884</b>

Table 1.1: Establishments by trade regions and nationality of owners - 2016

Trade Region	Nationality of owners			Total
	Bhutanese	Foreigner	Both	
Thimphu	2,668	5	0	2,673
Phuenstholing	1,166	94	1	1,261
Samdrup Jongkhar	591	47	1	639
Gelephu	438	39	1	478
Mongar	432	0	0	432
Trongsa	401	0	0	401
<b>Total</b>	<b>5,696</b>	<b>185</b>	<b>3</b>	<b>5,884</b>

**Table 1.2: Establishments by Dzongkhag and gender of the establishment owner - 2016**

Dzongkhag	Gender of the establishment owner		Total
	Male	Female	
Bumthang	63	69	132
Chukha	529	462	991
Dagana	42	42	84
Gasa	1	2	3
Haa	50	64	114
Lhuentse	22	24	46
Mongar	105	130	235
Paro	206	272	478
Pemagatshel	105	74	179
Punakha	69	108	177
Samdrup Jongkhar	191	184	375
Samtse	130	140	270
Sarpang	176	125	301
Thimphu	689	971	1,660
Trashigang	67	84	151
Trashi Yangtse	29	56	85
Trongsa	36	67	103
Tsirang	50	43	93
Wangdue	106	135	241
Zhemgang	55	111	166
<b>Total</b>	<b>2,721</b>	<b>3,163</b>	<b>5,884</b>

**Table 1.3: Establishments by Dzongkhag and gender of the establishment owner - 2016**

Dzongkhag	Gender of the establishment owner		Total
	Male	Female	
Thimphu	1,121	1,552	2,673
Phuenstholing	659	602	1,261
Samdrup Jongkhar	325	314	639
Gelephu	268	210	478
Mongar	194	238	432
Trongsa	154	247	401
<b>Total</b>	<b>2,721</b>	<b>3,163</b>	<b>5,884</b>

**Table 1.4: Establishments by category of establishment and gender of the establishment owner - 2016**

Category of establishment	Gender of the establishment owner		Total
	Male	Female	
Large	107	27	134
Medium	222	171	393
Small	2,392	2,965	5,357
<b>Total</b>	<b>2,721</b>	<b>3,163</b>	<b>5,884</b>

**Table 1.5: Establishment by type of legal organization and gender of the establishment owner - 2016**

Type of legal organization	Gender of the establishment owner		Total
	Male	Female	
Sole proprietorship	2,657	3,146	5,803
Partnership	22	14	36
Private Limited Company	26	1	27
Public Limited Company	16	2	18
<b>Total</b>	<b>2,721</b>	<b>3,163</b>	<b>5,884</b>

**Table 1.6: Establishments by major economic activity and gender of the establishment owner - 2016**

Major economic activity	Gender of the establishment owner		Total
	Male	Female	
Agriculture and Forestry	12	8	20
Mining and Quarrying	10	1	11
Manufacturing	281	176	457
Electricity, Gas and Water Supply	1	1	2
Construction	28	3	31
Wholesale & Retail Trade	1,536	1,930	3,466
Hotels & Restaurants	579	816	1,395
Transport & Communication	43	12	55
Financial Intermediation	2	0	2
Real Estate, Renting & Business Activities	92	31	123
Public Administration	3	1	4
Education	16	24	40
Health and Social Work	118	159	277
Private Households with Employed Persons	0	1	1
<b>Total</b>	<b>2,721</b>	<b>3,163</b>	<b>5,884</b>

Table 1.7: Establishments by Dzongkhag and major economic activity - 2016

Dzongkhag	Major economic activity														Total
	Agriculture and Forestry	Mining and Quarrying	Manufacturing	Electricity, Gas and Water Supply	Construction	Wholesale & Retail Trade	Hotels & Restaurants	Transport & Communication	Financial Intermediation	Real Estate, Renting & Business Activities	Public Administration	Education	Health and Social Work	Private Households with Employed Persons	
Bumthang	1	0	27	0	0	67	33	0	0	0	0	0	4	0	132
Chukha	1	1	90	1	2	468	323	10	0	31	1	4	59	0	991
Dagana	0	0	2	0	2	65	13	0	0	1	0	0	1	0	84
Gasa	0	0	0	0	0	3	0	0	0	0	0	0	0	0	3
Haa	8	0	6	0	0	71	20	0	0	2	0	4	3	0	114
Lhuentse	0	0	2	0	1	39	3	0	0	1	0	0	0	0	46
Mongar	0	0	19	0	0	139	61	0	0	2	0	3	11	0	235
Paro	1	0	26	0	0	306	107	2	0	6	0	3	27	0	478
Pemagatshel	0	0	15	0	6	105	43	1	0	2	0	2	5	0	179
Punakha	0	0	17	0	0	112	39	0	0	0	0	1	8	0	177
Samdrup Jongkhar	0	3	35	0	5	191	113	1	0	16	1	4	6	0	375
Samtse	1	2	27	0	0	122	102	0	0	7	0	0	9	0	270
Sarpang	0	2	23	0	5	190	52	1	0	15	1	4	8	0	301
Thimphu	4	0	90	1	5	1,056	316	40	2	32	1	12	100	1	1,660
Trashigang	0	0	11	0	2	114	11	0	0	2	0	0	11	0	151
Trashy Yangtse	0	0	12	0	2	51	18	0	0	0	0	1	1	0	85
Trongsa	2	1	16	0	0	53	27	0	0	2	0	0	2	0	103
Tsirang	0	0	1	0	1	67	19	0	0	2	0	0	3	0	93
Wangdue	0	2	7	0	0	154	63	0	0	2	0	2	11	0	241
Zhemgang	2	0	31	0	0	93	32	0	0	0	0	0	8	0	166
<b>Total</b>	<b>20</b>	<b>11</b>	<b>457</b>	<b>2</b>	<b>31</b>	<b>3,466</b>	<b>1,395</b>	<b>55</b>	<b>2</b>	<b>123</b>	<b>4</b>	<b>40</b>	<b>277</b>	<b>1</b>	<b>5,884</b>



Table 1.8: Establishments by major economic activity and trade regions

Major economic activity	Trade Region						Total
	Thimphu	Phuentsholing	Samdrup Jongkhar	Gelephu	Mongar	Trongsa	
Agriculture and Forestry	13	2	0	0	0	5	20
Mining and Quarrying	2	3	3	2	0	1	11
Manufacturing	146	117	62	26	32	74	457
Electricity, Gas and Water Supply	1	1	0	0	0	0	2
Construction	5	2	13	8	3	0	31
Wholesale & Retail Trade	1,702	590	347	322	292	213	3,466
Hotels & Restaurants	545	425	174	84	75	92	1,395
Transport & Communication	42	10	2	1	0	0	55
Financial Intermediation	2	0	0	0	0	0	2
Real Estate, Renting & Business Activities	42	38	18	18	5	2	123
Public Administration	1	1	1	1	0	0	4
Education	22	4	7	4	3	0	40
Health and Social Work	149	68	12	12	22	14	277
Private Households with Employed Persons	1	0	0	0	0	0	1
<b>Total</b>	<b>2,673</b>	<b>1,261</b>	<b>639</b>	<b>478</b>	<b>432</b>	<b>401</b>	<b>5,884</b>

Table 1.9: Establishments by trade regions and category of establishment - 2016

Trade Region	Establishment category			Total
	Large	Medium	Small	
Thimphu	34	264	2,375	2,673
Phuentsholing	44	61	1,156	1,261
Samdrup Jongkhar	33	24	582	639
Gelephu	16	24	438	478
Mongar	1	11	420	432
Trongsa	6	9	386	401
<b>Total</b>	<b>134</b>	<b>393</b>	<b>5,357</b>	<b>5,884</b>

**Table 1.10: Establishments by trade region and type of ownership - 2016**

Trade Region	Type of ownership				Total
	Privately owned	Government owned	Foreign owned	Joint venture	
Thimphu	2,667	5	1	0	2,673
Phuenstholing	1,250	10	0	1	1,261
Samdrup Jongkhar	638	0	1	0	639
Gelephu	472	1	3	2	478
Mongar	432	0	0	0	432
Trongsa	401	0	0	0	401
<b>Total</b>	<b>5,860</b>	<b>16</b>	<b>5</b>	<b>3</b>	<b>5,884</b>

**Table 1.11: Establishments by type of ownership and category of establishment - 2016**

Type of ownership	Establishment category			Total
	Large	Medium	Small	
Privately owned	121	391	5,348	5,860
Government owned	10	0	6	16
Foreign owned	1	2	2	5
Joint venture	2	0	1	3
<b>Total</b>	<b>134</b>	<b>393</b>	<b>5,357</b>	<b>5,884</b>

**Table 1.12: Establishment by major economic activity and category of establishment - 2016**

Major economic activity	Establishment category			Total
	Large	Medium	Small	
Agriculture and Forestry	0	1	19	20
Mining and Quarrying	3	5	3	11
Manufacturing	21	46	390	457
Electricity, Gas and Water Supply	1	1	0	2
Construction	12	12	7	31
Wholesale & Retail Trade	71	227	3,168	3,466
Hotels & Restaurants	12	69	1,314	1,395
Transport & Communication	2	8	45	55
Financial Intermediation	2	0	0	2
Real Estate, Renting & Business Activities	6	7	110	123
Public Administration	1	0	3	4
Education	2	9	29	40
Health and Social Work	1	8	268	277
Private Households with Employed Persons	0	0	1	1
<b>Total</b>	<b>134</b>	<b>393</b>	<b>5,357</b>	<b>5,884</b>

**Table 1.13: Establishments by major economic activity and type of ownership - 2016**

Major economic activity	Type of ownership				Total
	Privately owned	Government owned	Foreign owned	Joint venture	
Agriculture and Forestry	20	0	0	0	20
Mining and Quarrying	11	0	0	0	11
Manufacturing	449	6	1	1	457
Electricity, Gas and Water Supply	1	1	0	0	2
Construction	31	0	0	0	31
Wholesale & Retail Trade	3,459	4	3	0	3,466
Hotels & Restaurants	1,393	0	1	1	1,395
Transport & Communication	55	0	0	0	55
Financial Intermediation	0	2	0	0	2
Real Estate, Renting & Business Activities	123	0	0	0	123
Public Administration	2	1	0	1	4
Education	40	0	0	0	40
Health and Social Work	275	2	0	0	277
Private Households with Employed Persons	1	0	0	0	1
<b>Total</b>	<b>5,860</b>	<b>16</b>	<b>5</b>	<b>3</b>	<b>5,884</b>

**Table 1.14: Establishments by major economic activity and type of legal organization - 2016**

Major economic activity	Type of legal organization				Total
	Sole proprietorship	Partnership	Private Limited Company	Public Limited Company	
Agriculture and Forestry	20	0	0	0	20
Mining and Quarrying	8	0	1	2	11
Manufacturing	432	5	11	9	457
Electricity, Gas and Water Supply	0	0	1	1	2
Construction	25	2	4	0	31
Wholesale & Retail Trade	3,448	12	3	3	3,466
Hotels & Restaurants	1,387	7	1	0	1,395
Transport & Communication	49	4	2	0	55
Financial Intermediation	0	0	0	2	2
Real Estate, Renting & Business Activities	118	3	2	0	123
Public Administration	2	1	0	1	4
Education	37	2	1	0	40
Health and Social Work	276	0	1	0	277
Private Households with Employed Persons	1	0	0	0	1
<b>Total</b>	<b>5,803</b>	<b>36</b>	<b>27</b>	<b>18</b>	<b>5,884</b>

**Table 1.15: Establishments by trade region and type of legal organization - 2016**

Trade Region	Type of legal organization				Total
	Sole proprietorship	Partnership	Private Limited Company	Public Limited Company	
Thimphu	2,639	20	9	5	2,673
Phuentsholing	1,229	7	13	12	1,261
Samdrup Jongkhar	633	2	3	1	639
Gelephu	471	5	2	0	478
Mongar	432	0	0	0	432
Trongsa	399	2	0	0	401
<b>Total</b>	<b>5,803</b>	<b>36</b>	<b>27</b>	<b>18</b>	<b>5,884</b>

**Table 1.16: Establishments by type of legal organization and category of establishment - 2016**

Type of legal organization	Establishment category			Total
	Large	Medium	Small	
Sole proprietorship	106	371	5,326	5,803
Partnership	6	7	23	36
Private Limited Company	8	14	5	27
Public Limited Company	14	1	3	18
<b>Total</b>	<b>134</b>	<b>393</b>	<b>5,357</b>	<b>5,884</b>

**Table 1.17: Establishments by type of legal organization and type of ownership - 2016**

Type of legal organization	Type of ownership				Total
	Privately owned	Government owned	Foreign owned	Joint venture	
Sole proprietorship	5,794	5	4	0	5,803
Partnership	34	0	0	2	36
Private Limited Company	25	0	1	1	27
Public Limited Company	7	11	0	0	18
<b>Total</b>	<b>5,860</b>	<b>16</b>	<b>5</b>	<b>3</b>	<b>5,884</b>

## Chapter 2: Establishments with Expansion Plans

**Table 2.0: Establishments with plans for future expansion by Dzongkhag and category of establishment - 2016**

Dzongkhag	Establishment category			Total
	Large	Medium	Small	
Bumthang	2	3	59	64
Chukha	18	27	417	462
Dagana	0	1	32	33
Gasa	0	0	1	1
Haa	0	1	15	16
Lhuentse	0	2	11	13
Mongar	1	0	128	129
Paro	2	4	96	102
Pemagatshel	0	0	35	35
Punakha	2	3	84	89
Samdrup Jongkhar	5	6	84	95
Samtse	11	8	158	177
Sarpang	5	7	117	129
Thimphu	15	47	549	611
Trashigang	0	5	53	58
Trashigang Yangtse	3	1	49	53
Trongsa	0	2	51	53
Tsirang	1	0	34	35
Wangdue	1	58	15	74
Zhemgang	2	0	104	106
<b>Total</b>	<b>68</b>	<b>175</b>	<b>2,092</b>	<b>2,335</b>

**Table 2.1: Establishments with plans for future expansion by trade region and category of establishment - 2016**

Trade Region	Establishment category			Total
	Large	Medium	Small	
Thimphu	20	113	760	893
Phuentsholing	29	35	575	639
Samdrup Jongkhar	8	7	168	183
Gelephu	6	8	183	197
Mongar	1	7	192	200
Trongsa	4	5	214	223
<b>Total</b>	<b>68</b>	<b>175</b>	<b>2,092</b>	<b>2,335</b>

**Table 2.2: Establishments with plans for future expansion by trade region and type of ownership - 2016**

Trade Region	Type of ownership				Total
	Privately owned	Government owned	Foreign owned	Joint venture	
Thimphu	889	3	1	0	893
Phuentsholing	631	7	0	1	639
Samdrup Jongkhar	183	0	0	0	183
Gelephu	196	1	0	0	197
Mongar	200	0	0	0	200
Trongsa	223	0	0	0	223
<b>Total</b>	<b>2,322</b>	<b>11</b>	<b>1</b>	<b>1</b>	<b>2,335</b>

**Table 2.3: Establishments with plans for future expansion by trade region and type of legal organization - 2016**

Trade Region	Type of legal organization				Total
	Sole proprietorship	Partnership	Private Limited Company	Public Limited Company	
Thimphu	875	12	3	3	893
Phuentsholing	620	6	7	6	639
Samdrup Jongkhar	183	0	0	0	183
Gelephu	196	1	0	0	197
Mongar	200	0	0	0	200
Trongsa	222	1	0	0	223
<b>Total</b>	<b>2,296</b>	<b>20</b>	<b>10</b>	<b>9</b>	<b>2,335</b>

**Table 2.4: Establishments with plans for future expansion by major economic activity and trade region - 2016**

Major economic activity	Trade Region						Total
	Thimphu	Phuentsholing	Samdrup Jongkhar	Gelephu	Mongar	Trongsa	
Agriculture and Forestry	3	2	0	0	0	3	8
Mining and Quarrying	2	1	1	1	0	1	6
Manufacturing	49	58	20	17	19	54	217
Electricity, Gas and Water Supply	0	1	0	0	0	0	1
Construction	2	1	5	4	3	0	15
Wholesale & Retail Trade	628	291	96	134	116	112	1,377
Hotels & Restaurants	125	218	49	32	39	45	508
Transport & Communication	23	4	1	0	0	0	28
Financial Intermediation	2	0	0	0	0	0	2
Real Estate, Renting & Business Activities	16	25	6	5	5	1	58
Public Administration	1	0	1	0	0	0	2
Education	10	3	1	2	3	0	19
Health and Social Work	32	35	3	2	15	7	94
<b>Total</b>	<b>893</b>	<b>639</b>	<b>183</b>	<b>197</b>	<b>200</b>	<b>223</b>	<b>2,335</b>

**Table 2.5: Establishments by Dzongkhag and reasons for expansion - 2016**

Dzongkhag	Reasons for expansion				Total
	Increased demand for goods and services	Product diversification	Easy access to credit facilities	Others	
Bumthang	52	6	0	6	64
Chukha	325	13	7	117	462
Dagana	33	0	0	0	33
Gasa	0	0	0	1	1
Haa	15	1	0	0	16
Lhuentse	6	4	0	3	13
Mongar	101	9	0	19	129
Paro	74	1	0	27	102
Pemagatshel	25	4	0	6	35
Punakha	69	1	0	19	89
Samdrup Jongkhar	74	1	2	18	95
Samtse	86	2	2	87	177
Sarpang	119	4	1	5	129
Thimphu	477	26	9	99	611
Trashigang	34	11	3	10	58
Trashigang Yangtse	43	3	2	5	53
Trongsa	40	7	1	5	53
Tsirang	31	3	1	0	35
Wangdue	39	1	0	34	74
Zhemgang	78	8	0	20	106
<b>Total</b>	<b>1,721</b>	<b>105</b>	<b>28</b>	<b>481</b>	<b>2,335</b>

**Table 2.6: Establishments by trade regions and reasons for expansion - 2016**

Trade Region	Reasons for expansion				Total
	Increased demand for goods and services	Product diversification	Easy access to credit facilities	Others	
Thimphu	674	30	9	180	893
Phuentsholing	411	15	9	204	639
Samdrup Jongkhar	142	8	4	29	183
Gelephu	183	7	2	5	197
Mongar	141	24	3	32	200
Trongsa	170	21	1	31	223
<b>Total</b>	<b>1,721</b>	<b>105</b>	<b>28</b>	<b>481</b>	<b>2,335</b>



**Table 2.7: Establishments by establishment category and reasons for expansion - 2016**

Establishment category	Reasons for expansion				Total
	Increased demand for goods and services	Product diversification	Easy access to credit facilities	Others	
Large	50	2	2	14	68
Medium	109	4	2	60	175
Small	1,562	99	24	407	2,092
<b>Total</b>	<b>1,721</b>	<b>105</b>	<b>28</b>	<b>481</b>	<b>2,335</b>

**Table 2.8: Establishments by type of ownership and reasons for expansion - 2016**

Type of ownership	Reasons for expansion				Total
	Increased demand for goods and services	Product diversification	Easy access to credit facilities	Others	
Privately owned	1,712	104	28	478	2,322
Government owned	8	1	0	2	11
Foreign owned	0	0	0	1	1
Joint venture	1	0	0	0	1
<b>Total</b>	<b>1,721</b>	<b>105</b>	<b>28</b>	<b>481</b>	<b>2,335</b>

**Table 2.9: Establishments by type of legal organization and reasons for expansion - 2016**

Type of legal organization	Reasons for expansion				Total
	Increased demand for goods and services	Product diversification	Easy access to credit facilities	Others	
Sole proprietorship	1,692	103	28	473	2,296
Partnership	16	1	0	3	20
Private Limited Company	6	0	0	4	10
Public Limited Company	7	1	0	1	9
<b>Total</b>	<b>1,721</b>	<b>105</b>	<b>28</b>	<b>481</b>	<b>2,335</b>

**Table 2.10: Establishments by major economic activity and reasons for expansion - 2016**

Major economic activity	Reasons for expansion				Total
	Increased demand for goods and services	Product diversification	Easy access to credit facilities	Others	
Agriculture and Forestry	7	0	0	1	8
Mining and Quarrying	3	0	0	3	6
Manufacturing	168	11	5	33	217
Electricity, Gas and Water Supply	1	0	0	0	1
Construction	10	0	0	5	15
Wholesale & Retail Trade	1,060	56	13	248	1,377
Hotels & Restaurants	328	27	4	149	508
Transport & Communication	19	1	1	7	28
Financial Intermediation	1	1	0	0	2
Real Estate, Renting & Business Activities	45	2	1	10	58
Public Administration	0	0	1	1	2
Education	18	0	0	1	19
Health and Social Work	61	7	3	23	94
<b>Total</b>	<b>1,721</b>	<b>105</b>	<b>28</b>	<b>481</b>	<b>2,335</b>

### Chapter 3: Establishments without Expansion Plans

**Table 3.0: Establishments with no plans of future expansion by Dzongkhag and category of establishment - 2016**

Dzongkhag	Establishment category			Total
	Large	Medium	Small	
Bumthang	1	4	60	65
Chukha	11	22	495	528
Dagana	0	1	50	51
Gasa	0	0	2	2
Haa	0	0	98	98
Lhuentse	0	1	32	33
Mongar	0	1	105	106
Paro	0	8	367	375
Pemagatshel	3	6	134	143
Punakha	0	3	85	88
Samdrup Jongkhar	20	10	250	280
Samtse	4	4	85	93
Sarpang	10	14	148	172
Thimphu	13	119	916	1,048
Trashigang	0	2	91	93
Trashigang Yangtse	1	1	30	32
Trongsa	1	0	49	50
Tsirang	0	1	57	58
Wangdue	0	21	146	167
Zhemgang	0	0	60	60
<b>Total</b>	<b>64</b>	<b>218</b>	<b>3,260</b>	<b>3,542</b>

**Table 3.1: Establishments with no plans of future expansion by trade region and category of establishment - 2016**

Trade Region	Establishment category			Total
	Large	Medium	Small	
Thimphu	13	151	1,614	1,778
Phuentsholing	15	26	580	621
Samdrup Jongkhar	24	17	414	455
Gelephu	10	16	255	281
Mongar	0	4	228	232
Trongsa	2	4	169	175
<b>Total</b>	<b>64</b>	<b>218</b>	<b>3,260</b>	<b>3,542</b>

**Table 3.2: Establishments with no plans of future expansion by trade region and type of ownership - 2016**

Trade Region	Type of ownership				Total
	Privately owned	Government owned	Foreign owned	Joint venture	
Thimphu	1,777	1	0	0	1,778
Phuentsholing	618	3	0	0	621
Samdrup Jongkhar	454	0	1	0	455
Gelephu	276	0	3	2	281
Mongar	232	0	0	0	232
Trongsa	175	0	0	0	175
<b>Total</b>	<b>3,532</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>3,542</b>

**Table 3.3: Establishments with no plans of future expansion by trade region and type of legal organization - 2016**

Trade Region	Type of legal organization				Total
	Sole proprietorship	Partnership	Private Limited Company	Public Limited Company	
Thimphu	1,763	8	6	1	1,778
Phuentsholing	609	1	5	6	621
Samdrup Jongkhar	450	2	2	1	455
Gelephu	275	4	2	0	281
Mongar	232	0	0	0	232
Trongsa	174	1	0	0	175
<b>Total</b>	<b>3,503</b>	<b>16</b>	<b>15</b>	<b>8</b>	<b>3,542</b>

**Table 3.4: Establishments with no plans of future expansion by major economic activity and trade region - 2016**

Major economic activity	Trade Region						Total
	Thimphu	Phuentsholing	Samdrup Jongkhar	Gelephu	Mongar	Trongsa	
Agriculture and Forestry	10	0	0	0	0	2	12
Mining and Quarrying	0	2	2	1	0	0	5
Manufacturing	97	58	41	9	13	19	237
Construction	3	1	8	4	0	0	16
Wholesale & Retail Trade	1073	299	251	188	176	100	2087
Hotels & Restaurants	420	207	125	52	36	46	886
Transport & Communication	19	6	1	1	0	0	27
Real Estate, Renting & Business Activities	26	13	12	13	0	1	65
Public Administration	0	1	0	1	0	0	2
Education	12	1	6	2	0	0	21
Health and Social Work	117	33	9	10	7	7	183
Private Households with Employed Persons	1	0	0	0	0	0	1
<b>Total</b>	<b>1778</b>	<b>621</b>	<b>455</b>	<b>281</b>	<b>232</b>	<b>175</b>	<b>3542</b>

**Table 3.5: Establishments by Dzongkhag and reasons for not expanding - 2016**

Dzongkhag	Reasons for not expanding				Total
	Market competition	Lack of demand for goods & services	Credit constraints	Other reasons	
Bumthang	46	2	12	5	65
Chukha	336	9	116	67	528
Dagana	47	0	2	2	51
Gasa	2	0	0	0	2
Haa	95	2	1	0	98
Lhuentse	2	7	14	10	33
Mongar	45	2	50	9	106
Paro	124	102	140	9	375
Pemagatshel	81	7	39	16	143
Punakha	21	0	64	3	88
Samdrup Jongkhar	128	5	138	9	280
Samtse	31	1	60	1	93
Sarpang	146	7	10	9	172
Thimphu	341	24	625	58	1,048
Trashigang	23	18	39	13	93
Trashy Yangtse	24	0	7	1	32
Trongsa	46	0	2	2	50
Tsirang	50	1	4	3	58
Wangdue	61	1	102	3	167
Zhemgang	52	1	4	3	60
<b>Total</b>	<b>1,701</b>	<b>189</b>	<b>1,429</b>	<b>223</b>	<b>3,542</b>

**Table 3.6: Establishments by Trade regions and reasons for not expanding - 2016**

Trade Region	Reasons for not expanding				Total
	Market competition	Lack of demand for goods & services	Other reasons	Credit constraints	
Thimphu	644	129	73	932	1,778
Phuentsholing	367	10	68	176	621
Samdrup Jongkhar	233	12	26	184	455
Gelephu	243	8	14	16	281
Mongar	70	27	32	103	232
Trongsa	144	3	10	18	175
<b>Total</b>	<b>1,701</b>	<b>189</b>	<b>223</b>	<b>1,429</b>	<b>3,542</b>

**Table 3.7: Establishments by category of establishment and reasons for not expanding - 2016**

Establishment category	Reasons for not expanding				Total
	Market competition	Lack of demand for goods & services	Credit constraints	Other reasons	
Large	22	2	37	3	64
Medium	55	8	144	11	218
Small	1,624	179	1,248	209	3,260
<b>Total</b>	<b>1,701</b>	<b>189</b>	<b>1,429</b>	<b>223</b>	<b>3,542</b>

**Table 3.8: Establishments by type of ownership and reasons for not expanding - 2016**

Type of ownership	Reasons for not expanding				Total
	Market competition	Lack of demand for goods & services	Credit constraints	Other reasons	
Privately owned	1,698	187	1,426	221	3,532
Government owned	1	0	3	0	4
Foreign owned	1	1	0	2	4
Joint venture between	1	1	0	0	2
<b>Total</b>	<b>1,701</b>	<b>189</b>	<b>1,429</b>	<b>223</b>	<b>3,542</b>

**Table 3.9: Establishments by type of legal organization and reasons for not expanding - 2016**

Type of legal organization	Reasons for not expanding				Total
	Market competition	Lack of demand for goods & services	Credit constraints	Other reasons	
Sole proprietorship	1,692	185	1,405	221	3,503
Partnership	6	1	7	2	16
Private Limited Company	1	3	11	0	15
Public Limited Company	2	0	6	0	8
<b>Total</b>	<b>1,701</b>	<b>189</b>	<b>1,429</b>	<b>223</b>	<b>3,542</b>

**Table 3.10: Establishments by major economic activity and reasons for not expanding - 2016**

Major economic activity	Reasons for not expanding				Total
	Market competition	Lack of demand for goods & services	Credit constraints	Other reasons	
Agriculture and Forestry	8	1	2	1	12
Mining and Quarrying	1	1	3	0	5
Manufacturing	98	13	113	13	237
Construction	2	1	13	0	16
Wholesale & Retail Trade	1,021	109	822	135	2,087
Hotels & Restaurants	444	51	335	56	886
Transport & Communication	12	1	10	4	27
Real Estate, Renting & Business Activities	30	1	29	5	65
Public Administration	1	0	1	0	2
Education	9	0	10	2	21
Health and Social Work	75	11	90	7	183
Private Households with Employed Persons	0	0	1	0	1
<b>Total</b>	<b>1,701</b>	<b>189</b>	<b>1,429</b>	<b>223</b>	<b>3,542</b>



## Chapter 4: Establishments with Internal Service Rule (ISR) and Provident Fund Schemes

Table 4.0: Establishments with ISR by Dzongkhag and category of establishment - 2016

Dzongkhag	Establishment category			Total
	Large	Medium	Small	
Bumthang	8	3	1	12
Chukha	13	13	10	36
Dagana	1	0	0	1
Lhuentse	2	0	0	2
Mongar	7	0	1	8
Paro	3	1	1	5
Pemagatshel	8	0	2	10
Punakha	2	2	0	4
Samdrup Jongkhar	8	3	4	15
Samtse	3	4	5	12
Sarpang	8	3	5	16
Thimphu	11	14	12	37
Trashigang	4	4	0	8
Trashhi Yangtse	1	0	1	2
Trongsa	1	1	0	2
Tsirang	1	0	0	1
Wangdue	0	0	1	1
<b>Total</b>	<b>81</b>	<b>48</b>	<b>43</b>	<b>172</b>

Table 4.1: Establishments with ISR by trade region and category of establishment - 2016

Trade Region	Establishment category			Total
	Large	Medium	Small	
Thimphu	16	17	14	47
Phuentsholing	16	17	15	48
Samdrup Jongkhar	17	3	7	27
Gelephu	10	3	5	18
Mongar	13	4	1	18
Trongsa	9	4	1	14
<b>Total</b>	<b>81</b>	<b>48</b>	<b>43</b>	<b>172</b>

**Table 4.2: Establishments with ISR by trade region and type of ownership - 2016**

Trade Region	Type of ownership				Total
	Privately owned	Government owned	Foreign owned	Joint venture	
Thimphu	41	5	1	0	47
Phuentsholing	40	7	0	1	48
Samdrup Jongkhar	27	0	0	0	27
Gelephu	17	0	0	1	18
Mongar	18	0	0	0	18
Trongsa	14	0	0	0	14
<b>Total</b>	<b>157</b>	<b>12</b>	<b>1</b>	<b>2</b>	<b>172</b>

**Table 4.3: Establishments with ISR by trade region and type of legal organization - 2016**

Trade Region	Type of legal organization				Total
	Sole proprietorship	Partnership	Private Limited Company	Public Limited Company	
Thimphu	35	2	5	5	47
Phuentsholing	27	1	10	10	48
Samdrup Jongkhar	23	2	1	1	27
Gelephu	15	1	2	0	18
Mongar	18	0	0	0	18
Trongsa	14	0	0	0	14
<b>Total</b>	<b>132</b>	<b>6</b>	<b>18</b>	<b>16</b>	<b>172</b>

Table 4.4: Establishments with ISR by major economic activity and trade region - 2016

Major economic activity	Trade Region						Total
	Thimphu	Phuentsholing	Samdrup Jongkhar	Gelephu	Mongar	Trongsa	
Agriculture and Forestry	0	0	0	0	0	1	1
Mining and Quarrying	0	3	2	1	0	0	6
Manufacturing	4	25	5	5	0	3	42
Electricity, Gas and Water Supply	1	1	0	0	0	0	2
Construction	1	0	2	1	3	0	7
Wholesale & Retail Trade	9	5	6	5	10	0	35
Hotels & Restaurants	13	7	3	1	2	10	36
Transport & Communication	5	0	0	0	0	0	5
Financial Intermediation	2	0	0	0	0	0	2
Real Estate, Renting & Business Activities	3	3	3	1	0	0	10
Public Administration	1	1	1	1	0	0	4
Education	4	3	4	3	1	0	15
Health and Social Work	4	0	1	0	2	0	7
<b>Total</b>	<b>47</b>	<b>48</b>	<b>27</b>	<b>18</b>	<b>18</b>	<b>14</b>	<b>172</b>

**Table 4.5: Establishments with provident fund schemes by Dzongkhag and category of establishment - 2016**

Dzongkhag	Establishment category			Total
	Large	Medium	Small	
Bumthang	30	5	1	36
Chukha	11	14	10	35
Dagana	1	0	0	1
Mongar	5	0	0	5
Paro	3	0	2	5
Pemagatshel	3	0	2	5
Punakha	3	5	0	8
Samdrup Jongkhar	7	3	5	15
Samtse	3	2	5	10
Sarpang	6	2	4	12
Thimphu	10	18	12	40
Trashigang	2	1	0	3
Trashhi Yangtse	0	0	1	1
Trongsa	12	1	0	13
Tsirang	1	0	0	1
Zhemgang	11	0	0	11
<b>Total</b>	<b>108</b>	<b>51</b>	<b>42</b>	<b>201</b>

**Table 4.6: Establishments with provident fund schemes by trade region and category of establishment - 2016**

Trade Region	Establishment category			Total
	Large	Medium	Small	
Thimphu	16	23	14	53
Phuentsholing	14	16	15	45
Samdrup Jongkhar	10	3	8	21
Gelephu	8	2	4	14
Mongar	7	1	0	8
Trongsa	53	6	1	60
<b>Total</b>	<b>108</b>	<b>51</b>	<b>42</b>	<b>201</b>

**Table 4.7: Establishments with provident fund schemes by trade region and type of ownership - 2016**

Trade Region	Type of ownership				Total
	Privately owned	Government owned	Foreign owned	Joint venture	
Thimphu	47	5	1	0	53
Phuentsholing	37	7	0	1	45
Samdrup Jongkhar	21	0	0	0	21
Gelephu	13	0	0	1	14
Mongar	8	0	0	0	8
Trongsa	60	0	0	0	60
<b>Total</b>	<b>186</b>	<b>12</b>	<b>1</b>	<b>2</b>	<b>201</b>

**Table 4.8: Establishments with provident fund schemes by trade region and type of legal organization - 2016**

Trade Region	Type of legal organization				Total
	Sole proprietorship	Partnership	Private Limited Company	Public Limited Company	
Thimphu	40	3	5	5	53
Phuentsholing	27	0	8	10	45
Samdrup Jongkhar	17	2	1	1	21
Gelephu	11	1	2	0	14
Mongar	8	0	0	0	8
Trongsa	59	1	0	0	60
<b>Total</b>	<b>162</b>	<b>7</b>	<b>16</b>	<b>16</b>	<b>201</b>

**Table 4.9: Establishments with provident fund schemes by major economic activity and trade region - 2016**

Major economic activity	Trade Region						Total
	Thimphu	Phuentsholing	Samdrup Jongkhar	Gelephu	Mongar	Trongsa	
Agriculture and Forestry	0	0	0	0	0	1	1
Mining and Quarrying	0	3	2	1	0	0	6
Manufacturing	5	23	5	4	0	14	51
Electricity, Gas and Water Supply	1	1	0	0	0	0	2
Construction	0	0	3	1	0	0	4
Wholesale & Retail Trade	11	8	3	4	4	25	55
Hotels & Restaurants	13	3	0	0	2	18	36
Transport & Communication	6	0	0	0	0	0	6
Financial Intermediation	2	0	0	0	0	0	2
Real Estate, Renting & Business Activities	6	4	5	1	1	0	17
Public Administration	1	1	1	1	0	0	4
Education	5	2	1	2	0	0	10
Health and Social Work	3	0	1	0	1	2	7
<b>Total</b>	<b>53</b>	<b>45</b>	<b>21</b>	<b>14</b>	<b>8</b>	<b>60</b>	<b>201</b>

## Chapter 5: Employee details

**Table 5.0: Number of employees by trade region and gender - 2016**

Trade Region	Bhutanese workers			Foreign workers			Grand total
	Male	Female	Total	Male	Female		
Thimphu	2,806	2,534	5,340	95	18	113	5,453
Phuenstholing	3,691	1,429	5,120	1,762	426	2,188	7,308
S/Jongkhar	690	342	1,032	480	50	530	1,562
Gelephu	435	245	680	313	31	344	1,024
Mongar	227	107	334	31	0	31	365
Trongsa	340	190	530	6	0	6	536
<b>Total</b>	<b>8,189</b>	<b>4,847</b>	<b>13,036</b>	<b>2,687</b>	<b>525</b>	<b>3,212</b>	<b>16,248</b>

**Table 5.1: Number of employees by trade regions, nationality, gender and nature of employment - 2016**

5.1 (a): Bhutanese workers									
Trade Region	Male				Female				Grand Total
	Regular	Casual	Contract	Total	Regular	Casual	Contract	Total	
Thimphu	2,528	170	108	2,806	2,260	144	130	2,534	5,340
Phuenstholing	3,033	615	43	3,691	1,016	391	22	1,429	5,120
S/Jongkhar	657	10	23	690	317	5	20	342	1,032
Gelephu	211	203	21	435	99	132	14	245	680
Mongar	190	12	25	227	93	0	14	107	334
Trongsa	263	37	40	340	148	11	31	190	530
<b>Total</b>	<b>6,882</b>	<b>1,047</b>	<b>260</b>	<b>8,189</b>	<b>3,933</b>	<b>683</b>	<b>231</b>	<b>4,847</b>	<b>13,036</b>
5.1 (b): Foreign workers									
Trade Region	Male				Female				Grand Total
	Regular	Casual	Contract	Total	Regular	Casual	Contract	Total	
Thimphu	76	13	6	95	15	0	3	18	113
Phuenstholing	1,189	517	56	1,762	254	168	4	426	2,188
S/Jongkhar	29	314	137	480	1	38	11	50	530
Gelephu	45	234	34	313	4	27	0	31	344
Mongar	29	0	2	31	0	0	0	0	31
Trongsa	6	0	0	6	0	0	0	0	6
<b>Total</b>	<b>1,374</b>	<b>1,078</b>	<b>235</b>	<b>2,687</b>	<b>274</b>	<b>233</b>	<b>18</b>	<b>525</b>	<b>3,212</b>

**Table 5.2: Number of employed persons by category of employment, nationality, gender and nature of employment - 2016**

<b>5.2 (a): Bhutanese workers</b>									
<b>Category of establishment</b>	<b>Male</b>				<b>Female</b>				<b>Grand Total</b>
	<b>Regular</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>	<b>Regular</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>	
Large	3,185	599	93	3,877	1,366	296	48	1,710	5,587
Medium	1,304	107	46	1,457	799	67	30	896	2,353
Small	2,393	341	121	2,855	1,768	320	153	2,241	5,096
<b>Total</b>	<b>6,882</b>	<b>1,047</b>	<b>260</b>	<b>8,189</b>	<b>3,933</b>	<b>683</b>	<b>231</b>	<b>4,847</b>	<b>13,036</b>
<b>5.2 (b): Foreign workers</b>									
<b>Category of establishment</b>	<b>Male</b>				<b>Female</b>				<b>Grand Total</b>
	<b>Regular</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>	<b>Regular</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>	
Large	271	314	46	631	19	62	2	83	714
Medium	212	275	58	545	30	83	4	117	662
Small	891	489	131	1,511	225	582	12	819	1,836
<b>Total</b>	<b>1,374</b>	<b>1,078</b>	<b>235</b>	<b>2,687</b>	<b>274</b>	<b>727</b>	<b>18</b>	<b>1,019</b>	<b>3,212</b>

**Table 5.3: Number of employed persons by type of legal organization, nationality, gender and nature of employment - 2016**

<b>5.3 (a): Bhutanese workers</b>									
<b>Type of legal organization</b>	<b>Male</b>				<b>Female</b>				<b>Grand Total</b>
	<b>Regular</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>	<b>Regular</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>	
Sole proprietorship	4,119	484	179	4,782	2,728	342	189	3,259	8,041
Partnership	212	19	13	244	122	7	9	138	382
Private Limited Company	588	104	11	703	233	57	8	298	1,101
Public Limited Company	1,863	440	57	2,360	850	277	25	1,152	3,512
<b>Total</b>	<b>6,782</b>	<b>1,047</b>	<b>260</b>	<b>8,089</b>	<b>3,933</b>	<b>683</b>	<b>231</b>	<b>4,847</b>	<b>13,036</b>



<b>5.3 (b): Foreign workers</b>									
<b>Type of legal organization</b>	<b>Male</b>				<b>Female</b>				<b>Grand Total</b>
	<b>Regular</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>	<b>Regular</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>	
Sole proprietorship	1,210	810	197	2,217	257	123	15	395	2,612
Partnership	35	2	4	41	14	0	1	15	56
Private Limited Company	69	160	30	259	2	109	1	112	371
Public Limited Company	60	106	4	170	1	1	1	3	173
<b>Total</b>	<b>1,374</b>	<b>1,078</b>	<b>235</b>	<b>2,687</b>	<b>274</b>	<b>233</b>	<b>18</b>	<b>525</b>	<b>3,212</b>

Table 5.4: Number of employed persons by major economic activity, nationality, gender and nature of employment - 2016

<b>5.4 (a): Bhutanese workers</b>									
<b>Major economic activity</b>	<b>Male</b>				<b>Female</b>				<b>Grand Total</b>
	<b>Regular</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>	<b>Regular</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>	
Agriculture and Forestry	62	29	0	91	19	0	0	19	110
Mining and Quarrying	483	21	22	526	118	0	5	123	649
Manufacturing	2,072	595	27	2,694	714	51	20	785	3,659
Electricity, Gas and Water Supply	109	52	0	161	2	0	0	2	163
Construction	172	73	31	276	48	9	9	66	342
Wholesale & Retail Trade	1,974	122	66	2,162	886	98	58	1,042	3,384
Hotels & Restaurants	603	46	31	680	922	89	62	1,073	1,753
Transport & Communication	348	2	0	350	176	2	5	183	533
Financial Intermediation	309	0	23	332	297	1	19	317	649
Real Estate, Renting & Business Activities	284	37	7	328	164	27	5	196	524
Public Administration	83	14	26	123	36	2	5	43	166
Education	245	10	20	275	274	7	31	312	587
Health and Social Work	138	46	7	191	277	37	12	326	517
Private Households with Employed Persons	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>6,882</b>	<b>1,047</b>	<b>260</b>	<b>8,189</b>	<b>3,933</b>	<b>323</b>	<b>231</b>	<b>4,487</b>	<b>13,036</b>

<b>5.4 (b): Foreign workers</b>									
<b>Major economic activity</b>	<b>Male</b>				<b>Female</b>				<b>Grand Total</b>
	<b>Regular</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>	<b>Regular</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>	
Agriculture and Forestry	0	0	0	0	0	0	0	0	0
Mining and Quarrying	16	50	9	75	1	0	1	2	77
Manufacturing	352	527	78	957	25	127	1	153	1,110
Electricity, Gas and Water Supply	0	6	0	6	0	0	0	0	6
Construction	19	13	36	68	0	6	0	6	74
Wholesale & Retail Trade	652	294	53	999	48	10	2	60	1,059
Hotels & Restaurants	244	163	48	455	156	90	10	256	711
Transport & Communication	4	0	0	4	0	0	0	0	4
Financial Intermediation	0	0	2	2	0	0	0	0	2
Real Estate, Renting & Business Activities	32	4	2	38	4	0	0	4	42
Public Administration	0	0	1	1	0	0	1	1	2
Education	28	0	4	32	17	0	3	20	52
Health and Social Work	27	21	2	50	23	0	0	23	73
Private Households with Employed Persons	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1,374</b>	<b>1,078</b>	<b>235</b>	<b>2,687</b>	<b>274</b>	<b>233</b>	<b>18</b>	<b>525</b>	<b>3,212</b>

## Annexure: Establishment Survey 2016 Questionnaire

<b>Confidentiality:</b>  <i>Data obtained from this survey will solely be meant for research purposes and shall be kept confidential at all times</i>	Sir/Madam,  The Department of Employment is conducting Establishment Survey for the purpose of formulating employment and labour policies. Therefore, the Department would like to request all the respondents to extend kind cooperation to the surveyors.
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### INTRODUCTION

Name of Establishment: \_\_\_\_\_ TPN No.: \_\_\_\_\_

Name of the owner: \_\_\_\_\_ Sex of the owner:  (1.Male; 2. Female)

License Number: \_\_\_\_\_

Date of Registration: \_\_\_\_\_ Year of Operation: \_\_\_\_\_

Name of Respondent: \_\_\_\_\_

Contact Number: (Office): \_\_\_\_\_ (Respondent): \_\_\_\_\_

Email: \_\_\_\_\_

Please give a brief description of primary activity of the Establishment:

Area:  (1.Urban; 2.Rural)

Category of Establishment:  (1. Large; 2. Medium; 3. Small)

**SECTION A: GENERAL INFORMATION**

A1. Nature of Main Activity: \_\_\_\_\_  (*Enter code: Official use only*)

A2. Type of legal organization:

(1. Sole Proprietorship; 2. Partnership; 3. Private Limited Company; 4. Public Limited Company)

A3. Ownership:

(1. Privately owned; 2. Government owned; 3. Foreign owned; 4. Join Venture between Foreigner and Bhutanese)

A4. Nationality of ownership:  (1. Bhutanese; 2. Foreigner; 3. Both)

A5. Does the establishment have a parent company?  (1. Yes; 2. No) (*If “no”, go to SECTION B*)

A6. If ‘Yes’ Name of the parent company: \_\_\_\_\_

**SECTION B: FINANCIAL DETAILS**

B1. Total initial investment: Nu:

B2. Does your establishment maintain accounts?  (1. Yes; 2. No)

B3. Annual accounting period: From  To

a. *Total value of fixed assets:*

Description of Assets	2014	2015
1. Machinery & Equipment		
2. Buildings		
3. Land		
4. Other assets (please specify)		
<b>Total</b>		

B4. Total annual turnover and other income of the Establishment:

Description	2014	2015
1. Sale of main product		
2. Sale of secondary product		
3. Opening Stock of finished product		
4. Closing stock of finished product		
5. Work in progress		
6. Other income (please specify)		
<b>Total</b>		

B5. Operating Cost:

a. *Annual Total Compensation of Employees (CoE) & other benefits:*

Gender	2014	2015
1. Male		
2. Female		
<b>Total</b>		

*b. Raw materials and other cost:*

Description	2014	2015
1. Raw materials		
a. Imported		
b. Domestic		
2. Transportation/Communication		
3. Energy		
a. Electricity		
b. Petrol		
c. Diesel		
d. SKO		
e. Coal		
f. Other fuel (please specify):		
4. Rental		
5. Storage		
6. Marketing		
7. Opening stock of raw materials		
8. Closing stock of raw materials		
9. Other Expenses (please specify):		
<b>Total</b>		

B6. Do you have plans to expand your establishment?  (1. Yes; 2. No) (If "no", go to B8)

B7. What are the main reasons for future expansion?


(Enter maximum of 3 appropriate reasons)

(1. Increased demand for goods/services; 2. Product diversification; 3. Easy access to credit facilities; 4. Easy availability of skilled manpower; 5. Easy availability of raw materials; 6. Others, please specify)

B8. What are the main constraints to expansion?

(Enter maximum of 3 appropriate reasons)

(1. Lack of demand for goods & services; 2. Market competition; 3. Credit constraints; 4. Lack of skilled manpower; 5. Scarcity of raw materials; 6. Foreign exchange regulations; 7. Poor labour legislation; 8. Others, please specify)

### SECTION C: EMPLOYEE DETAILS

C1. Does the establishment have Internal Service Rule?

(1.Yes; 2.No)

(Ask ONLY IF the establishment has more than 5 employees)

C2. Does the establishment have Provident Fund schemes?  
to C5)

(1.Yes; 2.No) (if "no", go

C3. Name of the Financial Institution of their PF Scheme:

(Codes: 1. National Pension & Provident Fund; (NPPF) 2. Royal Insurance Corporation of Bhutan Limited; (RICBL) 3. Bank of Bhutan Limited ;(BoBL) 4. Bhutan National Bank Limited ;(BNBL) 5. T-Bank; 6. Bhutan Insurance Limited ;(BIL) 7. Druk Punjab National Bank; (PNBL) 8. Bhutan Development Bank Limited (BDBL)

C4. Please specify percentage share of PF contribution: \_\_\_\_\_

C5. Number of employees:

<b>BHUTANESE WORKERS</b>				
	Regular	Casual	Contract	Total
Male				
Female				
<b>TOTAL</b>				
<b>FOREIGN WORKERS</b>				
	Regular	Casual	Contract	Total
Male				
Female				
<b>TOTAL</b>				

C6. Bhutanese Employee details:

Sl. No.	Name	CID	Age	Sex	Qualification (enter code)	Specific Occupation	Occupation code (for official use only)	Nature of Employment	Year of Appointment
				1. Male				1. Regular	
								2. Female	
								3. Contract	

**\*Education Qualification Code:**

00-None; 01-12 (classes 1-12); 15 - Bachelor degree; 16 - Master degree and above; 21 - Non-formal attended; 22 – Religious Professionals