



Establishment Survey Report 2017

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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 fourth Establishment Survey Report 2017. The statistics collected are based on the survey conducted from 21st January to 19th February 2017 by 30 enumerators (university graduates), 10 supervisors and 3 regional field coordinators to oversee the survey process.

The survey is an effort of the Ministry to help understand the current scenario of potential sectors (Tourism, Hydropower, Manufacturing and Mining) 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 further improvement of the report in future.

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

SECTION 1: INTRODUCTION

The Labour Market Information and Research Division of the Department of Employment, Ministry of Labour and Human Resources conducted the Establishment Survey 2017 from 21st January to 19th February 2017 by 30 university graduates as enumerators, 10 supervisors and 3 regional field coordinators (officials from the Ministry) to oversee the survey process.

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

1. Objectives of Establishment Survey 2017:

- a. To study potential sectors of employment in Bhutan by their characteristics (organization type, economic activity and nature of employment)
- b. To study the Employers general business and recent and future hiring.
- c. To study the prevalence of Internal Service Rules in private sector.

2. Definitions

- a. **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.
- b. **Main Activity** refers to the specific activity performed by the establishment. (e.g. manufacture of incense)
- c. **Type of Legal Organization**
 - i. **Individual Proprietorship:** An owner who fully owns his business with full legal rights.

- ii. Partnership: A business or an entity owned by two individuals of same nationality for the production of goods or services with common goals.
- iii. Private Limited Company: A private company registered under the Companies Act of the Kingdom of Bhutan 2000. (e.g. Bhutan Brewery Private Limited.).
- iv. Public Limited Company: Government own some percentage (51%) of share in a company. (e.g. Penden Cement Authority Limited)
- v. Co-operative Society: Association of united persons voluntarily to meet their common economic need and aspirations through a jointly owned and effective governed enterprise. (e.g. Gosarling Sanam Nyamlay Tshogdey)

d. Occupation

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

3. Category of Establishment

It is 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:

- i. For an establishment to be categorized as “cottage”, if its employment size is less than 5 employees and its investment less than Nu. 1 million.
- ii. 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.
- iii. 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.

- iv. An establishment with 100 or more employees and whose investment was more than Nu. 100 million is considered to be a “large” industry.

4. Survey Coverage

The Establishment Survey 2017 covered 1,717 establishments from potential sectors (Hydropower, Tourism, Mining and Manufacturing) in all the trade regions and in all 20 Dzongkhags.

5. Methodology

For Establishment Survey 2017 the methodology adopted was the non-probability sampling called the purposive sampling. The list of business establishments for Hydropower, Tourism, Mining and Manufacturing sectors, along with the category of establishments (small, medium and large) were provided by the Ministry of Economic Affairs. The establishments’ potential for employment were selected for the survey. The data was collected over face to face interview with the Human Resource Manager/CEO of the company using tablets online. The questionnaire consists of three parts – Identification, Employment and Human Resource Development.

6. Limitation of survey

Although the survey covered all 20 Dzongkhags, survey team were not able to get responses from some companies/establishment due to change in addresses (contact number and location) and few did not respond to our survey questionnaire despite repeated visits. The survey is limited to four sector only (Tourism, Hydropower, Manufacturing and Mining).

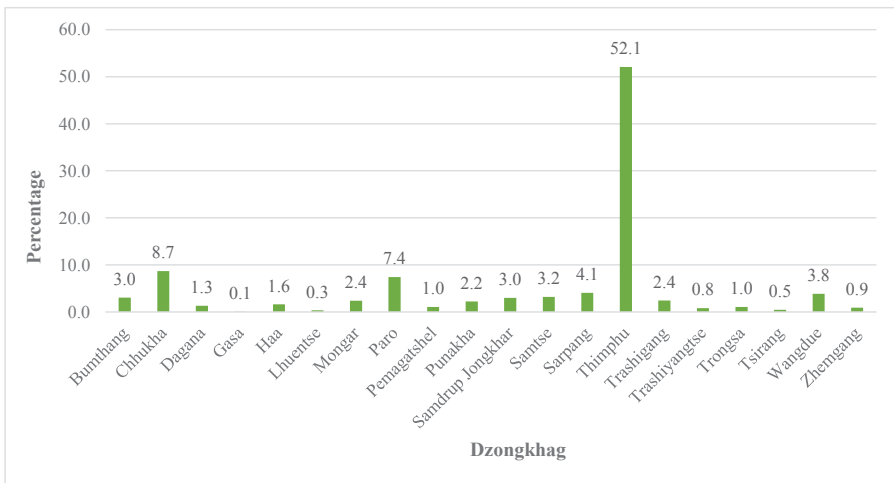
SECTION 2: SUMMARY FINDINGS

1.0 Establishment details

1.1 Location of establishments

The responses were collected from 1,717 Establishments across 20 Dzongkhags in the country. Of the total surveyed establishments 52.1% were located in Thimphu Dzongkhag followed by Chukha with 8.7% and Paro (7.4%). Chart 1 shows the number of establishments distributed by Dzongkhags in the country.

Chart 1: Percentage of establishments covered by dzongkhag



Thimphu trade region covered more than half (67.2%) of total establishments for the survey followed by Phuentsholing trade region with 11.9% and the least being Samdrup Jongkhar trade region (4%) (chart 2). Distribution of establishments by area in the figure shows that 88.2% were in urban and 11.8% in rural areas (chart 3).

From 1,717 establishments covered in the survey, 69% were from the tourism sector followed by Manufacturing (27%) and the least being the Hydropower sector with 0.6% (table 1).

Chart 2: Percentage distribution of establishments by trade region

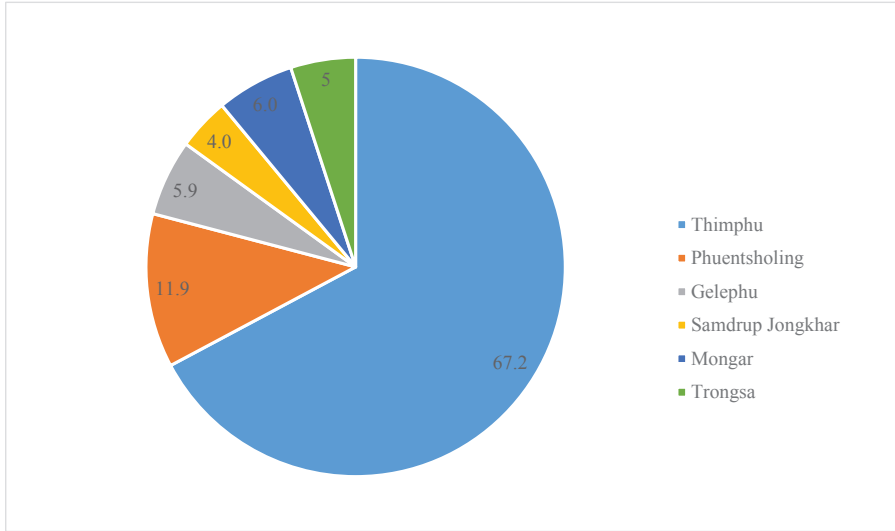


Chart 3: Percentage distribution of establishments by area

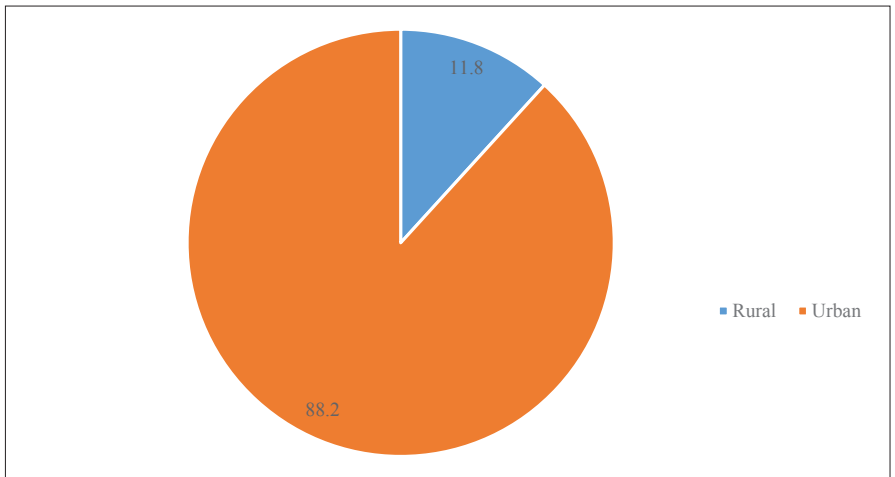


Table 1: Establishments covered by sector

| Sector | Number | % |
|---------------|--------------|-------------|
| Tourism | 1,185 | 69.0 |
| Hydropower | 12 | 0.7 |
| Manufacturing | 463 | 27.0 |
| Mining | 57 | 3.3 |
| Total | 1,717 | 100 |

1.2 Establishments with major economic activity

The major economic classification covered in the survey shows that 41.6% were engaged in administration and support category, while 27.2% in accommodation and food followed by manufacturing at 26.4% (table 2).

Table 2: Establishments covered by major economic activity

| Major Economic Activity | Total | % |
|--------------------------------|--------------|-------------|
| Agriculture and Forestry | 16 | 0.9 |
| Mining and Quarrying | 49 | 2.9 |
| Manufacturing | 453 | 26.4 |
| Electricity and Gas Supply | 14 | 0.8 |
| Wholesale & Retail Trade | 1 | 0.1 |
| Accommodation and Food | 467 | 27.2 |
| Information and Communications | 1 | 0.1 |
| Administration and Support | 715 | 41.6 |
| Arts and Entertainments | 1 | 0.1 |
| Total | 1,717 | 100 |

1.3 Category of establishments

Majority of the establishments covered during the survey were categorized under the cottage establishments (53.3%) of which 40% were from Thimphu trade region, small establishments comprising of 35.9% and 21.9% were from Thimphu trade region, medium establishments comprising of 9.8% and large establishments with only 2% and 1.1% were from Phuentsholing trade region (table 3).

Table 3: Establishments by trade region and category

| Trade Region | Category | | | | Total |
|------------------|------------|------------|------------|-----------|--------------|
| | Cottage | Small | Medium | Large | |
| Thimphu | 686 | 376 | 86 | 6 | 1,154 |
| Phuentsholing | 27 | 94 | 64 | 19 | 204 |
| Gelephu | 53 | 41 | 6 | 1 | 101 |
| Samdrup Jongkhar | 25 | 35 | 4 | 5 | 69 |
| Mongar | 68 | 30 | 3 | 2 | 103 |
| Trongsa | 39 | 40 | 6 | 1 | 86 |
| Total | 898 | 616 | 169 | 34 | 1,717 |

Majority of the establishments covered during the survey were from Tourism sector (69%) of which cottage (40.9%) followed by small (23.4%), Manufacturing sector (27%) of which cottage (11.2%) followed by small (10.6%) and the hydropower with 0.7% (table 4).

Table 4: Establishments by sector and category

| Sector | Category | | | | Total |
|---------------|------------|------------|------------|-----------|--------------|
| | Cottage | Small | Medium | Large | |
| Tourism | 702 | 402 | 79 | 2 | 1,185 |
| Hydropower | 1 | 0 | 3 | 8 | 12 |
| Manufacturing | 193 | 182 | 65 | 23 | 463 |
| Mining | 2 | 32 | 22 | 1 | 57 |
| Total | 898 | 616 | 169 | 34 | 1,717 |

1.4 Establishments with type of legal organization

The type of legal organization showed 91.6% were owned as an individual proprietorship, 3.5% partnership, 2.6% private limited company, 1.7% public limited company and 0.6% were co-operative society (table 5).

Table 5: Establishments by type of legal organization

| Type of legal organization | Number | % |
|----------------------------|--------------|--------------|
| Individual Proprietorship | 1,572 | 91.6 |
| Partnership | 60 | 3.5 |
| Private Limited Company | 45 | 2.6 |
| Public Limited Company | 29 | 1.7 |
| Co-operative Society | 11 | 0.6 |
| Total | 1,717 | 100.0 |

1.5 Business expansion plan

When asked whether they had plan to expand the businesses, more than 51.5% (884) of the establishments surveyed indicated that they had plan for expansion, cottage establishments (48.4%), small establishments (38.7%), medium establishments (11.0%) and large establishments (1.9%). The following table provides the corresponding data on expansion plan by sector.

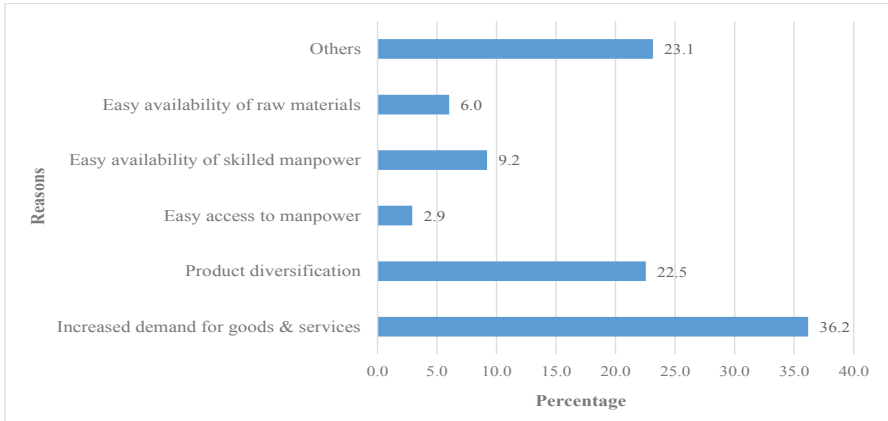
Table 6: Percentage distribution of establishments with expansion plan by category and sector

| Category | Sector | | | | Total |
|----------|---------|------------|---------------|--------|-------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Cottage | 34.2 | 0.0 | 14.0 | 0.2 | 48.4 |
| Small | 22.6 | 0.0 | 13.8 | 2.3 | 38.7 |
| Medium | 5.5 | 0.0 | 4.5 | 0.9 | 11.0 |
| Large | 0.2 | 0.2 | 1.5 | 0.0 | 1.9 |
| Total | 62.6 | 0.2 | 33.8 | 3.4 | 100.0 |

The establishments with plans for expansion of their businesses provided the following reasons.

- Increased demand for goods and services (36.2%)
- Product diversification (22.5%)
- Easy availability of skilled manpower (9.2%)
- Easy availability of raw materials (6%)
- Easy access to manpower (2.9%)
- Others (23.1%)

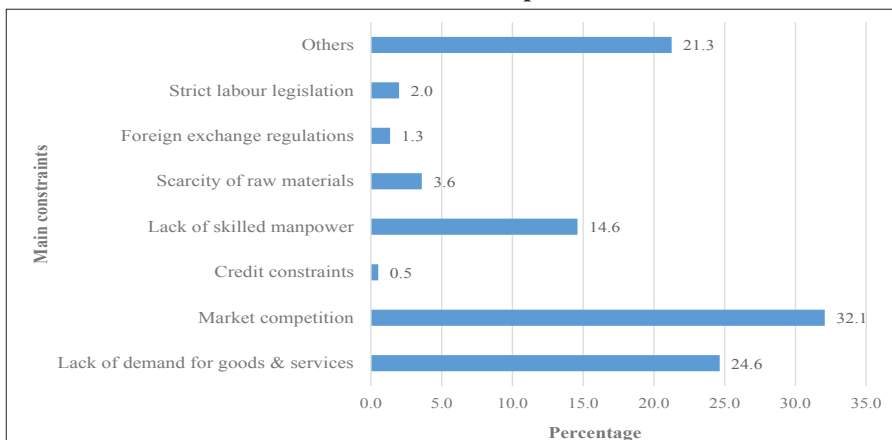
Chart 4: Reasons for business expansion plan



Of the 48.5% (833) establishments who had no plan to expand their businesses the following reasons were highlighted as some of the constraints

- Market competition (32.1%)
- Lack of demand for goods and services (24.6%)
- Lack of skilled manpower (14.6%)
- Scarcity of raw materials (3.6%)
- Strict labour legislation (2%)
- Foreign exchange regulations (1.3%)
- Credit constraints (0.5%)
- Others (21.3%)

Chart 5: Main constraints for business expansion



1.6 Internal Service Rule (ISR)

The businesses which operated with five or more employees were asked whether the establishments had internal service rule or not. It was stated that 47.6% (818) of surveyed establishments or businesses had five or more employees and 46.3% (379) did not have internal service rule in place.

The establishments having five or more employees responded on whether the firm had ISR or not is depicted in table 7 (yes/no).

Table 7: Does the establishment maintain ISR? (yes/no) by category

| Category | Yes (%) | No (%) | Total (%) |
|--------------|-------------|-------------|--------------|
| Small | 33.6 | 41.7 | 75.2 |
| Medium | 16.4 | 4.3 | 20.7 |
| Large | 3.8 | 0.4 | 4.2 |
| Total | 53.8 | 46.2 | 100.0 |

2.0 Establishments response to workforce characteristics and job readiness

2.1 Difficulty finding qualified job applicants

The survey documented that 79.4% (1,364) of the establishments surveyed had reported having no difficulty finding qualified applicants during the past one year. While 20.6% (353) of the establishments or employers surveyed reported of having experienced difficulty finding qualified applicants. The establishments experienced difficulty finding qualified applicants in the past one year are given below by category and sector in table 8 and major economic activity and sector in table 9.

Table 8: Establishments difficulty finding qualified applicants by category and sector.

| Category | Sector | | | | Total |
|--------------|-------------|------------|---------------|------------|--------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Cottage | 21.0 | 0.3 | 14.7 | 0.0 | 36.0 |
| Small | 24.1 | 0.0 | 16.1 | 4.5 | 44.8 |
| Medium | 6.2 | 0.3 | 6.5 | 1.7 | 14.7 |
| Large | 0.3 | 1.1 | 2.8 | 0.3 | 4.5 |
| Total | 51.6 | 1.7 | 40.2 | 6.5 | 100.0 |

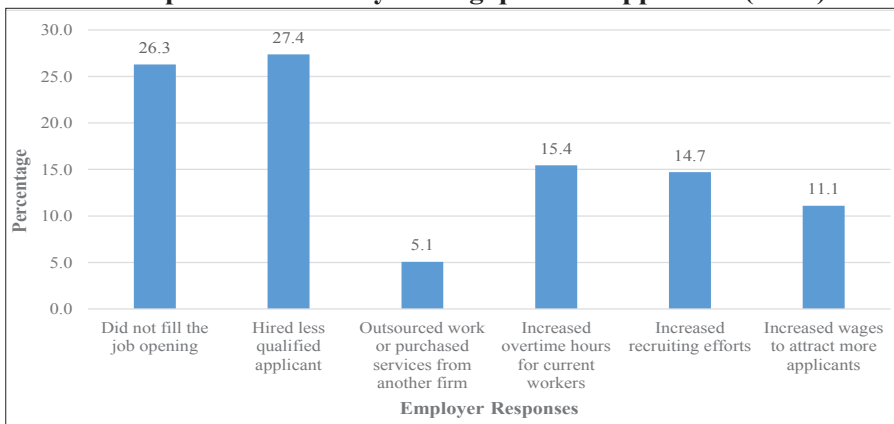
Table 9: Establishments difficulty finding qualified applicants by Major economic activity and sector.

| Major economic activity | Sector | | | | Total |
|---|-------------|------------|---------------|------------|--------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Agriculture and Forestry | 0.0 | 0.0 | 0.6 | 0.0 | 0.6 |
| Mining and Quarrying | 0.0 | 0.0 | 0.0 | 5.4 | 5.4 |
| Manufacturing | 0.6 | 0.3 | 38.8 | 1.1 | 40.8 |
| Electricity and Gas Supply | 0.0 | 1.4 | 0.6 | 0.0 | 2.0 |
| Accommodation and Food Service Activities | 46.5 | 0.0 | 0.0 | 0.0 | 46.5 |
| Information and Communications | 0.0 | 0.0 | 0.3 | 0.0 | 0.3 |
| Arts, Entertainment and Recreation | 4.5 | 0.0 | 0.0 | 0.0 | 4.5 |
| Total | 51.6 | 1.7 | 40.2 | 6.5 | 100.0 |

As a result, some employers (27.4%) settled for hiring a less qualified applicant, while others (26.3%) simply left the job unfilled. Other responses include.

- 5.1% outsourced work or purchased services from another firm;
- 15.4% increased overtime hours for current workers;
- 14.7% increased recruiting efforts; and
- 11.1% increased wages to attract more applicants.

Chart 6: Response to difficulty finding qualified applicants (skills)



2.2 Unfilled job opening in the past one year

From 1,717 establishments surveyed, 563 (32.8%) establishments were not able to fill in the job opening in the past one year. For the 26.3% of the job opening that were left unfilled by major occupation, 30.6% were in Services and Sales Workers, 17.6% in Elementary Occupations and 16.9% in Craft and Related Trades Workers as depicted in chart 7.

As shown in chart 8, of the total unfilled job openings, 55.1% were in tourism sector followed by 34.6% in manufacturing, mining 6.4% and the least being in hydropower with 3.9%.

Chart 7: Unfilled job opening by major occupation

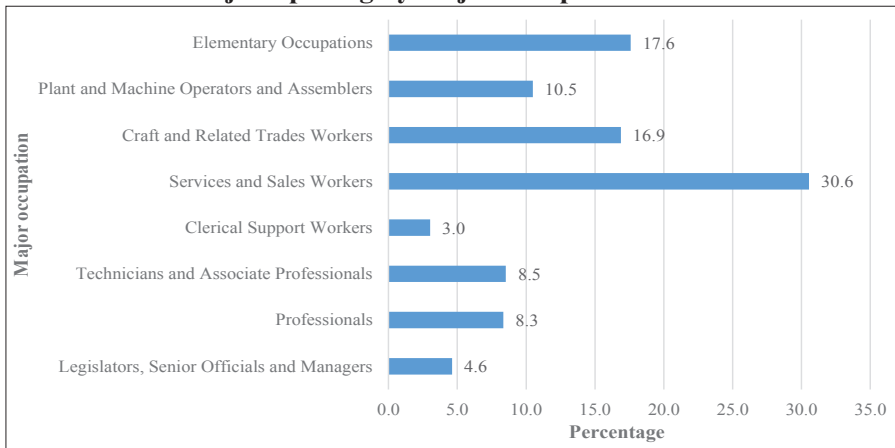
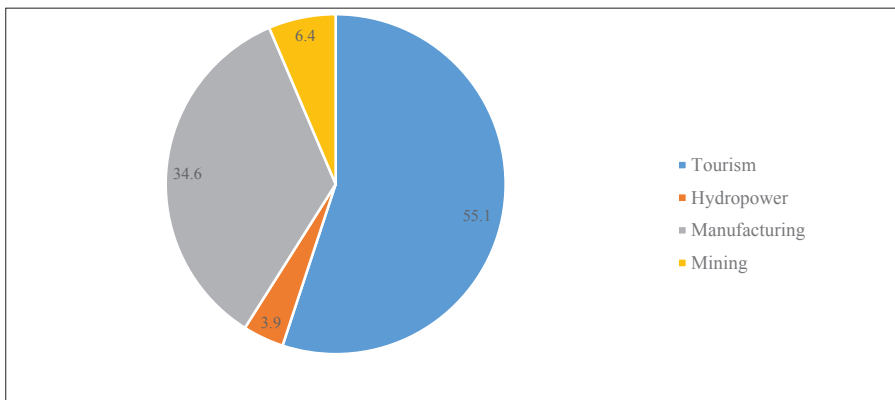
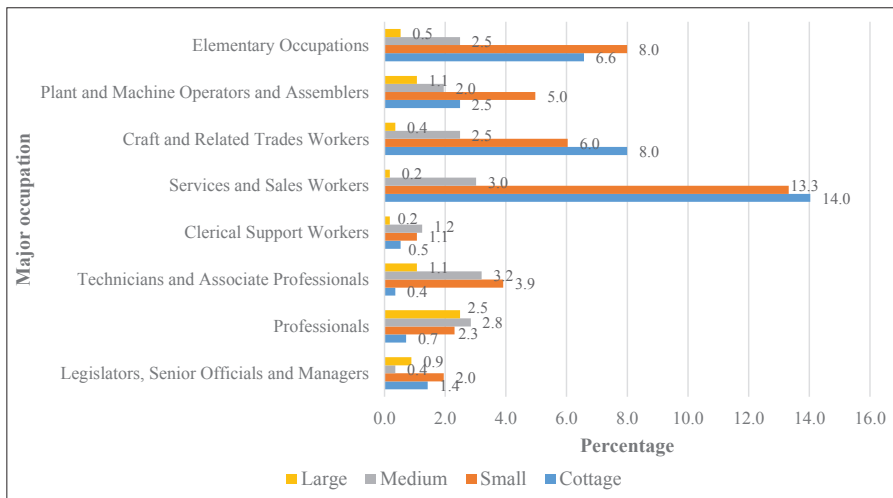


Chart 8: Percentage distribution of unfilled job opening by sector



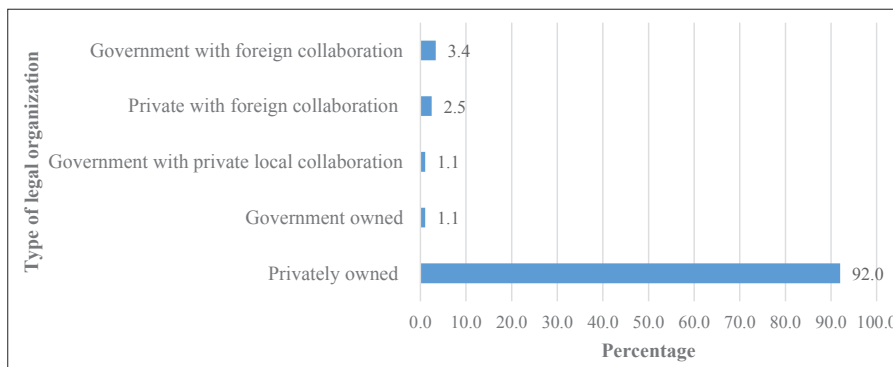
Of the total unfilled job opening by category of establishments in the past one year, 41.6% were in small, 34.1% in cottage, 17.6% in medium and 6.7% in large as shown in chart 9.

Chart 9: Unfilled job opening by category of establishment



The unfilled job opening by type of legal organization shows that 85.7% (491) establishments were in individual proprietorship, 5.6% in partnership, 4.9% in private limited company, 3.7% in public limited company and 0.2% in co-operative society as shown in chart 10.

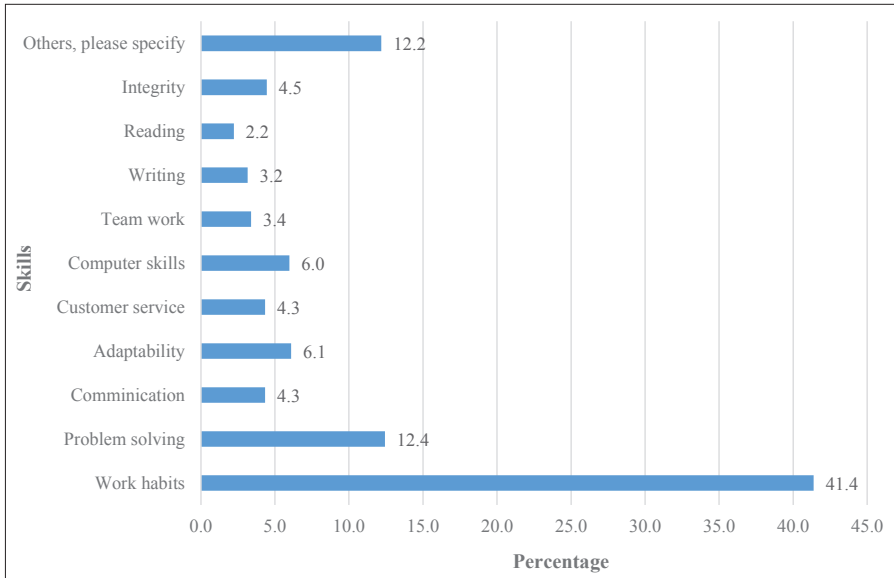
Chart 10: Unfilled job opening by type of legal organization



2.3 Difficulty finding job applicants with skills

About half (49.7%) of the employers or the establishments surveyed expressed difficulty in finding specific skills or non-skills in the job applicants in the past one year. 41.4% stated that they were not able to get the non-skills, more of character related with applicants such as good work habits and for soft skills with problem solving skill (12.4%) as shown in chart 11.

Chart 11: Percentage distribution of difficulty finding employees with skills



3.0 Existing employees

3.1 National and foreign workers

The total Bhutanese workers in Tourism, Manufacturing and Mining sector has increased to 20,205 in 2016 from 19,562 in 2015, however in hydropower it decreased by (-782) and also for female workers it declined by 306. The overall foreign workers has also increased to 3,316 in 2016 from 3,188 in 2015, however the female foreign workers decreased by 186 as shown in chart 12.

Of the total workforce 67.2% (Bhutanese and Foreign workers) worked for the privately owned establishments or companies, Government with foreign

collaboration (11.9%), Government owned (10.7%) and the least in Private with foreign collaboration (4.1%) as shown in 10.

Chart 12: Number of existing Bhutanese and Foreign workers (2015 -2016)

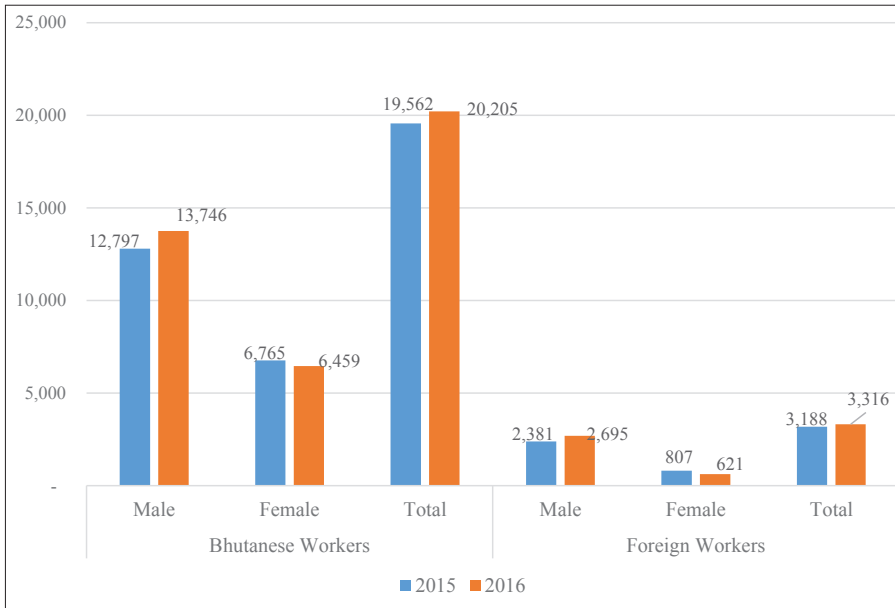


Table 10: Percentage distribution of Bhutanese and foreign employees by type of ownership and gender as on 31 December 2016

| Type of Ownership | Bhutanese | | | Foreign Workers | | | Total | | |
|---|-------------|-------------|--------------|-----------------|-------------|--------------|-------------|-------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Privately owned | 41.7 | 23.7 | 65.4 | 60.5 | 17.9 | 78.4 | 44.3 | 22.9 | 67.2 |
| Government owned | 9.6 | 2.9 | 12.5 | 0.1 | 0.0 | 0.1 | 8.3 | 2.4 | 10.7 |
| Government with private local collaboration | 5.1 | 1.5 | 6.6 | 2.4 | 0.0 | 2.4 | 4.7 | 1.2 | 6.0 |
| Private with foreign collaboration | 2.5 | 1.5 | 4.0 | 4.9 | 0.3 | 5.2 | 2.8 | 1.3 | 4.1 |
| Government with foreign collaboration | 9.2 | 2.4 | 11.6 | 13.4 | 0.5 | 13.9 | 9.8 | 2.1 | 11.9 |
| Total | 68.0 | 32.0 | 100.0 | 81.3 | 18.7 | 100.0 | 69.9 | 30.1 | 100.0 |

Table 11 depicts the nature of employment, where majority of the employees were categorized as regular paid employees, Bhutanese regular paid employees constitutes of 81.7% and foreign workers constitutes of 71.8%.

Table 11: Percentage distribution of Bhutanese and foreign employees by nature of employment and gender as on 31 December 2016

| Nature of Employment | Bhutanese | | | Foreign Workers | | | Total | | |
|-----------------------|-------------|-------------|--------------|-----------------|-------------|--------------|-------------|-------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Proprietor | 4.9 | 2.4 | 7.3 | 0.5 | 0.1 | 0.6 | 4.2 | 2.1 | 6.3 |
| Regular paid employee | 56.9 | 26.4 | 83.3 | 61.5 | 10.3 | 71.8 | 57.5 | 24.2 | 81.7 |
| Casual paid employee | 5.8 | 2.4 | 8.1 | 19.2 | 8.3 | 27.5 | 7.7 | 3.2 | 10.8 |
| Family worker | 0.6 | 0.7 | 1.3 | 0.1 | 0.1 | 0.2 | 0.5 | 0.7 | 1.1 |
| Total | 68.0 | 32.0 | 100.0 | 81.3 | 18.7 | 100.0 | 69.9 | 30.1 | 100.0 |

Table 12 depicts employment by establishment category for – Bhutanese (large - 41.8%, medium - 26.9%, small - 21.2% and cottage - 10.1%) and foreign workers (large - 34.8%, medium - 35.0%, small - 26.2% and cottage - 4.0%).

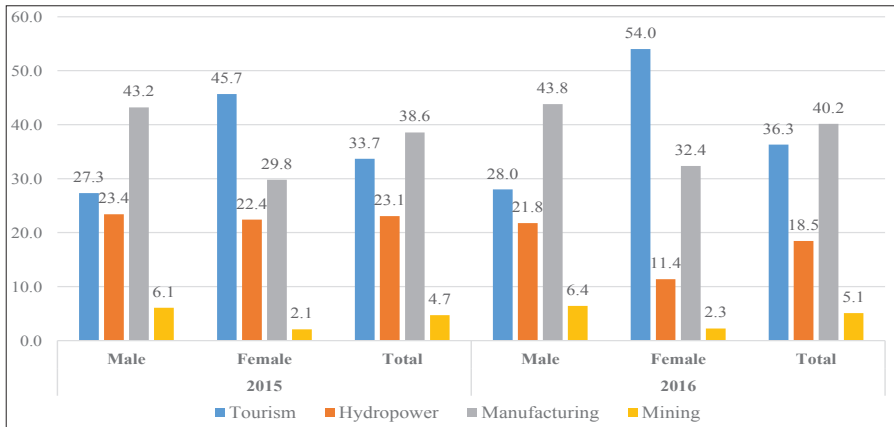
Table 12: Percentage distribution of Bhutanese and foreign workers by establishment category and gender as on 31 December 2016

| Category | Bhutanese | | | Foreign Workers | | |
|--------------|-------------|-------------|--------------|-----------------|-------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| Cottage | 6.1 | 4.0 | 10.1 | 3.4 | 0.6 | 4.0 |
| Small | 12.8 | 8.4 | 21.2 | 20.0 | 6.2 | 26.2 |
| Medium | 16.0 | 10.9 | 26.9 | 29.8 | 5.2 | 35.0 |
| Large | 33.1 | 8.7 | 41.8 | 28.1 | 6.7 | 34.8 |
| Total | 68.0 | 32.0 | 100.0 | 81.3 | 18.7 | 100.0 |

3.2 Bhutanese employment

Chart 13 shows that the overall Bhutanese workers increased by 643 (3.2%), sector-wise increased were Tourism (11.4%), Manufacturing (7.6%) and Mining (11.5%), however in the hydropower it has declined (-17.3%).

Chart 13: Percentage distribution of Bhutanese workers by sector (2015-2016)



The individual proprietorship for Bhutanese female has increased from 50.6% in 2015 to 60.2% in 2016. And simultaneously, the individual proprietorship for male also increased from 41.2% in 2015 to 43.2% in 2016. The overall individual proprietorship increased from 44.4% in 2015 to 48.6% in 2016 as shown in chart 14.

Chart 14: Percentage distribution of Bhutanese workers by type of legal organization



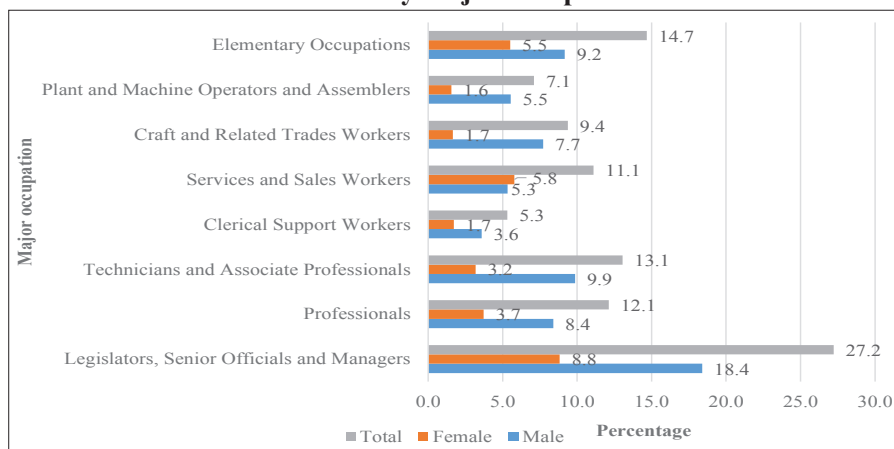
The Bhutanese working in the privately owned establishments or companies increased to 65.4% in 2016 from 60.5% in 2015, concurrently for male and female. However overall percentage of Bhutanese working in Government owned companies, Government with foreign collaboration and Private with foreign collaboration has declined from 2015 to 2016 as shown in table 13.

Table 13: Percentage distribution of Bhutanese workers by type of ownership and gender (2015 – 2016)

| Type of ownership | 2015 | | | 2016 | | |
|---|-------------|-------------|------------|-----------|-----------|------------|
| | Male | Female | Total | Male | Female | Total |
| Privately owned | 38.5 | 21.9 | 60.5 | 41.7 | 23.7 | 65.4 |
| Government owned | 10.1 | 3 | 13.1 | 9.6 | 2.9 | 12.5 |
| Government with private local collaboration | 5 | 1.3 | 6.4 | 5.1 | 1.5 | 6.6 |
| Private with foreign collaboration | 2.4 | 1.7 | 4.1 | 2.5 | 1.5 | 4 |
| Government with foreign collaboration | 9.4 | 6.6 | 16 | 9.2 | 2.4 | 11.6 |
| Total | 65.4 | 34.6 | 100 | 68 | 32 | 100 |

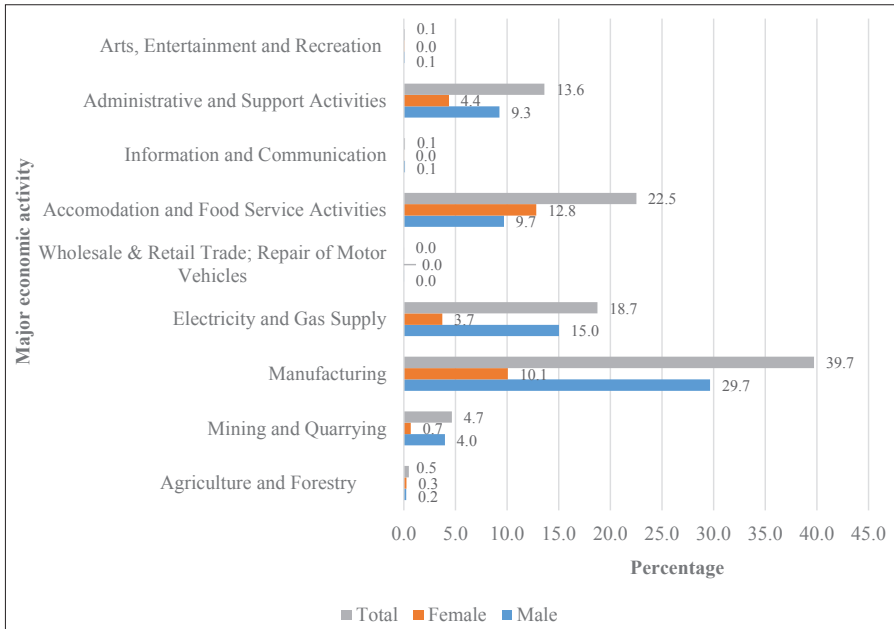
Of the 20,205 Bhutanese workforce, 27.2% (male 18.4% and female 8.8%) were working as legislators, senior officials and managers occupational group followed by 14.7% (male 9.2% and female 5.5%) in elementary occupations and 5.3% (male 3.6% and female 1.7%) in the clerical support workers occupations as shown in chart 15.

Chart 15: Bhutanese workers by major occupation



Of the total Bhutanese worker, 39.7% (male 29.7% and female 10.1%) were working in manufacturing and production followed by 22.5% (male 12.8% and female 9.7%) in accomodation and food services activities etc. as shown in chart 16.

Chart 16: Bhutanese workers by major economic activity



3.3 Foreign Workers

Chart 17 shows the overall foreign workers in the country in 2015 and 2016. Most of the male foreign workers were working in manufacturing sector. There has been an overall increase in number of foreign workers in Tourism (20), Mining (69) and hydropower (222) except in manufacturing (-183).

Chart 17: Foreign workers by sector (2015-2016)

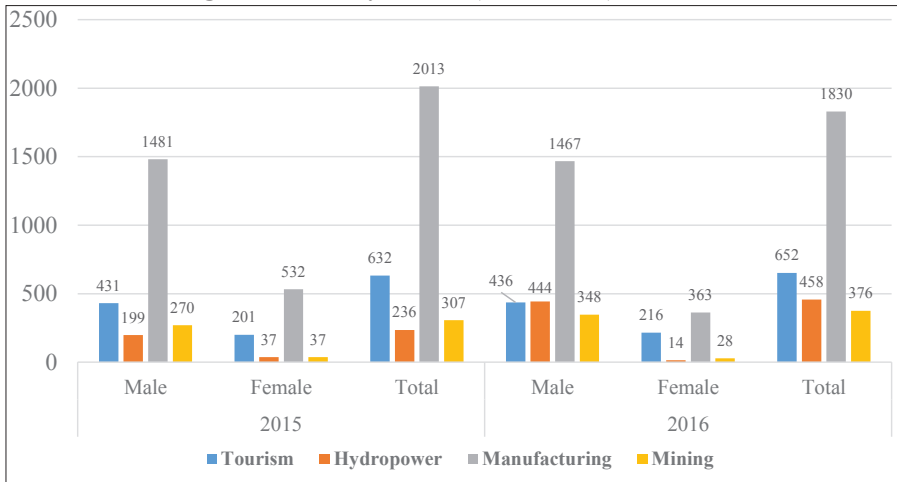
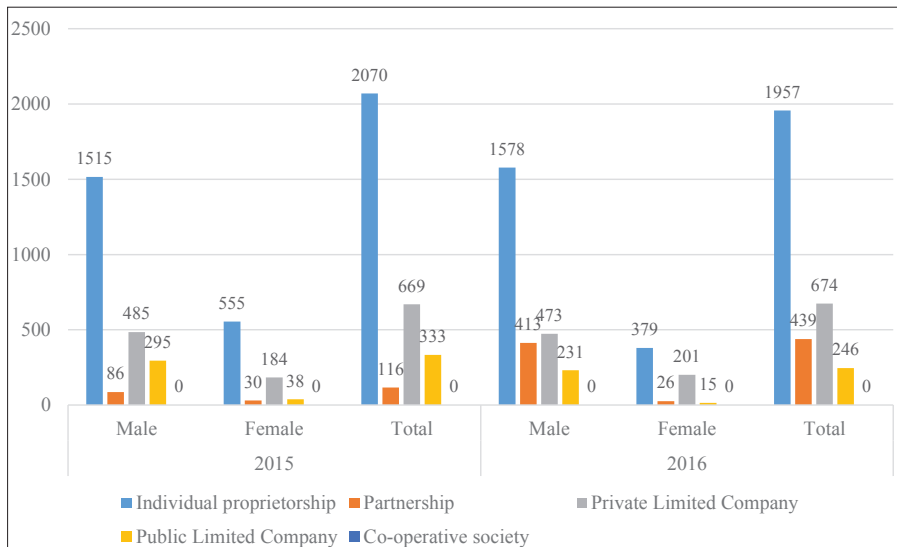


Chart 18 shows that the majority of foreign workers worked under the individual proprietorship however the number has decreased (-113), followed by public limited company (-87) in 2016. The partnership category increased and private limited company increased by 323 and 5 respectively in 2016.

Chart 18: Number of foreign workers by type of ownership (2015-2016)



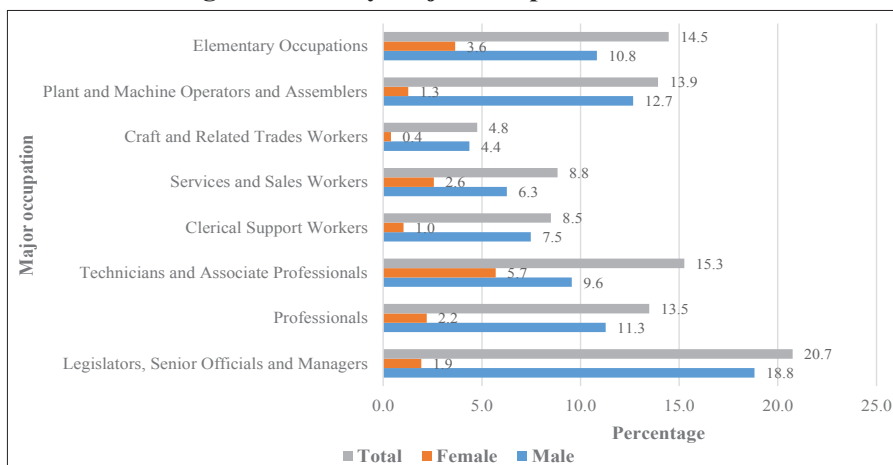
The percentage of foreign workers had declined in the privately owned establishments or companies, Government owned companies, Government with private local collaboration and Private with foreign collaboration. However the overall Government with foreign collaboration which has increased to 13.9% in 2016 from 7.5% in 2015 as shown in table 14.

Table 14: Percentage distribution of foreign workers by type of ownership and gender (2015 – 2016)

| Type of ownership | 2015 | | | 2016 | | |
|---|-------------|-------------|------------|-------------|-------------|------------|
| | Male | Female | Total | Male | Female | Total |
| Privately owned | 60.6 | 23.1 | 83.8 | 60.5 | 17.9 | 78.4 |
| Government owned | 0.2 | 0 | 0.2 | 0.1 | 0 | 0.1 |
| Government with private local collaboration | 2.5 | 0 | 2.5 | 2.4 | 0 | 2.4 |
| Private with foreign collaboration | 5.1 | 1 | 6.1 | 4.9 | 0.3 | 5.2 |
| Government with foreign collaboration | 6.3 | 1.2 | 7.5 | 13.4 | 0.5 | 13.9 |
| Total | 74.7 | 25.3 | 100 | 81.3 | 18.7 | 100 |

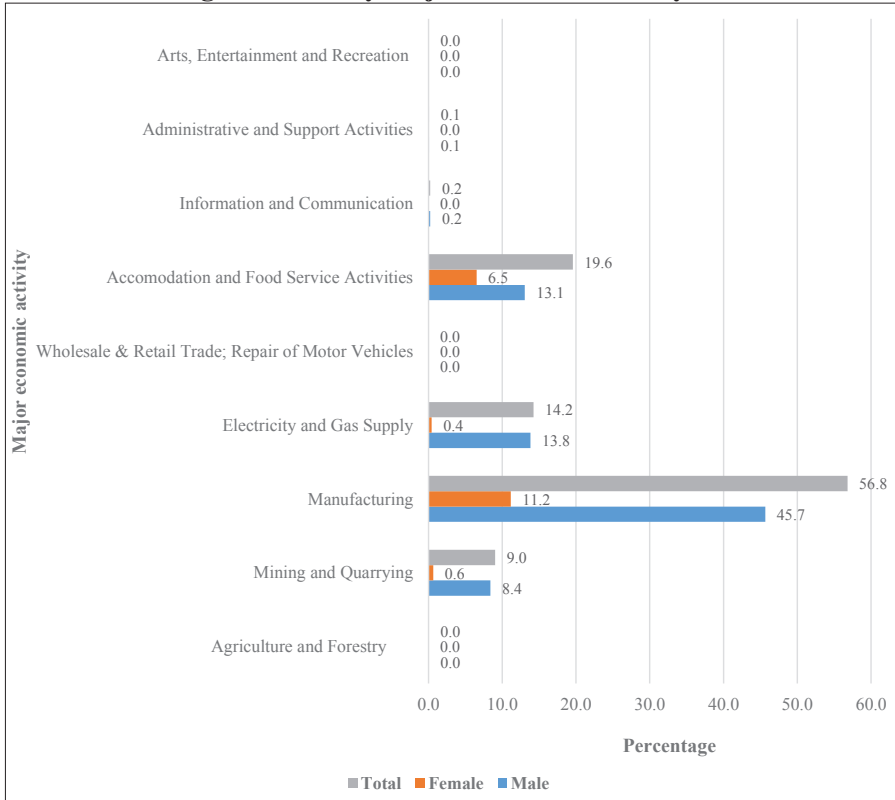
Of the 3,316 foreign workers in the country, 20.7% (male 18.8% and female 1.9%) were working as legislators, senior officials and managers followed by 15.3% (male 9.6% and female 0.4%) in technicians and associate professional occupations and 4.8% (male 4.4% and female 1.7%) in the clerical support workers occupations as shown in chart 19.

Chart 19: Foreign workers by major occupation



More than half (56.8%) of the foreign workers (male 45.7% and female 6.5%) were working in manufacturing and production followed by 19.6% (male 13.1% and female 9.7%) in accommodation and food services activities as shown in chart 20.

Chart 20: Foreign workers by major economic activity



4.0 Workforce job related skills and Training

4.1 Sponsored classroom training, workshops or seminars

Majority of surveyed establishments did not provide or pay for any classroom training, workshops or seminars for any employees during the past one year, however only 10.7% sponsored it. Of the 184 establishments that sponsored training in the past one year, tourism industry constituted

59.8%, manufacturing (31%), mining (5.4%) and hydropower (3.8%). The corresponding data on category of establishments is given in table 15.

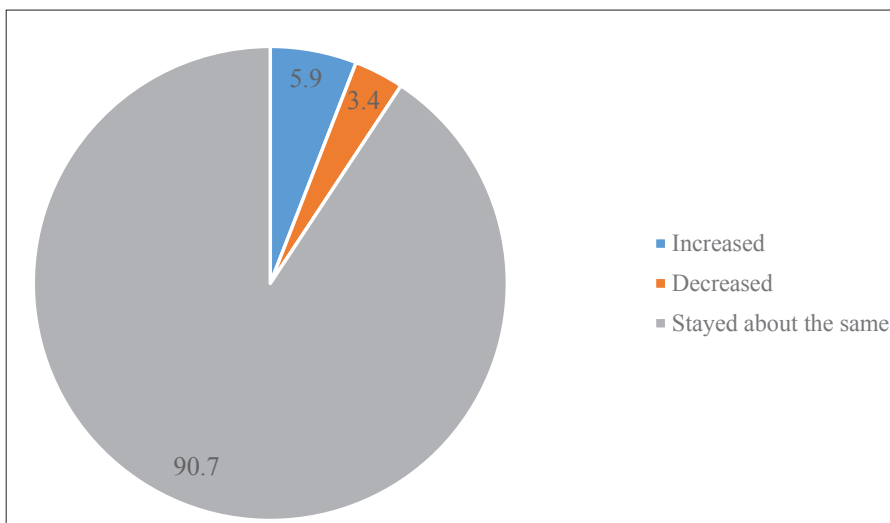
Table 15: Training sponsored by establishment category and sector

| Category | Sector | | | | Total |
|--------------|-------------|------------|---------------|------------|--------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Cottage | 13.6 | 0.0 | 2.7 | 0.0 | 16.3 |
| Small | 29.3 | 0.0 | 9.8 | 2.2 | 41.3 |
| Medium | 16.3 | 0.5 | 10.3 | 3.3 | 30.4 |
| Large | 0.5 | 3.3 | 8.2 | 0.0 | 12.0 |
| Total | 59.8 | 3.8 | 31.0 | 5.4 | 100.0 |

4.2 Skills required for job

When asked whether in the past one year the percentage of the employees who have received classroom training, workshops or seminars increased, decreased or stayed about the same, majority (90.7%) of employers or establishments surveyed indicated that the employee skills required had stayed the same. A very small minority, only 5.9% said these skills have increased and 3.4% said these skills have decreased.

Chart 21: Percentage of skills training for employees in the past one year



4.3 On-the-Job-Training (OJT)

11.7% of the total surveyed employers or establishments provided on-the-job training in the past one year. Table 16 shows the data on OJT by category of establishments and sector.

Table 16: Establishments provided On-the-Job Training (OJT) by category and sector

| Category | Sector | | | | Total |
|--------------|-------------|------------|---------------|------------|--------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Cottage | 11.9 | 0.0 | 8.5 | 0.0 | 20.4 |
| Small | 25.9 | 0.0 | 7.0 | 4.0 | 36.8 |
| Medium | 17.9 | 0.5 | 10.4 | 3.5 | 32.3 |
| Large | 1.0 | 2.5 | 6.5 | 0.5 | 10.4 |
| Total | 56.7 | 3.0 | 32.3 | 8.0 | 100.0 |

4.4 Primary training provider utilized

A very small minority (5.9%) of the surveyed establishments stated that in the past one year, percentage of their employees who received classroom training, workshops or seminars increased have utilized the services of primary training provider.

For the utilization of primary training provider, more than half (58.8%) of the employers preferred in-house staff training (tourism-35.3%, hydropower-2.9%, manufacturing-15.7% and mining-4.9%) than to ex-country training (4.9%). Sector wise utilization of the primary training provider is also given in chart 22.

It was indicated from the survey that most of the companies funded (79.4%) the training of employees, 20% government funded, 1% donor funded (includes funds from international and other private/non-government organizations) and the sector wise data on funding is provided in chart 23.

61.8% of the employers were very satisfied and 38.2% somewhat satisfied with the training obtained for their employees from the primary training provider as shown in chart 24.

Chart 22: Percentage utilization of primary training provider by increased training

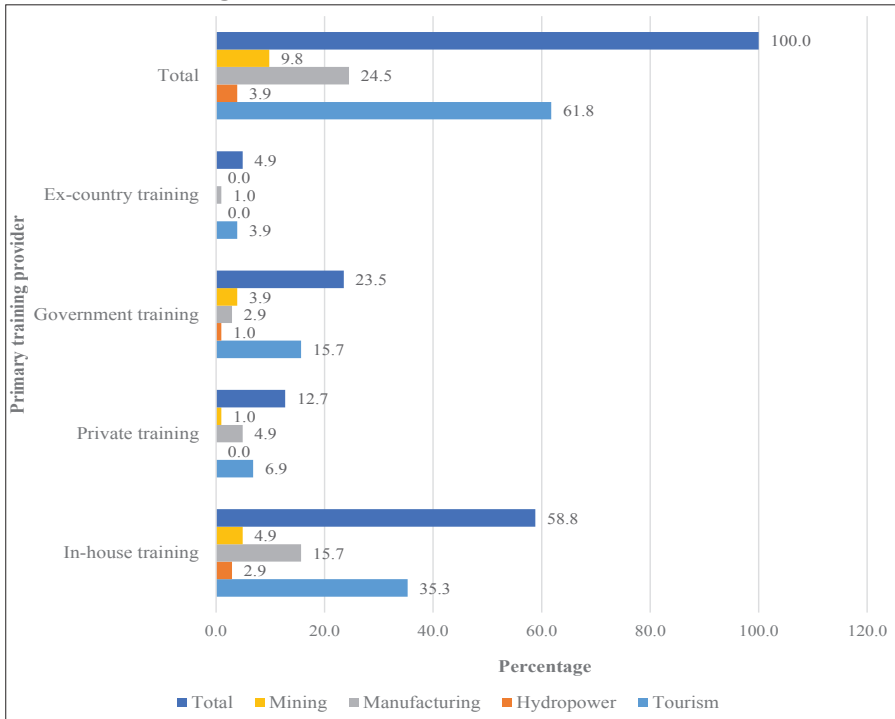


Chart 23: Source of funding for training

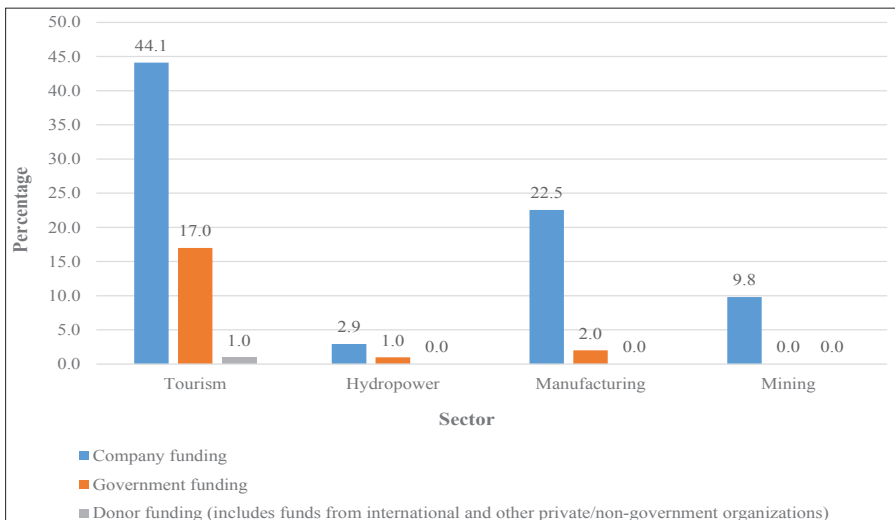
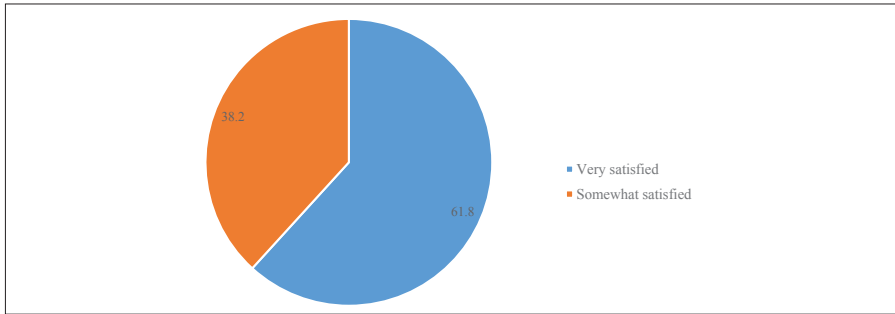


Chart 24: Percentage distribution of employers' satisfaction level with the primary training provider



5.0 Human resource requirements

In order to obtain some awareness of strategic hiring activities, the employers or establishments were asked to project or forecast their firms or establishments need for major occupation and various educational level of their employees in the next three years.

Employers were asked to forecast for variety of employee occupations from elementary, clerical support to professional occupations (chart 25), educational level (chart 26) and for sector (chart 27).

Chart 25: Establishments projected need over the next three years by major occupation

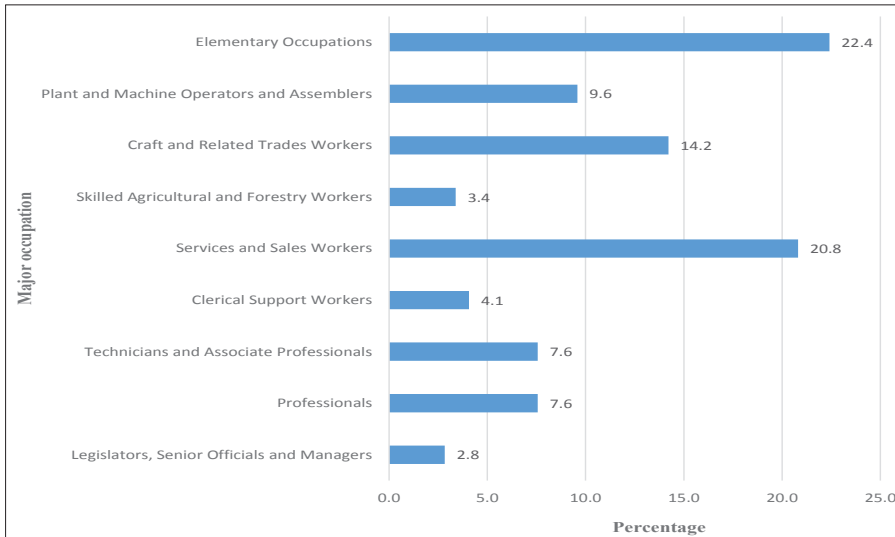


Chart 26: Establishments projected need over the next three years by education level

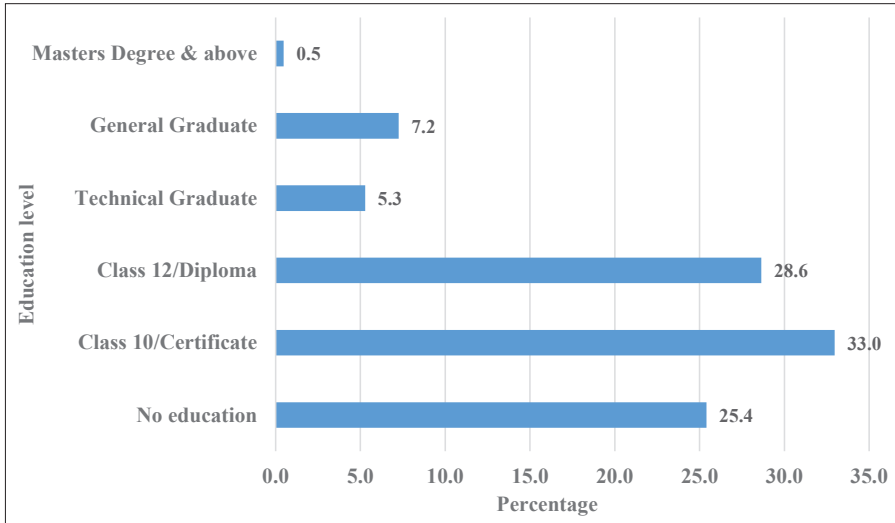
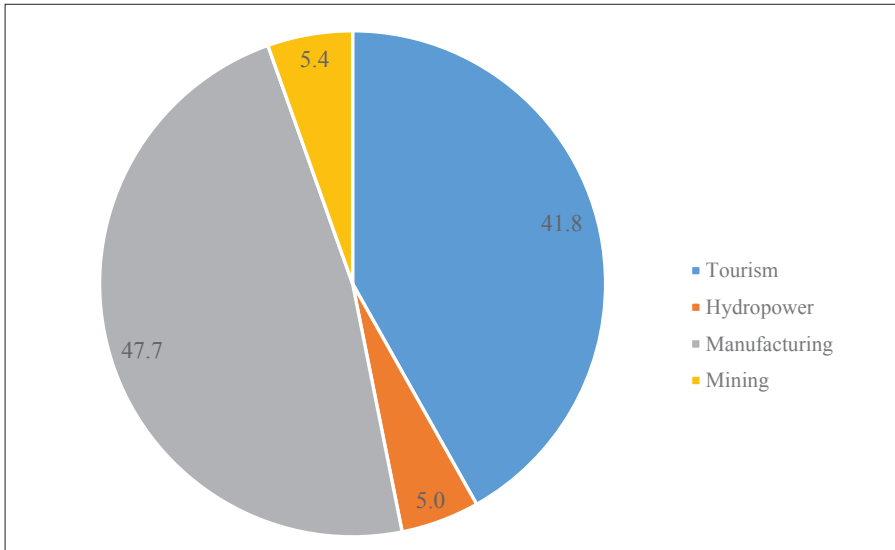


Chart 27: Establishments projected need over the next three years by sector



SECTION 3: ESTABLISHMENT SURVEY REPORT -2017 (STATISTICAL TABLES)

Chapter 1: Establishments details

Table 1.0: Establishments by type of legal organization and category

| Type of legal organization | Category | | | | Total |
|----------------------------|------------|------------|------------|-----------|--------------|
| | Cottage | Small | Medium | Large | |
| Individual Proprietorship | 874 | 578 | 114 | 6 | 1,572 |
| Partnership | 22 | 19 | 16 | 3 | 60 |
| Private Limited Company | 0 | 10 | 22 | 13 | 45 |
| Public Limited Company | 1 | 4 | 12 | 12 | 29 |
| Co-operative Society | 1 | 5 | 5 | 0 | 11 |
| Total | 898 | 616 | 169 | 34 | 1,717 |

Table 1.1: Establishments by type of ownership and category

| Type of ownership | Category | | | | Total |
|---|------------|------------|------------|-----------|--------------|
| | Cottage | Small | Medium | Large | |
| Privately Owned | 891 | 604 | 140 | 18 | 1,653 |
| Government owned | 0 | 1 | 8 | 6 | 15 |
| Government with private local collaboration | 5 | 10 | 7 | 3 | 25 |
| Private with foreign collaboration | 2 | 0 | 12 | 3 | 17 |
| Government with foreign collaboration | 0 | 1 | 2 | 4 | 7 |
| Total | 898 | 616 | 169 | 34 | 1,717 |

Table 1.2: Establishments by trade region and category

| Trade Region | Category | | | | Total |
|------------------|------------|------------|------------|-----------|--------------|
| | Cottage | Small | Medium | Large | |
| Thimphu | 686 | 376 | 86 | 6 | 1,154 |
| Phuentsholing | 27 | 94 | 64 | 19 | 204 |
| Gelephu | 53 | 41 | 6 | 1 | 101 |
| Samdrup Jongkhar | 25 | 35 | 4 | 5 | 69 |
| Mongar | 68 | 30 | 3 | 2 | 103 |
| Trongsa | 39 | 40 | 6 | 1 | 86 |
| Total | 898 | 616 | 169 | 34 | 1,717 |

Table 1.3: Establishments by trade region and type of legal organization

| Trade Region | Organization | | | | | Total |
|------------------|---------------------------|-------------|-------------------------|------------------------|----------------------|--------------|
| | Individual proprietorship | Partnership | Private Limited Company | Public Limited Company | Co-operative society | |
| Thimphu | 1,091 | 44 | 7 | 8 | 4 | 1,154 |
| Phuentsholing | 154 | 7 | 32 | 10 | 1 | 204 |
| Gelephu | 95 | 3 | 0 | 3 | 0 | 101 |
| Samdrup Jongkhar | 59 | 2 | 4 | 2 | 2 | 69 |
| Mongar | 96 | 1 | 0 | 3 | 3 | 103 |
| Trongsa | 77 | 3 | 2 | 3 | 1 | 86 |
| Total | 1,572 | 60 | 45 | 29 | 11 | 1,717 |

Table 1.4: Establishments by trade region and type of ownership

| Trade Region | Ownership | | | | | Total |
|------------------|-----------------|-------------|--|------------------------------------|----------------------------------|--------------|
| | Privately owned | Govt. owned | Govt. with private local collaboration | Private with foreign collaboration | Govt. with foreign collaboration | |
| Thimphu | 1,124 | 3 | 16 | 8 | 3 | 1,154 |
| Phuentsholing | 188 | 5 | 3 | 8 | 0 | 204 |
| Gelephu | 97 | 3 | 1 | 0 | 0 | 101 |
| Samdrup Jongkhar | 66 | 1 | 2 | 0 | 0 | 69 |
| Mongar | 96 | 2 | 3 | 0 | 2 | 103 |
| Trongsa | 82 | 1 | 0 | 1 | 2 | 86 |
| Total | 1,653 | 15 | 25 | 17 | 7 | 1,717 |

Table 1.5: Establishments by trade region and sector

| Trade Region | Sector | | | | Total |
|------------------|--------------|------------|---------------|-----------|--------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Thimphu | 915 | 3 | 216 | 20 | 1,154 |
| Phuentsholing | 66 | 2 | 111 | 25 | 204 |
| Gelephu | 65 | 1 | 29 | 6 | 101 |
| Samdrup Jongkhar | 39 | 0 | 27 | 3 | 69 |
| Mongar | 46 | 3 | 52 | 2 | 103 |
| Trongsa | 54 | 2 | 28 | 2 | 86 |
| Total | 1,185 | 11 | 463 | 58 | 1,717 |

Table 1.6: Establishments by sector and category

| Sector | Category | | | | Total |
|---------------|------------|------------|------------|-----------|--------------|
| | Cottage | Small | Medium | Large | |
| Tourism | 702 | 402 | 79 | 2 | 1,185 |
| Hydropower | 1 | 0 | 3 | 8 | 12 |
| Manufacturing | 193 | 182 | 65 | 23 | 463 |
| Mining | 2 | 32 | 22 | 1 | 57 |
| Total | 898 | 616 | 169 | 34 | 1,717 |

Table 1.7: Establishments by major economic activity and category

| Major Economic Activity | Category | | | | Total |
|---|------------|------------|------------|-----------|--------------|
| | Cottage | Small | Medium | Large | |
| Agriculture and Forestry | 12 | 3 | 1 | 0 | 16 |
| Mining and Quarrying | 2 | 26 | 20 | 1 | 49 |
| Manufacturing | 181 | 186 | 63 | 23 | 453 |
| Electricity and Gas Supply | 0 | 1 | 5 | 8 | 14 |
| Wholesale & Retail Trade; Repair of Motor Vehicles | 1 | 0 | 0 | 0 | 1 |
| Accommodation and Food Service Activities | 175 | 222 | 68 | 2 | 467 |
| Information and Communica- tion | 0 | 0 | 1 | 0 | 1 |
| Administrative and Support Activities | 527 | 178 | 10 | 0 | 715 |
| Arts, Entertainment and Recreation | 0 | 0 | 1 | 0 | 1 |
| Total | 898 | 616 | 169 | 34 | 1,717 |

Table 1.8: Establishment by dzongkhag and type of legal organization

| Dzongkhag | Organization | | | | | Total |
|------------------|---------------------------|-------------|-------------------------|------------------------|----------------------|--------------|
| | Individual Proprietorship | Partnership | Private Limited Company | Public Limited Company | Co-operative Society | |
| Bumthang | 48 | 1 | 2 | 1 | 0 | 52 |
| Chhukha | 110 | 6 | 27 | 5 | 1 | 149 |
| Dagana | 20 | 2 | 0 | 1 | 0 | 23 |
| Gasa | 1 | 0 | 0 | 0 | 0 | 1 |
| Haa | 28 | 0 | 0 | 0 | 0 | 28 |
| Lhuentse | 5 | 0 | 0 | 0 | 1 | 6 |
| Mongar | 39 | 0 | 0 | 1 | 1 | 41 |
| Paro | 122 | 3 | 2 | 0 | 0 | 127 |
| Pema Gatshel | 13 | 2 | 0 | 2 | 1 | 18 |
| Punakha | 33 | 4 | 1 | 0 | 0 | 38 |
| Samdrup Jongkhar | 46 | 0 | 4 | 0 | 1 | 51 |
| Samtse | 44 | 1 | 5 | 5 | 0 | 55 |
| Sarpang | 67 | 1 | 0 | 2 | 0 | 70 |
| Thimphu | 846 | 35 | 4 | 5 | 4 | 894 |
| Trashigang | 40 | 0 | 0 | 2 | 0 | 42 |
| Trashhi Yangtse | 12 | 1 | 0 | 0 | 1 | 14 |
| Trongsa | 16 | 0 | 0 | 2 | 0 | 18 |
| Tsirang | 8 | 0 | 0 | 0 | 0 | 8 |
| Wangdue | 61 | 2 | 0 | 3 | 0 | 66 |
| Zhemgang | 13 | 2 | 0 | 0 | 1 | 16 |
| Total | 1,572 | 60 | 45 | 29 | 11 | 1,717 |

Table 1.9: Establishment by dzongkhag and type of ownership

| Dzongkhag | Ownership | | | | | Total |
|------------------|-----------------|-------------|--|------------------------------------|----------------------------------|--------------|
| | Privately Owned | Govt. owned | Govt. with private local collaboration | Private with foreign collaboration | Govt. with foreign collaboration | |
| Bumthang | 50 | 1 | 0 | 1 | 0 | 52 |
| Chhukha | 138 | 3 | 2 | 6 | 0 | 149 |
| Dagana | 21 | 1 | 1 | 0 | 0 | 23 |
| Gasa | 1 | 0 | 0 | 0 | 0 | 1 |
| Haa | 28 | 0 | 0 | 0 | 0 | 28 |
| Lhuentse | 6 | 0 | 0 | 0 | 0 | 6 |
| Mongar | 39 | 1 | 1 | 0 | 0 | 41 |
| Paro | 125 | 0 | 0 | 2 | 0 | 127 |
| Pema Gatshel | 16 | 1 | 1 | 0 | 0 | 18 |
| Punakha | 35 | 0 | 0 | 3 | 0 | 38 |
| Samdrup Jongkhar | 50 | 0 | 1 | 0 | 0 | 51 |
| Samtse | 50 | 2 | 1 | 2 | 0 | 55 |
| Sarpang | 68 | 2 | 0 | 0 | 0 | 70 |
| Thimphu | 874 | 2 | 15 | 2 | 1 | 894 |
| Trashigang | 39 | 1 | 1 | 0 | 1 | 42 |
| Trashi Yangtse | 12 | 0 | 1 | 0 | 1 | 14 |
| Trongsa | 16 | 0 | 0 | 0 | 2 | 18 |
| Tsirang | 8 | 0 | 0 | 0 | 0 | 8 |
| Wangdue | 61 | 1 | 1 | 1 | 2 | 66 |
| Zhemgang | 16 | 0 | 0 | 0 | 0 | 16 |
| Total | 1,653 | 15 | 25 | 17 | 7 | 1,717 |

Table 1.10: Establishments by dzongkhags and sector

| Dzongkhag | Sector | | | | Total |
|------------------|--------------|------------|---------------|-----------|--------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Bumthang | 34 | 0 | 18 | 0 | 52 |
| Chhukha | 63 | 2 | 77 | 7 | 149 |
| Dagana | 16 | 1 | 3 | 3 | 23 |
| Gasa | 0 | 0 | 1 | 0 | 1 |
| Haa | 9 | 0 | 19 | 0 | 28 |
| Lhuentse | 2 | 0 | 4 | 0 | 6 |
| Mongar | 23 | 1 | 17 | 0 | 41 |
| Paro | 91 | 0 | 34 | 2 | 127 |
| Pema Gatshel | 7 | 0 | 11 | 0 | 18 |
| Punakha | 29 | 0 | 9 | 0 | 38 |
| Samdrup Jongkhar | 32 | 0 | 16 | 3 | 51 |
| Samtse | 3 | 0 | 34 | 18 | 55 |
| Sarpang | 42 | 0 | 25 | 3 | 70 |
| Thimphu | 753 | 1 | 134 | 6 | 894 |
| Trashigang | 17 | 1 | 22 | 2 | 42 |
| Trashi Yangtse | 4 | 1 | 9 | 0 | 14 |
| Trongsa | 11 | 2 | 3 | 2 | 18 |
| Tsirang | 7 | 0 | 1 | 0 | 8 |
| Wangdue | 33 | 3 | 19 | 11 | 66 |
| Zhemgang | 9 | 0 | 7 | 0 | 16 |
| Total | 1,185 | 12 | 463 | 57 | 1,717 |

Table 1.11: Establishments by dzongkhags and sector - Rural

| Dzongkhag | Sector | | | | Total |
|------------------|-----------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Bumthang | 9 | 0 | 7 | 0 | 16 |
| Chhukha | 6 | 2 | 5 | 3 | 16 |
| Dagana | 2 | 1 | 1 | 0 | 4 |
| Gasa | 0 | 0 | 1 | 0 | 1 |
| Haa | 0 | 0 | 1 | 0 | 1 |
| Lhuentse | 1 | 0 | 4 | 0 | 5 |
| Mongar | 4 | 0 | 8 | 0 | 12 |
| Paro | 2 | 0 | 0 | 0 | 2 |
| Pema Gatshel | 2 | 0 | 8 | 0 | 10 |
| Punakha | 13 | 0 | 5 | 0 | 18 |
| Samdrup Jongkhar | 1 | 0 | 2 | 0 | 3 |
| Samtse | 0 | 0 | 10 | 6 | 16 |
| Sarpang | 0 | 0 | 4 | 2 | 6 |
| Thimphu | 10 | 0 | 26 | 3 | 39 |
| Trashigang | 5 | 0 | 8 | 1 | 14 |
| Trashi Yangtse | 0 | 0 | 5 | 0 | 5 |
| Trongsa | 1 | 0 | 0 | 1 | 2 |
| Wangdue | 12 | 1 | 10 | 6 | 29 |
| Zhemgang | 0 | 0 | 3 | 0 | 3 |
| Total | 68 | 4 | 108 | 22 | 202 |

Table 1.12: Establishments by dzongkhags and sector - Urban

| Dzongkhag | Sector | | | | Total |
|------------------|--------------|------------|---------------|-----------|--------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Bumthang | 25 | 0 | 11 | 0 | 36 |
| Chhukha | 57 | 0 | 72 | 4 | 133 |
| Dagana | 14 | 0 | 2 | 3 | 19 |
| Haa | 9 | 0 | 18 | 0 | 27 |
| Lhuentse | 1 | 0 | 0 | 0 | 1 |
| Mongar | 19 | 1 | 9 | 0 | 29 |
| Paro | 89 | 0 | 34 | 2 | 125 |
| Pema Gatshel | 5 | 0 | 3 | 0 | 8 |
| Punakha | 16 | 0 | 4 | 0 | 20 |
| Samdrup Jongkhar | 31 | 0 | 14 | 3 | 48 |
| Samtse | 3 | 0 | 24 | 12 | 39 |
| Sarpang | 42 | 0 | 21 | 1 | 64 |
| Thimphu | 743 | 0 | 108 | 4 | 855 |
| Trashigang | 12 | 1 | 14 | 1 | 28 |
| Trashhi Yangtse | 4 | 1 | 4 | 0 | 9 |
| Trongsa | 10 | 2 | 3 | 1 | 16 |
| Tsirang | 7 | 0 | 1 | 0 | 8 |
| Wangdue | 21 | 2 | 9 | 5 | 37 |
| Zhemgang | 9 | 0 | 4 | 0 | 13 |
| Total | 1,117 | 7 | 355 | 36 | 1,515 |

Table 1.13: Establishments by dzongkhag and category

| Dzongkhag | Category | | | | Total |
|------------------|------------|------------|------------|-----------|--------------|
| | Cottage | Small | Medium | Large | |
| Bumthang | 16 | 33 | 3 | 0 | 52 |
| Chhukha | 16 | 74 | 45 | 14 | 149 |
| Dagana | 16 | 6 | 0 | 1 | 23 |
| Gasa | 1 | 0 | 0 | 0 | 1 |
| Haa | 14 | 14 | 0 | 0 | 28 |
| Lhuentse | 4 | 2 | 0 | 0 | 6 |
| Mongar | 28 | 11 | 1 | 1 | 41 |
| Paro | 64 | 48 | 14 | 1 | 127 |
| Pema Gatshel | 9 | 6 | 1 | 2 | 18 |
| Punakha | 12 | 13 | 13 | 0 | 38 |
| Samdrup Jongkhar | 16 | 29 | 3 | 3 | 51 |
| Samtse | 11 | 20 | 19 | 5 | 55 |
| Sarpang | 30 | 34 | 6 | 0 | 70 |
| Thimphu | 570 | 273 | 48 | 3 | 894 |
| Trashigang | 24 | 16 | 2 | 0 | 42 |
| Trashy Yangtse | 12 | 1 | 0 | 1 | 14 |
| Trongsa | 11 | 3 | 3 | 1 | 18 |
| Tsirang | 7 | 1 | 0 | 0 | 8 |
| Wangdue | 25 | 28 | 11 | 2 | 66 |
| Zhemgang | 12 | 4 | 0 | 0 | 16 |
| Total | 898 | 616 | 169 | 34 | 1,717 |

Table 1.14: Establishments by dzongkhag and category – Rural

| Dzongkhag | Category | | | | Total |
|------------------|-----------|-----------|-----------|----------|------------|
| | Cottage | Small | Medium | Large | |
| Bumthang | 9 | 7 | 0 | 0 | 16 |
| Chhukha | 2 | 8 | 4 | 2 | 16 |
| Dagana | 2 | 1 | 0 | 1 | 4 |
| Gasa | 1 | 0 | 0 | 0 | 1 |
| Haa | 0 | 1 | 0 | 0 | 1 |
| Lhuentse | 3 | 2 | 0 | 0 | 5 |
| Mongar | 8 | 4 | 0 | 0 | 12 |
| Paro | 1 | 0 | 1 | 0 | 2 |
| Pema Gatshel | 7 | 2 | 1 | 0 | 10 |
| Punakha | 5 | 5 | 8 | 0 | 18 |
| Samdrup Jongkhar | 1 | 2 | 0 | 0 | 3 |
| Samtse | 4 | 5 | 7 | 0 | 16 |
| Sarpang | 0 | 5 | 1 | 0 | 6 |
| Thimphu | 15 | 19 | 4 | 1 | 39 |
| Trashigang | 7 | 6 | 1 | 0 | 14 |
| Trashi Yangtse | 4 | 1 | 0 | 0 | 5 |
| Trongsa | 0 | 1 | 1 | 0 | 2 |
| Tsirang | 0 | 0 | 0 | 0 | 0 |
| Wangdue | 9 | 14 | 5 | 1 | 29 |
| Zhemgang | 2 | 1 | 0 | 0 | 3 |
| Total | 80 | 84 | 33 | 5 | 202 |

Table 1.15: Establishments by dzongkhag and category –Urban

| Dzongkhag | Category | | | | Total |
|------------------|------------|------------|------------|-----------|--------------|
| | Cottage | Small | Medium | Large | |
| Bumthang | 7 | 26 | 3 | 0 | 36 |
| Chhukha | 14 | 66 | 41 | 12 | 133 |
| Dagana | 14 | 5 | 0 | 0 | 19 |
| Gasa | 0 | 0 | 0 | 0 | 0 |
| Haa | 14 | 13 | 0 | 0 | 27 |
| Lhuentse | 1 | 0 | 0 | 0 | 1 |
| Mongar | 20 | 7 | 1 | 1 | 29 |
| Paro | 63 | 48 | 13 | 1 | 125 |
| Pema Gatshel | 2 | 4 | 0 | 2 | 8 |
| Punakha | 7 | 8 | 5 | 0 | 20 |
| Samdrup Jongkhar | 15 | 27 | 3 | 3 | 48 |
| Samtse | 7 | 15 | 12 | 5 | 39 |
| Sarpang | 30 | 29 | 5 | 0 | 64 |
| Thimphu | 555 | 254 | 44 | 2 | 855 |
| Trashigang | 17 | 10 | 1 | 0 | 28 |
| Trashigang | 8 | 0 | 0 | 1 | 9 |
| Trongsa | 11 | 2 | 2 | 1 | 16 |
| Tsirang | 7 | 1 | 0 | 0 | 8 |
| Wangdue | 16 | 14 | 6 | 1 | 37 |
| Zhemgang | 10 | 3 | 0 | 0 | 13 |
| Total | 818 | 532 | 136 | 29 | 1,515 |

Table 1.16: Establishments by dzongkhag and area

| Dzongkhag | Area | | |
|------------------|------------|--------------|--------------|
| | Rural | Urban | Total |
| Bumthang | 16 | 36 | 52 |
| Chhukha | 16 | 133 | 149 |
| Dagana | 4 | 19 | 23 |
| Gasa | 1 | 0 | 1 |
| Haa | 1 | 27 | 28 |
| Lhuentse | 5 | 1 | 6 |
| Mongar | 12 | 29 | 41 |
| Paro | 2 | 125 | 127 |
| Pema Gatshel | 10 | 8 | 18 |
| Punakha | 18 | 20 | 38 |
| Samdrup Jongkhar | 3 | 48 | 51 |
| Samtse | 16 | 39 | 55 |
| Sarpang | 6 | 64 | 70 |
| Thimphu | 39 | 855 | 894 |
| Trashigang | 14 | 28 | 42 |
| Trashhi Yangtse | 5 | 9 | 14 |
| Trongsa | 2 | 16 | 18 |
| Tsirang | 0 | 8 | 8 |
| Wangdue | 29 | 37 | 66 |
| Zhemgang | 3 | 13 | 16 |
| Total | 202 | 1,515 | 1,717 |

Table 1.17: Establishments by major economic activity and category

| Major Economic Activity | Category | | | | Total |
|--|------------|------------|------------|-----------|--------------|
| | Cottage | Small | Medium | Large | |
| Agriculture and Forestry | 12 | 3 | 1 | 0 | 16 |
| Mining and Quarrying | 2 | 26 | 20 | 1 | 49 |
| Manufacturing | 181 | 186 | 63 | 23 | 453 |
| Electricity and Gas Supply | 0 | 1 | 5 | 8 | 14 |
| Wholesale & Retail Trade; Repair of Motor Vehicles | 1 | 0 | 0 | 0 | 1 |
| Accommodation and Food Service Activities | 175 | 222 | 68 | 2 | 467 |
| Information and Communication | 0 | 0 | 1 | 0 | 1 |
| Administrative and Support Activities | 527 | 178 | 10 | 0 | 715 |
| Arts, Entertainment and Recreation | 0 | 0 | 1 | 0 | 1 |
| Total | 898 | 616 | 169 | 34 | 1,717 |

Table 1.18: Establishments by major economic activity and category –Rural

| Major Economic Activity | Category | | | | Total |
|---|-----------|-----------|-----------|----------|------------|
| | Cottage | Small | Medium | Large | |
| Agriculture and Forestry | 5 | 2 | 0 | 0 | 7 |
| Mining and Quarrying | 1 | 10 | 10 | 0 | 21 |
| Manufacturing | 44 | 46 | 12 | 1 | 103 |
| Electricity and Gas Supply | 0 | 0 | 0 | 4 | 4 |
| Wholesale & Retail Trade; Repair of Motor Vehicles | 0 | 0 | 0 | 0 | 0 |
| Accommodation and Food Service Activities | 24 | 22 | 10 | 0 | 56 |
| Information and Communication | 0 | 0 | 0 | 0 | 0 |
| Administrative and Support Activities | 6 | 4 | 0 | 0 | 10 |
| Arts, Entertainment and Recreation | 0 | 0 | 1 | 0 | 1 |
| Total | 80 | 84 | 33 | 5 | 202 |

Table 1.19: Establishments by major economic activity and category –Urban

| Major Economic Activity | Category | | | | Total |
|---|------------|------------|------------|-----------|--------------|
| | Cottage | Small | Medium | Large | |
| Agriculture and Forestry | 7 | 1 | 1 | 0 | 9 |
| Mining and Quarrying | 1 | 16 | 10 | 1 | 28 |
| Manufacturing | 137 | 140 | 51 | 22 | 350 |
| Electricity and Gas Supply | 0 | 1 | 5 | 4 | 10 |
| Wholesale & Retail Trade; Repair of Motor Vehicles | 1 | 0 | 0 | 0 | 1 |
| Accommodation and Food Ser- vice Activities | 151 | 200 | 58 | 2 | 411 |
| Information and Communication | 0 | 0 | 1 | 0 | 1 |
| Administrative and Support Activities | 521 | 174 | 10 | 0 | 705 |
| Arts, Entertainment and Recreation | 0 | 0 | 0 | 0 | 0 |
| Total | 818 | 532 | 136 | 29 | 1,515 |

Table 1.20: Establishments by major economic activity and area

| Main Activity | Area | | |
|--------------------------------|------------|--------------|--------------|
| | Rural | Urban | Total |
| Agriculture and Forestry | 7 | 9 | 16 |
| Mining and Quarrying | 21 | 28 | 49 |
| Manufacturing | 103 | 350 | 453 |
| Electricity and Gas Supply | 4 | 10 | 14 |
| Wholesale & Retail Trade | 0 | 1 | 1 |
| Accommodation and Food | 56 | 411 | 467 |
| Information and Communications | 0 | 1 | 1 |
| Administration and Support | 10 | 705 | 715 |
| Arts and Entertainments | 1 | 0 | 1 |
| Total | 202 | 1,515 | 1,717 |

Table 1.21: Establishments with expansion plan by trade region and sector

| Trade region | Sector | | | | Total |
|------------------|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Thimphu | 433 | 0 | 147 | 11 | 591 |
| Phuentsholing | 30 | 1 | 63 | 13 | 107 |
| Gelephu | 34 | 0 | 17 | 4 | 55 |
| Samdrup Jongkhar | 10 | 0 | 14 | 1 | 25 |
| Mongar | 21 | 1 | 38 | 0 | 60 |
| Trongsa | 25 | 0 | 20 | 1 | 46 |
| Total | 553 | 2 | 299 | 30 | 884 |

Table 1.22: Establishments with expansion plan by category and sector

| Category | Sector | | | | Total |
|--------------|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Cottage | 302 | 0 | 124 | 2 | 428 |
| Small | 200 | 0 | 122 | 20 | 342 |
| Medium | 49 | 0 | 40 | 8 | 97 |
| Large | 2 | 2 | 13 | 0 | 17 |
| Total | 553 | 2 | 299 | 30 | 884 |

Table 1.23: Establishments with expansion plan by major economic activity and sector

| Major Economic Activity | Sector | | | | Total |
|---|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Agriculture and Forestry | 0 | 0 | 8 | 0 | 8 |
| Mining and Quarrying | 0 | 0 | 0 | 26 | 26 |
| Manufacturing | 3 | 0 | 289 | 4 | 296 |
| Electricity and Gas Supply | 0 | 2 | 1 | 0 | 3 |
| Accommodation and Food Service Activities | 243 | 0 | 0 | 0 | 243 |
| Administrative and Support Service Activities | 306 | 0 | 1 | 0 | 307 |
| Arts, Entertainment and Recreation | 1 | 0 | 0 | 0 | 1 |
| Total | 553 | 2 | 299 | 30 | 884 |

Table 1.24: Establishments with expansion plan by type of legal organization and sector

| Organization | Sector | | | | Total |
|-------------------------|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Individual proprietor | 524 | 0 | 259 | 23 | 806 |
| Partnership | 23 | 1 | 8 | 4 | 36 |
| Private Limited Company | 5 | 0 | 19 | 1 | 25 |
| Public Limited Company | 1 | 1 | 7 | 1 | 10 |
| Co-operative society | 0 | 0 | 6 | 1 | 7 |
| Total | 553 | 2 | 299 | 30 | 884 |

Table 1.25: Establishments with expansion plan by type of ownership and sector

| Ownership | Sector | | | | Total |
|---------------------------------------|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Privately owned | 544 | 0 | 283 | 27 | 854 |
| Government owned | 0 | 1 | 4 | 0 | 5 |
| Government with private collaboration | 3 | 0 | 8 | 2 | 13 |
| Private with foreign collaboration | 6 | 0 | 4 | 1 | 11 |
| Government with foreign collaboration | 0 | 1 | 0 | 0 | 1 |
| Total | 553 | 2 | 299 | 30 | 884 |

Table 1.26: Establishments without expansion plan by trade region and sector

| Trade region | Sector | | | | Total |
|------------------|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Thimphu | 482 | 4 | 69 | 8 | 563 |
| Phuentsholing | 36 | 1 | 48 | 12 | 97 |
| Gelephu | 31 | 1 | 12 | 2 | 46 |
| Samdrup Jongkhar | 29 | 0 | 13 | 2 | 44 |
| Mongar | 25 | 2 | 14 | 2 | 43 |
| Trongsa | 29 | 2 | 8 | 1 | 40 |
| Total | 632 | 10 | 164 | 27 | 833 |

Table 1.27: Establishments without expansion plan by category and sector

| Category | Sector | | | | Total |
|--------------|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Cottage | 400 | 1 | 69 | 0 | 470 |
| Small | 202 | 0 | 60 | 12 | 274 |
| Medium | 30 | 3 | 25 | 14 | 72 |
| Large | 0 | 6 | 10 | 1 | 17 |
| Total | 632 | 10 | 164 | 27 | 833 |

Table 1.28: Establishments without expansion plan by major economic activity and sector

| Major Economic Activity | Sector | | | | Total |
|--------------------------------|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Agriculture and Forestry | 0 | 0 | 8 | 0 | 8 |
| Mining and Quarrying | 0 | 0 | 0 | 23 | 23 |
| Manufacturing | 0 | 1 | 152 | 4 | 157 |
| Electricity and Gas S | 0 | 9 | 2 | 0 | 11 |
| Wholesale & Retail Trade | 0 | 0 | 1 | 0 | 1 |
| Accommodation and Food | 224 | 0 | 0 | 0 | 224 |
| Information and Communications | 0 | 0 | 1 | 0 | 1 |
| Administrative and Su | 408 | 0 | 0 | 0 | 408 |
| Total | 632 | 10 | 164 | 27 | 833 |

Table 1.29: Establishments without expansion plan by type of legal organization and sector

| Organization | Sector | | | | Total |
|-------------------------|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Individual proprietor | 607 | 1 | 137 | 21 | 766 |
| Partnership | 19 | 0 | 4 | 1 | 24 |
| Private Limited Company | 4 | 0 | 13 | 3 | 20 |
| Public Limited Company | 2 | 9 | 6 | 2 | 19 |
| Co-operative society | 0 | 0 | 4 | 0 | 4 |
| Total | 632 | 10 | 164 | 27 | 833 |

Table 1.30: Establishments without expansion plan by type of ownership and sector

| Ownership | Sector | | | | Total |
|---------------------------------------|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Privately owned | 622 | 1 | 150 | 26 | 799 |
| Government owned | 1 | 5 | 4 | 0 | 10 |
| Government with private collaboration | 7 | 0 | 4 | 1 | 12 |
| Private with foreign collaboration | 1 | 0 | 5 | 0 | 6 |
| Government with foreign collaboration | 1 | 4 | 1 | 0 | 6 |
| Total | 632 | 10 | 164 | 27 | 833 |

Table 1.31: Establishments with ISR by trade region

| Trade region | Number | % |
|------------------|------------|--------------|
| Thimphu | 200 | 45.5 |
| Phuentsholing | 124 | 28.2 |
| Gelephu | 46 | 10.5 |
| Samdrup Jongkhar | 15 | 3.4 |
| Mongar | 13 | 3.0 |
| Trongsa | 42 | 9.5 |
| Total | 440 | 100.0 |

Table 1.32: Establishments with ISR by sector

| Sector | Number | % |
|---------------|------------|--------------|
| Tourism | 238 | 54.1 |
| Hydropower | 11 | 2.5 |
| Manufacturing | 158 | 35.9 |
| Mining | 33 | 7.5 |
| Total | 440 | 100.0 |

Table 1.33: Establishments with ISR by category

| Category | Number | % |
|--------------|------------|--------------|
| Small | 275 | 62.5 |
| Medium | 134 | 30.5 |
| Large | 31 | 7.0 |
| Total | 440 | 100.0 |

Table 1.34: Establishments with ISR by major economic activity

| Major economic activity | Number | % |
|---|------------|--------------|
| Agriculture and Forestry | 1 | 0.2 |
| Mining and Quarrying | 28 | 6.4 |
| Manufacturing | 160 | 36.4 |
| Electricity and Gas Supply | 13 | 3.0 |
| Accommodation and Food Service Activities | 180 | 40.9 |
| Information and Communication | 0 | 0.0 |
| Administrative and Support Service Activities | 58 | 13.2 |
| Arts, Entertainment and Recreation | 0 | 0.0 |
| Total | 440 | 100.0 |

Table 1.35: Establishments with ISR by type of legal organization

| Organization | Number | % |
|-------------------------|------------|--------------|
| Individual proprietor | 342 | 77.7 |
| Partnership | 28 | 6.4 |
| Private Limited Company | 37 | 8.4 |
| Public Limited Company | 26 | 5.9 |
| Co-operative society | 7 | 1.6 |
| Total | 440 | 100.0 |

Table 1.36: Establishments with ISR by type of ownership

| Ownership | Number | % |
|---------------------------------------|------------|--------------|
| Privately owned | 391 | 88.9 |
| Government owned | 15 | 3.4 |
| Government with private collaboration | 14 | 3.2 |
| Private with foreign collaboration | 14 | 3.2 |
| Government with foreign collaboration | 6 | 1.4 |
| Total | 440 | 100.0 |

Table 1.37: Establishments without ISR by type region

| Trade region | Number | % |
|------------------|------------|--------------|
| Thimphu | 268 | 70.7 |
| Phuentsholing | 53 | 14.0 |
| Gelephu | 2 | 0.5 |
| Samdrup Jongkhar | 29 | 7.7 |
| Mongar | 22 | 5.8 |
| Trongsa | 5 | 1.3 |
| Total | 379 | 100.0 |

Table 1.38: Establishments without ISR by sector

| Sector | Number | % |
|---------------|------------|--------------|
| Tourism | 245 | 64.6 |
| Hydropower | 0 | 0.0 |
| Manufacturing | 112 | 29.6 |
| Mining | 22 | 5.8 |
| Total | 379 | 100.0 |

Table 1.39: Establishments without ISR by category

| Category | Number | % |
|--------------|------------|--------------|
| Small | 341 | 90.2 |
| Medium | 35 | 9.3 |
| Large | 3 | 0.8 |
| Total | 379 | 100.0 |

Table 1.40: Establishments without ISR by major economic activity

| Major economic activity | Number | % |
|---|------------|--------------|
| Agriculture and Forestry | 3 | 0.8 |
| Mining and Quarrying | 19 | 5.0 |
| Manufacturing | 112 | 29.6 |
| Electricity and Gas Supply | 1 | 0.3 |
| Accommodation and Food Service Activities | 112 | 29.6 |
| Information and Communications | 1 | 0.3 |
| Administrative and Support Service Activities | 130 | 34.3 |
| Arts, Entertainment and Recreation | 1 | 0.3 |
| Total | 379 | 100.0 |

Table 1.41: Establishments without ISR by type of legal organization

| Organization | Number | % |
|-------------------------|------------|--------------|
| Individual proprietor | 356 | 93.9 |
| Partnership | 10 | 2.6 |
| Private Limited Company | 8 | 2.1 |
| Public Limited Company | 2 | 0.5 |
| Co-operative society | 3 | 0.8 |
| Total | 379 | 100.0 |

Table 1.42: Establishments without ISR by type of ownership

| Ownership | Number | % |
|---------------------------------------|------------|--------------|
| Privately owned | 371 | 97.9 |
| Government owned | 0 | 0.0 |
| Government with private collaboration | 6 | 1.6 |
| Private with foreign collaboration | 1 | 0.3 |
| Government with foreign collaboration | 1 | 0.3 |
| Total | 379 | 100.0 |

Chapter 2: Employment

Table 2.0: Employment by sector, nationality and gender as on 31 December 2016

| Sector | Bhutanese | | | Foreign Workers | | | Total | | |
|---------------|---------------|--------------|---------------|-----------------|------------|--------------|---------------|--------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Tourism | 3,848 | 3,488 | 7,336 | 436 | 216 | 652 | 4,284 | 3,704 | 7,988 |
| Hydropower | 2,993 | 773 | 3,728 | 444 | 14 | 458 | 3,437 | 749 | 4,186 |
| Manufacturing | 6,023 | 2,090 | 8,113 | 1,467 | 363 | 1,830 | 7,490 | 2,453 | 9,943 |
| Mining | 882 | 146 | 1,028 | 348 | 28 | 376 | 1,230 | 174 | 1,404 |
| Total | 13,746 | 6,459 | 20,205 | 2,695 | 621 | 3,316 | 16,441 | 7,080 | 23,521 |

Table 2.1: Employment by type of ownership, nationality and gender as on 31 December 2016

| Type of Ownership | Bhutanese | | | Foreign Workers | | | Total | | |
|---|---------------|--------------|---------------|-----------------|------------|--------------|---------------|--------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Privately owned | 8,417 | 4,798 | 13,215 | 2,006 | 594 | 2,600 | 10,423 | 5,392 | 15,815 |
| Government owned | 1,944 | 576 | 2,520 | 4 | 0 | 4 | 1,948 | 576 | 2,524 |
| Government with private local collaboration | 1,032 | 294 | 1,326 | 78 | 0 | 78 | 1,110 | 294 | 1,404 |
| Private with foreign collaboration | 501 | 302 | 803 | 161 | 11 | 172 | 662 | 313 | 975 |
| Government with foreign collaboration | 1,852 | 489 | 2,341 | 446 | 16 | 462 | 2,298 | 505 | 2,803 |
| Total | 1,3746 | 6,459 | 20,205 | 2,695 | 621 | 3,316 | 16,441 | 7,080 | 23,521 |

Table 2.2: Employment by type of legal organization, nationality and gender as on 31 December 2016

| Type of Legal organization | Bhutanese | | | Foreign Workers | | | Total | | |
|----------------------------|---------------|--------------|---------------|-----------------|------------|--------------|---------------|--------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Individual proprietorship | 5,939 | 3,888 | 9,827 | 1,578 | 379 | 1,957 | 7,517 | 4,267 | 11,784 |
| Partnership | 822 | 540 | 1,362 | 413 | 26 | 439 | 1,235 | 566 | 1,801 |
| Private Limited Company | 2,347 | 745 | 3,092 | 473 | 201 | 674 | 2,820 | 946 | 3,766 |
| Public Limited Company | 4,471 | 1,146 | 5,617 | 231 | 15 | 246 | 4,702 | 1,161 | 5,863 |
| Co-operative society | 167 | 140 | 307 | 0 | 0 | 0 | 167 | 140 | 307 |
| Total | 13,746 | 6,459 | 20,205 | 2,695 | 621 | 3,316 | 16,441 | 7,080 | 23,521 |

Table 2.3: Employment by major economic activity, nationality and gender as on 31 december 2016

| Major economic activity | Bhutanese | | | Foreign Workers | | | Total | | |
|--|---------------|--------------|---------------|-----------------|------------|--------------|---------------|--------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture and Forestry | 47 | 52 | 99 | 1 | 0 | 1 | 48 | 52 | 100 |
| Mining and Quarrying | 804 | 136 | 940 | 278 | 21 | 299 | 1,082 | 157 | 1,239 |
| Manufacturing | 5,993 | 2,035 | 8,028 | 1,514 | 370 | 1,884 | 7,507 | 2,405 | 9,912 |
| Electricity and Gas Supply | 3,035 | 753 | 3,788 | 458 | 14 | 472 | 3,493 | 767 | 4,260 |
| Wholesale & Retail Trade; Repair of Motor Vehicles | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 3 |
| Accommodation and Food Service Activities | 1,960 | 2,589 | 4,549 | 433 | 216 | 649 | 2,393 | 2,805 | 5,198 |
| Information and Communication | 22 | 3 | 25 | 8 | 0 | 8 | 30 | 3 | 33 |
| Administrative and Support Activities | 1,870 | 882 | 2,752 | 2 | 0 | 2 | 1,872 | 882 | 2,754 |
| Arts, Entertainment and Recreation | 12 | 9 | 21 | 1 | 0 | 1 | 13 | 9 | 22 |
| Total | 13,746 | 6,459 | 20,205 | 2,695 | 621 | 3,316 | 16,441 | 7,080 | 23,521 |

Table 2.4: Employment by nature, nationality and gender as on 31 December 2016

| Nature of Employment | Bhutanese | | | Foreign Workers | | | Total | | |
|-----------------------|---------------|--------------|---------------|-----------------|------------|--------------|---------------|--------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Proprietor | 982 | 488 | 1,470 | 16 | 3 | 19 | 998 | 491 | 1,489 |
| Regular paid employee | 11,488 | 5,344 | 16,832 | 2,039 | 341 | 2,380 | 13,527 | 5,685 | 19,212 |
| Casual paid employee | 1,164 | 476 | 1,640 | 638 | 274 | 912 | 1,802 | 750 | 2,552 |
| Family worker | 112 | 151 | 263 | 2 | 3 | 5 | 114 | 154 | 268 |
| Total | 13,746 | 6,459 | 20,205 | 2,695 | 621 | 3,316 | 16,441 | 7,080 | 23,521 |

Table 2.5: Bhutane workers by establishment category, employment nature and gender as on 31 December 2016

| Category | Proprietor | | Regular paid employee | | | Casual paid employee | | | Family worker | | | Total | | |
|--------------|------------|------------|-----------------------|--------------|---------------|----------------------|------------|--------------|---------------|------------|------------|---------------|--------------|---------------|
| | Male | Female | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Cottage | 529 | 298 | 541 | 403 | 944 | 107 | 9 | 116 | 52 | 93 | 145 | 1,229 | 803 | 2,032 |
| Small | 361 | 159 | 1,913 | 1,428 | 3,341 | 263 | 53 | 316 | 57 | 56 | 113 | 2,594 | 1,696 | 4,290 |
| Medium | 87 | 29 | 3,009 | 2,073 | 5,082 | 131 | 105 | 236 | 3 | 2 | 5 | 3,230 | 2,209 | 5,439 |
| Large | 5 | 2 | 6,025 | 1,440 | 7,465 | 663 | 309 | 972 | 0 | 0 | 0 | 6,693 | 1,751 | 8,444 |
| Total | 982 | 488 | 11,488 | 5,344 | 16,832 | 1,164 | 476 | 1,640 | 112 | 151 | 263 | 13,746 | 6,459 | 20,205 |

Table 2.6: Foreign workers by establishment category, employment nature and gender as on 31 December 2016

| Category | Proprietor | | Regular paid employee | | | Casual paid employee | | | Family worker | | | Total | | | |
|--------------|------------|----------|-----------------------|--------------|------------|----------------------|------------|------------|---------------|----------|----------|----------|--------------|------------|--------------|
| | Male | Female | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | |
| Cottage | 2 | 0 | 2 | 107 | 17 | 124 | 3 | 4 | 7 | 0 | 0 | 0 | 112 | 21 | 133 |
| Small | 7 | 1 | 8 | 551 | 165 | 716 | 104 | 37 | 141 | 2 | 3 | 5 | 664 | 206 | 870 |
| Medium | 3 | 1 | 4 | 659 | 104 | 763 | 325 | 68 | 393 | 0 | 0 | 0 | 987 | 173 | 1,160 |
| Large | 4 | 1 | 5 | 722 | 55 | 777 | 206 | 165 | 371 | 0 | 0 | 0 | 932 | 221 | 1,153 |
| Total | 16 | 3 | 19 | 2,039 | 341 | 2,380 | 638 | 274 | 912 | 2 | 3 | 5 | 2,695 | 621 | 3,316 |

Table 2.7: Bhutaneese workers by major occupation, employment nature, and gender as on 31 December 2016

| Major occupation | Proprietor | | Regular paid employee | | Casual paid employee | | Family worker | | Total | | |
|--|------------|------------|-----------------------|--------------|----------------------|------------|---------------|------------|------------|---------------|---------------|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| Legislators, Senior Officials and Managers | 509 | 249 | 2,622 | 1,436 | 546 | 58 | 41 | 41 | 82 | 1,784 | 5,502 |
| Professionals | 46 | 22 | 1,601 | 708 | 50 | 18 | 0 | 5 | 5 | 1,697 | 2,450 |
| Technicians and Associate Professionals | 29 | 9 | 1,903 | 424 | 60 | 211 | 1 | 1 | 2 | 1,993 | 2,638 |
| Clerical Support Workers | 67 | 27 | 589 | 302 | 58 | 15 | 13 | 4 | 17 | 727 | 1,075 |
| Services and Sales Workers | 120 | 88 | 828 | 971 | 98 | 41 | 30 | 68 | 98 | 1,076 | 2,244 |
| Craft and Related Trades Workers | 46 | 13 | 1,426 | 309 | 84 | 10 | 5 | 2 | 7 | 1,561 | 1,895 |
| Plant and Machine Operators and Assemblers | 61 | 18 | 932 | 278 | 127 | 19 | 1 | 0 | 1 | 1,121 | 1,436 |
| Elementary Occupations | 104 | 62 | 1,587 | 916 | 141 | 104 | 21 | 30 | 51 | 1,853 | 2,965 |
| Total | 982 | 488 | 11,488 | 5,344 | 1,164 | 476 | 112 | 151 | 263 | 13,746 | 20,205 |

Table 2.8: Foreign workers by major occupation, employment nature, and gender as on 31 December 2016

| Major occupation | Proprietor | | | Regular paid employee | | | Casual paid employee | | | Family worker | | | Total | | |
|--|--|----------|-----------|-----------------------|------------|--------------|----------------------|------------|------------|---------------|----------|----------|--------------|------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| | Legislators, Senior Officials and Managers | 5 | 2 | 7 | 498 | 54 | 552 | 119 | 6 | 125 | 2 | 2 | 4 | 624 | 64 |
| Professionals | 0 | 0 | 0 | 230 | 58 | 288 | 144 | 15 | 159 | 0 | 0 | 0 | 374 | 73 | 447 |
| Technicians and Associate Professionals | 1 | 0 | 1 | 182 | 15 | 197 | 134 | 174 | 308 | 0 | 0 | 0 | 317 | 189 | 506 |
| Clerical Support Workers | 1 | 0 | 1 | 174 | 27 | 201 | 73 | 7 | 80 | 0 | 0 | 0 | 248 | 34 | 282 |
| Services and Sales Workers | 3 | 0 | 3 | 177 | 69 | 246 | 28 | 15 | 43 | 0 | 1 | 1 | 208 | 85 | 293 |
| Craft and Related Trades Workers | 1 | 0 | 1 | 99 | 1 | 100 | 45 | 12 | 57 | 0 | 0 | 0 | 145 | 13 | 158 |
| Plant and Machine Operators and Assemblers | 1 | 1 | 2 | 375 | 17 | 392 | 44 | 24 | 68 | 0 | 0 | 0 | 420 | 42 | 462 |
| Elementary Occupations | 4 | 0 | 4 | 304 | 100 | 404 | 51 | 21 | 72 | 0 | 0 | 0 | 359 | 121 | 480 |
| Total | 16 | 3 | 19 | 2,039 | 341 | 2,380 | 638 | 274 | 912 | 2 | 3 | 5 | 2,695 | 621 | 3,316 |

Table 2.9: Bhutanese and Foreign workers by trade region and gender as on 31 December 2016

| Region | Bhutanese | | Foreign Workers | | Total | |
|------------------|---------------|--------------|-----------------|------------|---------------|--------------|
| | Male | Female | Male | Female | Male | Female |
| Thimphu | 6,039 | 3,637 | 342 | 25 | 6,381 | 3,662 |
| Phuentsholing | 4,974 | 1,535 | 1,646 | 506 | 6,620 | 2,041 |
| Gelephu | 419 | 254 | 151 | 40 | 570 | 294 |
| Samdrup Jongkhar | 1,019 | 365 | 155 | 49 | 1,174 | 414 |
| Mongar | 597 | 262 | 349 | 1 | 946 | 263 |
| Trongsa | 698 | 406 | 52 | 0 | 750 | 406 |
| Total | 13,746 | 6,459 | 2,695 | 621 | 16,441 | 7,080 |

Table 2.10: Bhutanese workers by trade region, employment nature and gender as on 31 December 2016

| Trade region | Proprietor | | | Regular paid employ- ee | | | Casual paid em- ployee | | | Family worker | | | Total | |
|---------------------|------------|------------|--------------|----------------------------|--------------|---------------|---------------------------|------------|--------------|---------------|------------|----------|---------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| Thimphu | 735 | 351 | 1086 | 4848 | 3180 | 8,028 | 401 | 61 | 462 | 55 | 45 | 100 | 6039 | 3637 |
| Phuentsholing | 92 | 40 | 132 | 4530 | 1241 | 5,771 | 346 | 251 | 597 | 6 | 3 | 9 | 4974 | 1535 |
| Gelephu | 19 | 17 | 36 | 347 | 200 | 547 | 42 | 12 | 54 | 11 | 25 | 36 | 419 | 254 |
| Samdrup Jongkhar | 41 | 27 | 68 | 957 | 307 | 1,264 | 8 | 5 | 13 | 13 | 26 | 39 | 1019 | 365 |
| Mongar | 42 | 23 | 65 | 505 | 178 | 683 | 23 | 13 | 36 | 27 | 48 | 75 | 597 | 262 |
| Trongsa | 53 | 30 | 83 | 301 | 238 | 539 | 344 | 134 | 478 | 0 | 4 | 4 | 698 | 406 |
| Total | 982 | 488 | 1,470 | 11,488 | 5,344 | 16,832 | 1,164 | 476 | 1,640 | 112 | 151 | 0 | 13,746 | 6,459 |

Table 2.11: Foreign workers by trade region, employment nature and gender as on 31 December 2016

| Trade region | Proprietor | | Regular paid employee | | Casual paid employee | | Family worker | | Total | | | | |
|------------------|------------|----------|-----------------------|------------|----------------------|------------|---------------|------------|----------|----------|--------------|------------|--------------|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | |
| Thimphu | 3 | 2 | 269 | 22 | 291 | 70 | 1 | 71 | 0 | 0 | 342 | 25 | 367 |
| Phuentsholing | 8 | 1 | 1140 | 247 | 1,387 | 496 | 256 | 752 | 2 | 2 | 1646 | 506 | 2152 |
| Gelephu | 0 | 0 | 128 | 24 | 152 | 23 | 16 | 39 | 0 | 0 | 151 | 40 | 191 |
| Samdrup Jongkhar | 4 | 0 | 118 | 47 | 165 | 33 | 1 | 34 | 0 | 1 | 155 | 49 | 204 |
| Mongar | 1 | 0 | 347 | 1 | 348 | 1 | 0 | 1 | 0 | 0 | 349 | 1 | 350 |
| Trongsa | 0 | 0 | 37 | 0 | 37 | 15 | 0 | 15 | 0 | 0 | 52 | 0 | 52 |
| Total | 16 | 3 | 2,039 | 341 | 2,380 | 638 | 274 | 912 | 2 | 3 | 2,695 | 621 | 3,316 |

Table 2.12: Bhutanese workers by sector, employment nature and gender as on 31 December 2016

| Sector | Proprietor | | Regular paid employee | | | Casual paid employee | | | Family worker | | | Total | | | |
|---------------|------------|------------|-----------------------|---------------|--------------|----------------------|--------------|------------|---------------|------------|------------|-----------|---------------|--------------|---------------|
| | Male | Female | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | | |
| Tourism | 706 | 398 | 1104 | 2723 | 2917 | 5,640 | 328 | 367 | 91 | 134 | 0 | 3848 | 3488 | 7336 | |
| Hydropower | 0 | 1 | 2569 | 583 | 3,152 | 424 | 151 | 575 | 0 | 0 | 0 | 2993 | 735 | 3728 | |
| Manufacturing | 252 | 86 | 338 | 5366 | 1709 | 7,075 | 388 | 278 | 666 | 17 | 34 | 6023 | 2090 | 8113 | |
| Mining | 24 | 3 | 27 | 830 | 135 | 965 | 24 | 8 | 32 | 4 | 4 | 882 | 146 | 1028 | |
| Total | 982 | 488 | 1,470 | 11,488 | 5,344 | 16,832 | 1,164 | 476 | 1,640 | 112 | 151 | 38 | 13,746 | 6,459 | 20,205 |

Table 2.13: Foreign workers by sector, employment nature and gender as on 31 December 2016

| Sector | Proprietor | | | Regular paid employee | | | Casual paid employee | | | Family worker | | | Total | | |
|---------------|------------|----------|-----------|-----------------------|------------|--------------|----------------------|------------|------------|---------------|----------|----------|--------------|------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| | Tourism | 10 | 2 | 12 | 386 | 175 | 561 | 38 | 36 | 74 | 2 | 3 | 5 | 436 | 216 |
| Hydropower | 0 | 0 | 0 | 429 | 14 | 443 | 15 | 0 | 15 | 0 | 0 | 0 | 444 | 14 | 458 |
| Manufacturing | 6 | 1 | 7 | 1004 | 139 | 1,143 | 457 | 223 | 680 | 0 | 0 | 0 | 1467 | 363 | 1830 |
| Mining | 0 | 0 | 0 | 220 | 13 | 233 | 128 | 15 | 143 | 0 | 0 | 0 | 348 | 28 | 376 |
| Total | 16 | 3 | 19 | 2,039 | 341 | 2,380 | 638 | 274 | 912 | 2 | 3 | 5 | 2,695 | 621 | 3,316 |

Table 2.14: Bhutaneese workers by major economic activity, employment nature and gender as on 31 December 2016

| Major economic activity | Proprietor | | | Regular paid employee | | | Casual paid employee | | | Family worker | | | Total | | |
|---|------------|------------|--------------|-----------------------|--------------|---------------|----------------------|------------|--------------|---------------|------------|------------|---------------|--------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| | | | | | | | | | | | | | | | |
| Agriculture and Forestry | 7 | 5 | 12 | 22 | 12 | 34 | 17 | 33 | 50 | 1 | 2 | 3 | 47 | 52 | 99 |
| Mining and Quarrying | 18 | 3 | 21 | 758 | 125 | 883 | 24 | 8 | 32 | 4 | 0 | 4 | 804 | 136 | 940 |
| Manufacturing | 248 | 82 | 330 | 5,362 | 1,693 | 7,055 | 369 | 245 | 614 | 14 | 15 | 29 | 5,993 | 2,035 | 8,028 |
| Electricity and Gas Supply | 2 | 0 | 2 | 2,607 | 602 | 3,209 | 426 | 151 | 577 | 0 | 0 | 0 | 3,035 | 753 | 3,788 |
| Wholesale & Retail Trade; Repair of Motor Vehicles | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 3 | 0 | 3 |
| Accommodation and Food Service Activities | 203 | 163 | 366 | 1,657 | 2,279 | 3,936 | 35 | 32 | 67 | 65 | 115 | 180 | 1,960 | 2,589 | 4,549 |
| Information and Commu- nication | 1 | 1 | 2 | 21 | 2 | 23 | 0 | 0 | 0 | 0 | 0 | 0 | 22 | 3 | 25 |
| Administrative and Sup- port Activities | 502 | 234 | 736 | 1,051 | 624 | 1,675 | 293 | 7 | 300 | 24 | 17 | 41 | 1,870 | 882 | 2,752 |
| Arts, Entertainment and Recreation | 0 | 0 | 0 | 10 | 7 | 17 | 0 | 0 | 0 | 2 | 2 | 4 | 12 | 9 | 21 |
| Total | 982 | 488 | 1,470 | 11,488 | 5,344 | 16,832 | 1,164 | 476 | 1,640 | 112 | 151 | 263 | 13,746 | 6,459 | 20,205 |

Table 2.15: Foreign workers by major economic activity, employment nature and gender as on 31 December 2016

| Major economic activity | Proprietor | | Regular paid employee | | Casual paid employee | | Family worker | | Total | | | | |
|--|------------|----------|-----------------------|------------|----------------------|------------|---------------|------------|----------|----------|--------------|------------|--------------|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | |
| | Total | Total | Total | Total | Total | Total | Total | Total | Total | Total | | | |
| Agriculture and Forestry | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | | |
| Mining and Quarrying | 0 | 0 | 150 | 6 | 156 | 128 | 15 | 143 | 0 | 0 | 278 | 21 | 299 |
| Manufacturing | 6 | 1 | 1,051 | 146 | 1,197 | 457 | 223 | 680 | 0 | 0 | 1,514 | 370 | 1,884 |
| Electricity and Gas Supply | 0 | 0 | 443 | 14 | 457 | 15 | 0 | 15 | 0 | 0 | 458 | 14 | 472 |
| Wholesale & Retail Trade; Repair of Motor Vehicles | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Accommodation and Food Service Activities | 10 | 2 | 383 | 175 | 558 | 38 | 36 | 74 | 2 | 3 | 433 | 216 | 649 |
| Information and Communication | 0 | 0 | 8 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 8 | 0 | 8 |
| Administrative and Support Activities | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| Arts, Entertainment and Recreation | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Total | 16 | 3 | 2,039 | 341 | 2,380 | 638 | 274 | 912 | 2 | 3 | 2,695 | 621 | 3,316 |

Table 2.16: Bhutanese workers by type of legal organization, employment nature and gender as on 31 December 2016

| Type of legal organization | Proprietor | | | Regular paid employee | | | Casual paid employee | | | Family worker | | | Total | | |
|----------------------------|------------|------------|--------------|-----------------------|--------------|---------------|----------------------|------------|--------------|---------------|------------|------------|---------------|--------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| | | | | | | | | | | | | | | | |
| Individual proprietorship | 880 | 454 | 1,334 | 4,500 | 3,200 | 7,700 | 453 | 84 | 537 | 106 | 150 | 256 | 5,939 | 3,888 | 9,827 |
| Partnership | 77 | 19 | 96 | 708 | 478 | 1,186 | 31 | 42 | 73 | 6 | 1 | 7 | 822 | 540 | 1,362 |
| Private Limited Company | 17 | 3 | 20 | 2,177 | 580 | 2,757 | 153 | 162 | 315 | 0 | 0 | 0 | 2,347 | 745 | 3,092 |
| Public Limited Company | 2 | 0 | 2 | 3,942 | 966 | 4,908 | 527 | 180 | 707 | 0 | 0 | 0 | 4,471 | 1,146 | 5,617 |
| Co-operative society | 6 | 12 | 18 | 161 | 120 | 281 | 0 | 8 | 8 | 0 | 0 | 0 | 167 | 140 | 307 |
| Total | 982 | 488 | 1,470 | 11,488 | 5,344 | 16,832 | 1,164 | 476 | 1,640 | 112 | 151 | 263 | 13,746 | 6,459 | 20,205 |

Table 2.17: Foreign workers by type of legal organization, employment nature and gender as on 31 December 2016

| Type of legal organization | Proprietor | | | Regular paid employee | | | Casual paid employee | | | Family worker | | | Total | | |
|----------------------------|------------|----------|-----------|-----------------------|------------|--------------|----------------------|------------|------------|---------------|----------|----------|--------------|------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| | | | | | | | | | | | | | | | |
| Individual proprietorship | 10 | 2 | 12 | 1,146 | 270 | 1,416 | 420 | 104 | 524 | 2 | 3 | 5 | 1,578 | 379 | 1,957 |
| Partnership | 2 | 1 | 3 | 397 | 21 | 418 | 14 | 4 | 18 | 0 | 0 | 0 | 413 | 26 | 439 |
| Private Limited Company | 4 | 0 | 4 | 324 | 35 | 359 | 145 | 166 | 311 | 0 | 0 | 0 | 473 | 201 | 674 |
| Public Limited Company | 0 | 0 | 0 | 172 | 15 | 187 | 59 | 0 | 59 | 0 | 0 | 0 | 231 | 15 | 246 |
| Co-operative society | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 16 | 3 | 19 | 2,039 | 341 | 2,380 | 638 | 274 | 912 | 2 | 3 | 5 | 2,695 | 621 | 3,316 |

Table 2.18: Bhutaneese workers by type of ownership, employment nature and gender as on 31 December 2016

| Type of ownership | Proprietor | | Regular paid employee | | Casual paid employee | | Family worker | | Total | | | | | | |
|---|------------|------------|-----------------------|---------------|----------------------|---------------|---------------|------------|--------------|------------|------------|------------|---------------|--------------|---------------|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | |
| Privately owned | 966 | 483 | 1,449 | 6,704 | 3,868 | 10,572 | 639 | 296 | 935 | 108 | 151 | 259 | 8,417 | 4,798 | 13,215 |
| Government owned | 1 | 0 | 1 | 1,853 | 558 | 2,411 | 90 | 18 | 108 | 0 | 0 | 0 | 1,944 | 576 | 2,520 |
| Government with private local collaboration | 9 | 3 | 12 | 927 | 262 | 1,189 | 92 | 29 | 121 | 4 | 0 | 4 | 1,032 | 294 | 1,326 |
| Private with foreign collaboration | 5 | 2 | 7 | 492 | 300 | 792 | 4 | 0 | 4 | 0 | 0 | 0 | 501 | 302 | 803 |
| Government with foreign collaboration | 1 | 0 | 1 | 1,512 | 356 | 1,868 | 339 | 133 | 472 | 0 | 0 | 0 | 1,852 | 489 | 2,341 |
| Total | 982 | 488 | 1,470 | 11,488 | 5,344 | 16,832 | 1,164 | 476 | 1,640 | 112 | 151 | 263 | 13,746 | 6,459 | 20,205 |

Table 2.19: Foreign workers by type of ownership, employment nature and gender as on 31 December 2016

| Type of ownership | Proprietor | | Regular paid employee | | Casual paid employee | | Family worker | | Total | | | | | | |
|---|------------|----------|-----------------------|--------------|----------------------|--------------|---------------|------------|------------|----------|----------|----------|--------------|------------|--------------|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | | |
| Privately owned | 9 | 2 | 11 | 1,448 | 324 | 1,772 | 547 | 265 | 812 | 2 | 3 | 5 | 2,006 | 594 | 2,600 |
| Government owned | 0 | 0 | 0 | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 4 |
| Government with private local collaboration | 0 | 0 | 0 | 56 | 0 | 56 | 22 | 0 | 22 | 0 | 0 | 0 | 78 | 0 | 78 |
| Private with foreign collaboration | 6 | 1 | 7 | 101 | 1 | 102 | 54 | 9 | 63 | 0 | 0 | 0 | 161 | 11 | 172 |
| Government with foreign collaboration | 1 | 0 | 1 | 430 | 16 | 446 | 15 | 0 | 15 | 0 | 0 | 0 | 446 | 16 | 462 |
| Total | 16 | 3 | 19 | 2,039 | 341 | 2,380 | 638 | 274 | 912 | 2 | 3 | 5 | 2,695 | 621 | 3,316 |

Chapter 3: Human Resource Requirements

Table 3.0: Establishments having difficulty finding qualified applicants in past one year by trade region and sector

| Trade region | Sector | | | | Total |
|------------------|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Thimphu | 63 | 3 | 35 | 6 | 107 |
| Phuentsholing | 21 | 0 | 44 | 10 | 75 |
| Gelephu | 39 | 0 | 13 | 2 | 54 |
| Samdrup Jongkhar | 10 | 0 | 16 | 2 | 28 |
| Mongar | 12 | 1 | 20 | 2 | 35 |
| Trongsa | 37 | 2 | 14 | 1 | 54 |
| Total | 182 | 6 | 142 | 23 | 353 |

Table 3.1: Establishments having difficulty finding qualified applicants in past one year by category and sector

| Category | Sector | | | | Total |
|--------------|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Cottage | 74 | 1 | 52 | 0 | 127 |
| Small | 85 | 0 | 57 | 16 | 158 |
| Medium | 22 | 1 | 23 | 6 | 52 |
| Large | 1 | 4 | 10 | 1 | 16 |
| Total | 182 | 6 | 142 | 23 | 353 |

Table 3.2: Establishments having difficulty finding qualified applicants in past one year by major economic activity and sector

| Major economic activity | Sector | | | | Total |
|---|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Agriculture and Forestry | 0 | 0 | 2 | 0 | 2 |
| Mining and Quarrying | 0 | 0 | 0 | 19 | 19 |
| Manufacturing | 2 | 1 | 137 | 4 | 144 |
| Electricity and Gas Supply | 0 | 5 | 2 | 0 | 7 |
| Accommodation and Food Service Activities | 164 | 0 | 0 | 0 | 164 |
| Information and Communications | 0 | 0 | 1 | 0 | 1 |
| Arts, Entertainment and Recreation | 16 | 0 | 0 | 0 | 16 |
| Total | 182 | 6 | 142 | 23 | 353 |

Table 3.3: Establishments having difficulty finding qualified applicants in past one year by type of legal organization and sector

| Organization | Sector | | | | Total |
|---------------------------|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Individual proprietorship | 174 | 1 | 121 | 16 | 312 |
| Partnership | 8 | 1 | 2 | 3 | 14 |
| Private Limited Company | 0 | 0 | 14 | 2 | 16 |
| Public Limited Company | 0 | 4 | 5 | 1 | 10 |
| Co-operative society | 0 | 0 | 0 | 1 | 1 |
| Total | 182 | 6 | 142 | 23 | 353 |

Table 3.4: Establishments having difficulty finding qualified applicants in past one year by type of ownership and sector

| Ownership | Sector | | | | Total |
|---|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Privately owned | 180 | 1 | 133 | 20 | 334 |
| Government owned | 0 | 0 | 3 | 0 | 3 |
| Government with private local collaboration | 0 | 0 | 2 | 3 | 5 |
| Private with foreign collaboration | 2 | 0 | 4 | 0 | 6 |
| Government with foreign collaboration | 0 | 5 | 0 | 0 | 5 |
| Total | 182 | 6 | 142 | 23 | 353 |

Table 3.5: Establishments did not have difficulty finding qualified applicants in past one year by trade region and sector

| Trade region | Sector | | | | Total |
|------------------|--------------|------------|---------------|-----------|--------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Thimphu | 852 | 1 | 181 | 13 | 1,047 |
| Phuentsholing | 45 | 2 | 67 | 15 | 129 |
| Gelephu | 26 | 1 | 16 | 4 | 47 |
| Samdrup Jongkhar | 29 | 0 | 11 | 1 | 41 |
| Mongar | 34 | 2 | 32 | 0 | 68 |
| Trongsa | 17 | 0 | 14 | 1 | 32 |
| Total | 1,003 | 6 | 321 | 34 | 1,364 |

Table 3.6: Establishments did not have difficulty finding qualified applicants for past one year by category and sector

| Category | Sector | | | | Total |
|--------------|--------------|------------|---------------|-----------|--------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Cottage | 628 | 0 | 141 | 2 | 771 |
| Small | 317 | 0 | 125 | 16 | 458 |
| Medium | 57 | 2 | 42 | 16 | 117 |
| Large | 1 | 4 | 13 | 0 | 18 |
| Total | 1,003 | 6 | 321 | 34 | 1,364 |

Table 3.7: Establishments did not have difficulty finding qualified applicants for past one year by major economic activity and sector

| Major economic activity | Sector | | | | Total |
|---|--------------|------------|---------------|-----------|--------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Agriculture and Forestry | 0 | 0 | 14 | 0 | 14 |
| Mining and Quarrying | 0 | 0 | 0 | 30 | 30 |
| Manufacturing | 1 | 0 | 304 | 4 | 309 |
| Electricity and Gas Supply | 0 | 6 | 1 | 0 | 7 |
| Repair of Motor Vehicles | 0 | 0 | 1 | 0 | 1 |
| Accommodation and Food Service Activities | 303 | 0 | 0 | 0 | 303 |
| Administrative | 698 | 0 | 1 | 0 | 699 |
| Arts, Entertainment and Recreation | 1 | 0 | 0 | 0 | 1 |
| Total | 1,003 | 6 | 321 | 34 | 1,364 |

Table 3.8: Establishments did not have difficulty finding qualified applicants for past one year by type of legal organization and sector

| Organization | Sector | | | | Total |
|---------------------------|--------------|------------|---------------|-----------|--------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Individual proprietorship | 957 | 0 | 275 | 28 | 1,260 |
| Partnership | 34 | 0 | 10 | 2 | 46 |
| Private Limited Company | 9 | 0 | 18 | 2 | 29 |
| Public Limited Company | 3 | 6 | 8 | 2 | 19 |
| Co-operative society | 0 | 0 | 10 | 0 | 10 |
| Total | 1,003 | 6 | 321 | 34 | 1,364 |

Table 3.9: Establishments did not have difficulty finding qualified applicants for past one year by type of legal organization and sector

| Trade region | Sector | | | | Total |
|---|--------------|------------|---------------|-----------|--------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Privately owned | 986 | 0 | 300 | 33 | 1,319 |
| Government owned | 1 | 6 | 5 | 0 | 12 |
| Government with private local collaboration | 10 | 0 | 10 | 0 | 20 |
| Private with foreign collaboration | 5 | 0 | 5 | 1 | 11 |
| Government with foreign collaboration | 1 | 0 | 1 | 0 | 2 |
| Total | 1,003 | 6 | 321 | 34 | 1,364 |

Table 3.10: Unfilled job opening in past one year by major occupation and trade region

| Major occupation | Trade region | | | | | | Total |
|--|--------------|---------------|-----------|------------------|-----------|-----------|------------|
| | Thimphu | Phuentsholing | Gelephu | Samdrup Jongkhar | Mongar | Trongsa | |
| Legislators, Senior Officials and Managers | 12 | 5 | 2 | 2 | 2 | 3 | 26 |
| Professionals | 12 | 20 | 1 | 4 | 7 | 4 | 48 |
| Technicians and Associate Professionals | 15 | 14 | 2 | 2 | 3 | 13 | 49 |
| Clerical Support Workers | 8 | 5 | 1 | 0 | 1 | 2 | 17 |
| Services and Sales Workers | 53 | 23 | 52 | 10 | 13 | 25 | 176 |
| Craft and Related Trades Workers | 30 | 23 | 9 | 10 | 14 | 11 | 97 |
| Plant and Machine Operators and Assemblers | 10 | 20 | 21 | 0 | 3 | 5 | 59 |
| Elementary Occupations | 29 | 23 | 11 | 5 | 12 | 21 | 101 |
| Total | 169 | 133 | 99 | 33 | 55 | 84 | 573 |

Table 3.11: Unfilled job opening in past one year by major occupation and sector

| Major occupation | Sector | | | | Total |
|--|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Legislators, Senior Officials and Managers | 15 | 1 | 9 | 1 | 26 |
| Professionals | 15 | 8 | 20 | 5 | 48 |
| Technicians and Associate Professionals | 24 | 4 | 13 | 8 | 49 |
| Clerical Support Workers | 14 | 1 | 1 | 1 | 17 |
| Services and Sales Workers | 173 | 0 | 3 | 0 | 176 |
| Craft and Related Trades Workers | 2 | 2 | 89 | 4 | 97 |
| Plant and Machine Operators and Assemblers | 21 | 4 | 20 | 14 | 59 |
| Elementary Occupations | 52 | 2 | 43 | 4 | 101 |
| Total | 316 | 22 | 198 | 37 | 573 |

Table 3.12: Unfilled job opening in past one year by major economic activity and major occupation

| Major economic activity | Major occupation | | | | | | | | Total |
|---|--|---------------|---|--------------------------|----------------------------|----------------------------------|--|------------------------|------------|
| | Legislators, Senior Officials and Managers | Professionals | Technicians and Associate Professionals | Clerical Support Workers | Services and Sales Workers | Craft and Related Trades Workers | Plant and Machine Operators and Assemblers | Elementary Occupations | |
| Agriculture and Forestry | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| Mining and Quarrying | 1 | 5 | 8 | 1 | 0 | 4 | 12 | 2 | 33 |
| Manufacturing | 10 | 18 | 13 | 1 | 3 | 92 | 18 | 44 | 199 |
| Electricity and Gas Supply | 1 | 9 | 4 | 1 | 0 | 0 | 5 | 1 | 21 |
| Accommodation and Food Service Activities | 10 | 8 | 24 | 13 | 167 | 1 | 17 | 52 | 292 |
| Information and Communication | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 0 | 4 |
| Administrative and Support Service Activity | 4 | 7 | 0 | 1 | 6 | 0 | 4 | 0 | 22 |
| Total | 26 | 48 | 49 | 17 | 176 | 97 | 59 | 101 | 573 |

Table 3.13: Unfilled job opening in past one year by major occupation and type of legal organization

| Major occupation | Organization | | | | | Total |
|--|---------------------------|-------------|-------------------------|------------------------|----------------------|------------|
| | Individual proprietorship | Partnership | Private Limited Company | Public Limited Company | Co-operative society | |
| Legislators, Senior Officials and Managers | 17 | 3 | 3 | 3 | 0 | 26 |
| Professionals | 21 | 9 | 12 | 6 | 0 | 48 |
| Technicians and Associate Professionals | 38 | 2 | 4 | 5 | 0 | 49 |
| Clerical Support Workers | 14 | 2 | 0 | 1 | 0 | 17 |
| Services and Sales Workers | 170 | 5 | 1 | 0 | 0 | 176 |
| Craft and Related Trades Workers | 91 | 1 | 3 | 2 | 0 | 97 |
| Plant and Machine Operators and Assemblers | 47 | 6 | 3 | 3 | 0 | 59 |
| Elementary Occupations | 93 | 4 | 2 | 1 | 1 | 101 |
| Total | 491 | 32 | 28 | 21 | 1 | 573 |

Table 3.14: Unfilled job opening in past one year by major occupation and type of ownership

| Major occupation | Type ownership | | | | | Total |
|--|-----------------|------------------|---|------------------------------------|---------------------------------------|------------|
| | Privately owned | Government owned | Government with private local collaboration | Private with foreign collaboration | Government with foreign collaboration | |
| Legislators, Senior Officials and Managers | 22 | 0 | 3 | 0 | 1 | 26 |
| Professionals | 30 | 2 | 0 | 8 | 8 | 48 |
| Technicians and Associate Professionals | 42 | 2 | 0 | 1 | 4 | 49 |
| Clerical Support Workers | 14 | 1 | 0 | 1 | 1 | 17 |
| Services and Sales Workers | 175 | 0 | 0 | 1 | 0 | 176 |
| Craft and Related Trades Workers | 95 | 1 | 0 | 1 | 0 | 97 |
| Plant and Machine Operators and Assemblers | 53 | 0 | 1 | 1 | 4 | 59 |
| Elementary Occupations | 97 | 0 | 2 | 1 | 1 | 101 |
| Total | 528 | 6 | 6 | 14 | 19 | 573 |

Table 3.15: Establishments having difficulty finding qualified applicants in past one year by skills and sector

| Skills | Sector | | | | Total |
|------------------|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Work habits | 182 | 6 | 142 | 23 | 353 |
| Problem solving | 57 | 1 | 43 | 5 | 106 |
| Communication | 24 | 0 | 12 | 1 | 37 |
| Adaptability | 32 | 0 | 16 | 4 | 52 |
| Customer service | 25 | 0 | 11 | 1 | 37 |
| Computer skills | 27 | 0 | 19 | 5 | 51 |
| Team work | 20 | 0 | 7 | 2 | 29 |
| Writing | 16 | 0 | 10 | 1 | 27 |
| Reading | 9 | 0 | 9 | 1 | 19 |
| Integrity | 26 | 0 | 10 | 2 | 38 |
| Others | 72 | 0 | 12 | 20 | 104 |
| Total | 490 | 7 | 291 | 65 | 853 |

Table 3.16: Establishments having difficulty finding qualified applicants in past one year by skills and category

| Skills | Category | | | | Total |
|------------------|------------|------------|------------|-----------|------------|
| | Cottage | Small | Medium | Large | |
| Work habits | 127 | 158 | 52 | 16 | 353 |
| Problem solving | 43 | 43 | 13 | 7 | 106 |
| Communication | 17 | 15 | 5 | 0 | 37 |
| Adaptability | 21 | 25 | 6 | 0 | 52 |
| Customer service | 16 | 15 | 5 | 1 | 37 |
| Computer skills | 20 | 23 | 8 | 0 | 51 |
| Team work | 12 | 15 | 2 | 0 | 29 |
| Writing | 12 | 10 | 5 | 0 | 27 |
| Reading | 7 | 8 | 4 | 0 | 19 |
| Integrity | 18 | 15 | 3 | 2 | 38 |
| Others | 36 | 36 | 12 | 20 | 104 |
| Total | 329 | 363 | 115 | 46 | 853 |

Table 3.17: Establishments having difficulty finding qualified applicants in past one year by skills and type of legal organization

| Skills | Organization | | | | | Total |
|------------------|---------------------------|-------------|-------------------------|------------------------|----------------------|------------|
| | Individual proprietorship | Partnership | Private Limited Company | Public Limited Company | Co-operative society | |
| Work habits | 312 | 14 | 16 | 10 | 1 | 353 |
| Problem solving | 96 | 1 | 7 | 2 | 0 | 106 |
| Communication | 34 | 1 | 2 | 0 | 0 | 37 |
| Adaptability | 48 | 2 | 2 | 0 | 0 | 52 |
| Customer service | 33 | 2 | 2 | 0 | 0 | 37 |
| Computer skills | 47 | 2 | 1 | 0 | 1 | 51 |
| Team work | 27 | 1 | 1 | 0 | 0 | 29 |
| Writing | 24 | 1 | 2 | 0 | 0 | 27 |
| Reading | 18 | 1 | 0 | 0 | 0 | 19 |
| Integrity | 34 | 1 | 2 | 0 | 1 | 38 |
| Others | 84 | 0 | 20 | 0 | 0 | 104 |
| Total | 757 | 26 | 55 | 12 | 3 | 853 |

Table 3.18: Establishments having difficulty finding qualified applicants in past one year by skills and type of ownership

| Skills | Ownership | | | | | Total |
|------------------|-----------------|-------------|---|------------------------------------|---------------------------------------|------------|
| | Privately owned | Govt. owned | Government with private local collaboration | Private with foreign collaboration | Government with foreign collaboration | |
| Work habits | 334 | 3 | 5 | 6 | 5 | 353 |
| Problem solving | 103 | 1 | 0 | 2 | 0 | 106 |
| Communication | 36 | 0 | 0 | 1 | 0 | 37 |
| Adaptability | 50 | 0 | 1 | 1 | 0 | 52 |
| Customer service | 35 | 0 | 1 | 1 | 0 | 37 |
| Computer skills | 48 | 0 | 2 | 1 | 0 | 51 |
| Team work | 28 | 0 | 0 | 1 | 0 | 29 |
| Writing | 26 | 0 | 0 | 1 | 0 | 27 |
| Reading | 19 | 0 | 0 | 0 | 0 | 19 |
| Integrity | 37 | 0 | 1 | 0 | 0 | 38 |
| Others | 104 | 0 | 0 | 0 | 0 | 104 |
| Total | 820 | 4 | 10 | 14 | 5 | 853 |

Table 3.19: Establishments having difficulty finding qualified applicants in past one year by skills and trade region

| Skills | Trade region | | | | | | Total |
|------------------|--------------|---------------|------------|------------------|-----------|------------|------------|
| | Thimphu | Phuentsholing | Gelephu | Samdrup Jongkhar | Mongar | Trongsa | |
| Work habits | 107 | 75 | 54 | 28 | 35 | 54 | 353 |
| Problem solving | 16 | 23 | 32 | 17 | 10 | 8 | 106 |
| Communication | 7 | 12 | 10 | 0 | 6 | 2 | 37 |
| Adaptability | 10 | 11 | 19 | 1 | 3 | 8 | 52 |
| Customer service | 4 | 9 | 14 | 1 | 4 | 5 | 37 |
| Computer skills | 3 | 9 | 23 | 3 | 10 | 3 | 51 |
| Team work | 2 | 6 | 10 | 0 | 6 | 5 | 29 |
| Writing | 2 | 9 | 9 | 1 | 6 | 0 | 27 |
| Reading | 1 | 6 | 5 | 0 | 7 | 0 | 19 |
| Integrity | 6 | 3 | 8 | 9 | 1 | 11 | 38 |
| Others | 0 | 24 | 36 | 32 | 0 | 12 | 104 |
| Total | 158 | 187 | 220 | 92 | 88 | 108 | 853 |

Table 3.20: Establishments with increased training in past one year by trade region and sector

| Trade region | Sector | | | | Total |
|------------------|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Thimphu | 74 | 3 | 16 | 4 | 97 |
| Phuentsholing | 10 | 2 | 26 | 3 | 41 |
| Gelephu | 10 | 1 | 4 | 1 | 16 |
| Samdrup Jongkhar | 0 | 0 | 3 | 2 | 5 |
| Mongar | 10 | 0 | 7 | 0 | 17 |
| Trongsa | 6 | 1 | 1 | 0 | 8 |
| Total | 110 | 7 | 57 | 10 | 184 |

Table 3.21: Establishments with increased training in past one year by category and sector

| Category | Sector | | | | Total |
|--------------|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Cottage | 25 | 0 | 5 | 0 | 30 |
| Small | 54 | 0 | 18 | 4 | 76 |
| Medium | 30 | 1 | 19 | 6 | 56 |
| Large | 1 | 6 | 15 | 0 | 22 |
| Total | 110 | 7 | 57 | 10 | 184 |

Table 3.22: Establishments with increased training in past one year by type of legal organization and sector

| Organization | Sector | | | | Total |
|-------------------------|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Individual proprietor | 95 | 0 | 33 | 7 | 135 |
| Partnership | 11 | 0 | 3 | 0 | 14 |
| Private Limited Company | 3 | 0 | 9 | 1 | 13 |
| Public Limited Company | 1 | 7 | 9 | 1 | 18 |
| Co-operative society | 0 | 0 | 3 | 1 | 4 |
| Total | 110 | 7 | 57 | 10 | 184 |

Table 3.23: Establishments with increased training in past one year by type of ownership and sector

| Type of ownership | Sector | | | | Total |
|---|------------|------------|---------------|-----------|------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Privately owned | 103 | 0 | 42 | 9 | 154 |
| Government owned | 0 | 4 | 7 | 0 | 11 |
| Government with private local collaboration | 1 | 0 | 5 | 1 | 7 |
| Private with foreign collaboration | 5 | 0 | 3 | 0 | 8 |
| Government with foreign collaboration | 1 | 3 | 0 | 0 | 4 |
| Total | 110 | 7 | 57 | 10 | 184 |

Table 3.24: Establishments need for training in past one year by trade region

| Trade region | Increased | Decreased | Stayed about same | Total |
|------------------|------------|-----------|-------------------|--------------|
| Thimphu | 44 | 19 | 1,091 | 1,154 |
| Phuentsholing | 36 | 4 | 164 | 204 |
| Gelephu | 6 | 5 | 90 | 101 |
| Samdrup Jongkhar | 5 | 22 | 42 | 69 |
| Mongar | 4 | 6 | 93 | 103 |
| Trongsa | 7 | 2 | 77 | 86 |
| Total | 102 | 58 | 1,557 | 1,717 |

Table 3.25: Establishments need for training in past one year by sector

| Sector | Increased | Decreased | Stayed about same | Total |
|---------------|------------|-----------|-------------------|--------------|
| Tourism | 63 | 30 | 1,092 | 1,185 |
| Hydropower | 4 | 1 | 7 | 12 |
| Manufacturing | 25 | 25 | 413 | 463 |
| Mining | 10 | 2 | 45 | 57 |
| Total | 102 | 58 | 1,557 | 1,717 |

Table 3.26: Establishments need for training in past one year by category

| Category | Increased | Decreased | Stayed about same | Total |
|--------------|------------|-----------|-------------------|--------------|
| Cottage | 12 | 26 | 860 | 898 |
| Small | 41 | 24 | 551 | 616 |
| Medium | 35 | 7 | 127 | 169 |
| Large | 14 | 1 | 19 | 34 |
| Total | 102 | 58 | 1,557 | 1,717 |

Table 3.27: Establishments need for training in past one year by type of legal organization

| Organization | Increased | Decreased | Stayed about same | Total |
|-------------------------|------------|-----------|-------------------|--------------|
| Individual proprietor | 74 | 50 | 1,448 | 1,572 |
| Partnership | 8 | 1 | 51 | 60 |
| Private Limited Company | 11 | 4 | 30 | 45 |
| Public Limited Company | 8 | 1 | 20 | 29 |
| Co-operative society | 1 | 2 | 8 | 11 |
| Total | 102 | 58 | 1,557 | 1,717 |

Table 3.24: Establishments need for training in past one year by type of ownership

| Ownership | Increased | Decreased | Stayed about same | Total |
|---|------------|-----------|-------------------|--------------|
| Privately owned | 91 | 55 | 1,507 | 1,653 |
| Government owned | 5 | 2 | 8 | 15 |
| Government with private local collaboration | 1 | 0 | 24 | 25 |
| Private with foreign collaboration | 4 | 1 | 12 | 17 |
| Government with foreign collaboration | 1 | 0 | 6 | 7 |
| Total | 102 | 58 | 1,557 | 1,717 |

Table 3.29: Establishments training in past one year by trade region and reason

| Reason | Trade region | | | | | | Total |
|---|--------------|---------------|-----------|------------------|-----------|-----------|------------|
| | Thimphu | Phuentsholing | Gelephu | Samdrup Jongkhar | Mongar | Trongsa | |
| Promote personal/career development | 36 | 18 | 5 | 3 | 4 | 7 | 73 |
| Improve output quality | 23 | 24 | 5 | 4 | 4 | 4 | 64 |
| Develop a more flexible and versatile workforce | 17 | 11 | 1 | 3 | 0 | 2 | 34 |
| Changes in technology | 6 | 12 | 1 | 0 | 0 | 2 | 21 |
| Improve worker productivity | 14 | 26 | 5 | 3 | 4 | 5 | 57 |
| Changes in work organization | 6 | 7 | 0 | 0 | 0 | 1 | 14 |
| Improve employee morale | 9 | 13 | 3 | 1 | 1 | 3 | 30 |
| Change in products/services | 7 | 8 | 2 | 0 | 0 | 2 | 19 |
| Keep up with competitors | 11 | 20 | 4 | 0 | 2 | 4 | 41 |
| Legal requirements | 0 | 3 | 0 | 2 | 0 | 1 | 6 |
| Develop positive attitudes and work habits | 13 | 6 | 2 | 4 | 0 | 2 | 27 |
| New hires did not have necessary skills | 15 | 25 | 5 | 0 | 0 | 5 | 50 |
| Total | 157 | 173 | 33 | 20 | 15 | 38 | 436 |

Table 3.30: Establishments with increased training in past one year by trade region and primary training provider

| Trade region | Primary training provider | | | | Total |
|------------------|---------------------------|------------------|---------------------|---------------------|------------|
| | In-house training | Private training | Government training | Ex-country training | |
| Thimphu | 24 | 6 | 10 | 4 | 44 |
| Phuentsholing | 27 | 4 | 5 | 0 | 36 |
| Gelephu | 2 | 1 | 2 | 1 | 6 |
| Samdrup Jongkhar | 2 | 2 | 1 | 0 | 5 |
| Mongar | 3 | 0 | 1 | 0 | 4 |
| Trongsa | 2 | 0 | 5 | 0 | 7 |
| Total | 60 | 13 | 24 | 5 | 102 |

Table 3.31: Establishments with increased training in past one year by sector and primary training provider

| Sector | Primary training provider | | | | Total |
|---------------|---------------------------|------------------|---------------------|---------------------|------------|
| | In-house training | Private training | Government training | Ex-country training | |
| Tourism | 36 | 7 | 16 | 4 | 63 |
| Hydropower | 3 | 0 | 1 | 0 | 4 |
| Manufacturing | 16 | 5 | 3 | 1 | 25 |
| Mining | 5 | 1 | 4 | 0 | 10 |
| Total | 60 | 13 | 24 | 5 | 102 |

Table 3.32: Establishments with increased training in past one year by category and primary training provider

| Category | Primary training provider | | | | Total |
|--------------|---------------------------|------------------|---------------------|---------------------|------------|
| | In-house training | Private training | Government training | Ex-country training | |
| Cottage | 4 | 2 | 3 | 3 | 12 |
| Small | 21 | 6 | 14 | 0 | 41 |
| Medium | 26 | 1 | 6 | 2 | 35 |
| Large | 9 | 4 | 1 | 0 | 14 |
| Total | 60 | 13 | 24 | 5 | 102 |

Table 3.33: Establishments with increased training in past one year by type of organization and primary training provider

| Total | In-house training | Private training | Government training | Ex-country training | Total |
|-------------------------|-------------------|------------------|---------------------|---------------------|------------|
| Individual proprietor | 43 | 9 | 20 | 2 | 74 |
| Partnership | 5 | 0 | 1 | 2 | 8 |
| Private Limited Company | 6 | 4 | 1 | 0 | 11 |
| Public Limited Company | 5 | 0 | 2 | 1 | 8 |
| Co-operative society | 1 | 0 | 0 | 0 | 1 |
| Total | 60 | 13 | 24 | 5 | 102 |

Table 3.34: Establishments with increased training in past one year by type of ownership and primary training provider

| Type of ownership | In-house training | Private training | Government training | Ex-country training | Total |
|---|-------------------|------------------|---------------------|---------------------|------------|
| Privately owned | 51 | 13 | 23 | 4 | 91 |
| Government owned | 4 | 0 | 0 | 1 | 5 |
| Government with private local collaboration | 1 | 0 | 0 | 0 | 1 |
| Private with foreign collaboration | 4 | 0 | 0 | 0 | 4 |
| Government with foreign collaboration | 0 | 0 | 1 | 0 | 1 |
| Total | 60 | 13 | 24 | 5 | 102 |

Table 3.35: Establishments with increased training in past one year by trade region and source of funding

| Trade region | Company funding | Government funding | Donor funding* | Total |
|------------------|-----------------|--------------------|----------------|------------|
| Thimphu | 36 | 7 | 1 | 44 |
| Phuentsholing | 34 | 2 | 0 | 36 |
| Gelephu | 3 | 3 | 0 | 6 |
| Samdrup Jongkhar | 4 | 1 | 0 | 5 |
| Mongar | 2 | 2 | 0 | 4 |
| Trongsa | 2 | 5 | 0 | 7 |
| Total | 81 | 20 | 1 | 102 |

*Includes funds from international and other private/non-government organizations

Table 3.36: Establishments with increased training in past one year by sector and source of funding

| Category | Company funding | Government funding | Donor funding* | Total |
|---------------|-----------------|--------------------|----------------|------------|
| Tourism | 45 | 17 | 1 | 63 |
| Hydropower | 3 | 1 | 0 | 4 |
| Manufacturing | 23 | 2 | 0 | 25 |
| Mining | 10 | 0 | 0 | 10 |
| Total | 81 | 20 | 1 | 102 |

*Includes funds from international and other private/non-government organizations

Table 3.37: Establishments with increased training in past one year by category and source of funding

| Category | Company funding | Government funding | Donor funding* | Total |
|--------------|-----------------|--------------------|----------------|------------|
| Cottage | 9 | 3 | 0 | 12 |
| Small | 27 | 14 | 0 | 41 |
| Medium | 32 | 2 | 1 | 35 |
| Large | 13 | 1 | 0 | 14 |
| Total | 81 | 20 | 1 | 102 |

*Includes funds from international and other private/non-government organizations

Table 3.38: Establishments with increased training in past one year by type of legal organization and source of funding

| Type of legal organization | Company funding | Government funding | Donor funding* | Total |
|----------------------------|-----------------|--------------------|----------------|------------|
| Individual proprietor | 55 | 18 | 1 | 74 |
| Partnership | 7 | 1 | 0 | 8 |
| Private Limited Company | 11 | 0 | 0 | 11 |
| Public Limited Company | 7 | 1 | 0 | 8 |
| Co-operative society | 1 | 0 | 0 | 1 |
| Total | 81 | 20 | 1 | 102 |

*Includes funds from international and other private/non-government organizations

Table 3.39: Establishments with increased training in past one year by type of ownership and source of funding

| Type of ownership | Company funding | Government funding | Donor funding* | Total |
|---|-----------------|--------------------|----------------|------------|
| Privately owned | 71 | 19 | 1 | 91 |
| Government owned | 4 | 1 | 0 | 5 |
| Government with private local collaboration | 1 | 0 | 0 | 1 |
| Private with foreign collaboration | 4 | 0 | 0 | 4 |
| Government with foreign collaboration | 1 | 0 | 0 | 1 |
| Total | 81 | 20 | 1 | 102 |

*Includes funds from international and other private/non-government organizations

Table 3.40: Establishments projected need over the next three years by major occupation and sector

| Major Occupations | Sector | | | | Total |
|--|--------------|------------|---------------|------------|--------------|
| | Tourism | Hydropower | Manufacturing | Mining | |
| Legislators, Senior Officials and Managers | 48 | 2 | 47 | 11 | 108 |
| Professionals | 77 | 40 | 155 | 16 | 288 |
| Technicians and Associate Professionals | 98 | 121 | 337 | 20 | 576 |
| Clerical Support Workers | 136 | 0 | 10 | 9 | 155 |
| Services and Sales Workers | 763 | 3 | 21 | 5 | 792 |
| Skilled Agricultural and Forestry Workers | 0 | 0 | 129 | 0 | 129 |
| Craft and Related Trades Workers | 9 | 9 | 516 | 7 | 541 |
| Plant and Machine Operators and Assemblers | 92 | 16 | 130 | 127 | 365 |
| Elementary Occupations | 370 | 0 | 471 | 12 | 853 |
| Total | 1,593 | 191 | 1,816 | 207 | 3,807 |

Table 3.41: Establishments projected need over the next three years by major occupation and trade region

| Major Occupation | Trade region | | | | | | Total |
|--|--------------|---------------|------------|------------------|------------|------------|--------------|
| | Thimphu | Phuentsholing | Gelephu | Samdrup Jongkhar | Mongar | Trongsa | |
| Legislators, Senior Officials and Managers | 44 | 14 | 5 | 2 | 11 | 32 | 108 |
| Professionals | 91 | 130 | 45 | 5 | 11 | 6 | 288 |
| Technicians and Associate Professionals | 108 | 390 | 19 | 10 | 25 | 24 | 288 |
| Clerical Support Workers | 105 | 13 | 4 | 3 | 19 | 11 | 155 |
| Services and Sales Workers | 444 | 89 | 121 | 9 | 53 | 76 | 792 |
| Skilled Agricultural and Forestry Workers | 129 | 0 | 0 | 0 | 0 | 0 | 129 |
| Craft and Related Trades Workers | 190 | 153 | 66 | 31 | 54 | 47 | 541 |
| Plant and Machine Operators and Assemblers | 167 | 144 | 15 | 5 | 6 | 28 | 365 |
| Elementary Occupations | 448 | 166 | 78 | 33 | 61 | 67 | 853 |
| Total | 1,726 | 1,099 | 353 | 98 | 240 | 291 | 3,807 |

Table 3.42: Establishments projected need over the next three years by education level and trade region

| Education level | Thimphu | Phuentsholing | Gelephu | Samdrup Jongkhar | Mongar | Trongsa | Trongsa |
|-----------------------|-------------|---------------|------------|------------------|------------|------------|-------------|
| No education | 450 | 232 | 101 | 54 | 64 | 66 | 967 |
| Class 10/Certificate | 655 | 209 | 152 | 28 | 79 | 132 | 1255 |
| Class 12/Diploma | 417 | 429 | 79 | 8 | 74 | 83 | 1090 |
| Technical Graduate | 39 | 135 | 6 | 8 | 12 | 1 | 201 |
| General Graduate | 164 | 82 | 15 | 0 | 8 | 7 | 276 |
| Master Degree & above | 1 | 12 | 0 | 0 | 3 | 2 | 18 |
| Total | 1726 | 1099 | 353 | 98 | 240 | 291 | 3807 |

Table 3.43: Establishments projected need over the next three years by education level and category

| Education level | Cottage | Small | Medium | Large | Total |
|-----------------------|-------------|-------------|-------------|------------|-------------|
| No education | 406 | 393 | 153 | 15 | 967 |
| Class 10/Certificate | 371 | 523 | 326 | 35 | 1255 |
| Class 12/Diploma | 223 | 273 | 455 | 139 | 1090 |
| Technical Graduate | 8 | 27 | 70 | 96 | 201 |
| General Graduate | 88 | 82 | 79 | 27 | 276 |
| Master Degree & above | 0 | 2 | 12 | 4 | 18 |
| Total | 1096 | 1300 | 1095 | 316 | 3807 |

Table 3.44: Establishments projected need over the next three years by education level and type of ownership

| Education level | Individual proprietorship | Partnership | Private Limited Company | Public Limited Company | Co-operative society | Total |
|-----------------------|---------------------------|-------------|-------------------------|------------------------|----------------------|-------------|
| No education | 901 | 13 | 46 | 5 | 2 | 967 |
| Class 10/Certificate | 1097 | 54 | 32 | 14 | 58 | 1255 |
| Class 12/Diploma | 513 | 106 | 313 | 116 | 42 | 1090 |
| Technical Graduate | 62 | 10 | 22 | 105 | 2 | 201 |
| General Graduate | 170 | 31 | 51 | 22 | 2 | 276 |
| Master Degree & above | 1 | 5 | 12 | 0 | 0 | 18 |
| Total | 2744 | 219 | 476 | 262 | 106 | 3807 |

Annexure: Establishment Survey 2017 Questionnaire

ESTABLISHMENT SURVEY - 2017

(Tourism, Hydropower, Manufacturing and Mining sector)

| | |
|---|---|
| <p>Confidentiality: Data obtained from this survey will solely be meant for research purposes and shall be kept confidential at all times.</p> | <p>Sir/Madam, The Ministry of Labour and Human Resources is conducting the Establishment Survey for the purpose of formulating labour and employment policies. Therefore, the Ministry would like to request all the respondents to extend kind cooperation to the surveyors.</p> |
|---|---|

PART I - IDENTIFICATION AND MAIN CHARACTERISTICS

A. IDENTIFICATION

A1. Name of the Establishment:.....

A2. Dzongkhag Code:

A3. Name of Town/Area:.....

A4. Name of the Proprietor:.....

A5. Contact No. (Office):

A6. Contact 1.

Contact 2.

Name:.....

Name:.....

Designation:.....

Designation:.....

Contact No.:.....

Contact No.:.....

Email id.....

Email id.....

B. MAIN ACTIVITY

(The principle activity is identified by the activity which generates the highest income)

B1. Specify the main activity in detail.....

B2. Does the Establishment have secondary activity (Yes/No?)

B3. How many secondary activities does the establishment have?

B4. Specify the secondary activities in detail

(a.).....

(b.).....

(c.).....

C. ORGANIZATIONAL STATUS

C1. Category of Establishment

- Tourism
- Hydropower
- Manufacturing
- Mining

C2. Type of legal organization: (tick)

- Individual proprietorship
- Partnership
- Private Limited Company
- Public Limited Company
- Co-operative society

C3. Type of ownership: (tick)

- Privately owned
- Government owned
- Government with private local collaboration
- Private with foreign collaboration
- Government with foreign collaboration

C4. Year of commencement of operations:

| | | | |
|--|--|--|--|
| | | | |
|--|--|--|--|

C5. Number of months in operation per year:

| | |
|--|--|
| | |
|--|--|

C6. Does the establishment have a parent company? (Yes / No)

C7. If yes, location of parent company

Name of the Parent Company.....

Dzongkhag:.....

PART II – EMPLOYMENT

1. Number of persons engaged.

| 1.0 | Employment as at | Bhutanese | | Non Bhutanese | | Total | |
|--------------|---------------------|-----------|--------|---------------|--------|-------|--------|
| | | Male | Female | Male | Female | Male | Female |
| 1.1 | 31st December, 2015 | | | | | | |
| 1.2 | 31st December, 2016 | | | | | | |
| Total | | | | | | | |

2. Number of persons engaged at 31 December, 2016 by Nature of Employment.

| 2.0 | Nature of Employment | Bhutanese | | Non Bhutanese | | Total | |
|--------------|------------------------------|-----------|--------|---------------|--------|-------|--------|
| | | Male | Female | Male | Female | Male | Female |
| 2.1 | Working Proprietors/Partners | | | | | | |
| 2.2 | Regular Paid Employees | | | | | | |
| 2.3 | Casual Paid Employees | | | | | | |
| 2.4 | Family and other worker | | | | | | |
| Total | | | | | | | |

3. Number of persons engaged at 31 December, 2016 by specific occupation.

| Sl. No. | Specific Occupation | ISCO | Bhutanese | | Non Bhutanese | | Total | |
|--------------|---------------------|------|-----------|--------|---------------|--------|-------|--------|
| | | | Male | Female | Male | Female | Male | Female |
| | | | | | | | | |
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| | | | | | | | | |
| Total | | | | | | | | |

PART III - HUMAN RESOURCE DEVELOPMENT

4. During the past one (1) year, did you have any difficulty finding qualified applicants (right skill & right education level) for any of the jobs you were trying to fill? (Yes/No)

(If No. Go to Q.4.6)

4.1 Of the following options, how did your establishment respond to difficulty of finding qualified applicants? (Tick 3 most appropriate)

- Did not fill the job opening
- Hired a less qualified applicant
- Outsourced work or purchased services from another firm
- Increased overtime hours for current workers
- Increased recruiting efforts
- Increased wages to attract more applicants

4.2 What kind of occupations were difficult to find during the past one (1) year?

| Sl. No. | Specific Occupation | ISCO |
|---------|---------------------|------|
| | | |
| | | |
| | | |
| | | |
| | Total | |

4.3 In the past one (1) year, how much difficulty has your establishment had finding employees with the following soft skills? “Very Difficult, Somewhat difficult or No Difficult?”

- Work habits
- Problem solving
- Communication
- Adaptability
- Customer service
- Computer skills
- Team work
- Writing Reading
- Integrity
- Others

4.4 Which of the following has resulted from your establishment’s difficulty finding qualified applicants?

- It reduced your establishment’s productions output or sales
- Your establishment was prevented from expanding its facilities
- Your establishment was prevented from developing new products or services
- Others

4.5 During the past one (1) year, has your establishment experienced Very difficult, Somewhat Difficulty or No Difficulty with entry-level workers demonstrating skills?

- Speaking so others can understand
- Listening actively
- Reading with understanding
- Observing critically
- Cooperating with others
- Resolving conflict and negotiating
- Solving problems and making decisions
- Taking responsibility for learning
- Using information and communications technology
- Interacting well with customers
- Others

4.6 In the next three (3) years, what kind of occupations will your establishment require?

| Sl. No. | Enter Specific occupations | ISCO | Education Level | Number |
|--------------|----------------------------|------|-----------------|--------|
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| Total | | | | |

4.7 In the past one (1) year, have the skills required to adequately perform your establishments primary, front-line or support service jobs increased, decreased or stayed about the same?

- Increased
- Decreased
- Stayed about the same

4.8 Did your establishment provide or pay for any classroom training, workshops or seminars for any employees during the past one (1) year? (Yes/No)

(If ‘No’, go to Q. 4.10)

4.9 For each of these types of employees, approximately what percentage received classroom training, workshops or seminars during the past one (1) year?

- Professional occupations
- Marketing and Sales occupations
- Agricultural, forestry, fishing and related occupations
- Managerial and administrative occupations
- Technical and paraprofessional occupations
- Service occupations
- Production, construction, operation, maintenance and material handling occupations
- Clerical and administrative occupations

4.10 Approximately what percent of your current employees would you say need further education or training in order to reach the current level of productivity and competence that your establishment needs?

4.11 During the past one (1) year, has the percentage of your employees who have received classroom training, workshops or seminars increased, decreased or stayed about the same?

- Increased
- Decreased
- Stayed about the same

4.12 If you had an increase in trainings, which of the following are the reasons for the increase during the past one (1) year? (Limit to 5)

- To promote the personal or career development of employees
- Need to improve the quality of output
- To develop a more flexible and versatile workforce
- Changes in technology
- Need to improve worker productivity
- Changes in products or services you provide
- To keep up with competitors
- Legal requirements to increase training
- To help employees develop more positive attitudes and work habits
- New hires did not have necessary skills

4.13 Which of the training provider has your establishment utilized for your training and educational needs during the past one (1) year? (Tick the primary training institute utilized)

- In-house training
- Private training institutes
- Government training institutes
- Ex-country training institutes

4.14 Source of funding for the training.

- Company funding
- Government funding
- Donor funding (includes funds from international and other private/non-government organizations)

4.15 How satisfied are you or were you with the training that you have obtained for your employees from that primary provider?

- Very satisfied
- Somewhat satisfied

4.16 Did your establishment provide specific on-the-job training in the past one (1) year? (Yes/No)

4.17 What percentages of your Establishment's current jobs require each of the following education levels? The answers should total 100 %.(e.g. 75% of your jobs require a Bachelor's Degree and 25% require some diploma).

- No education
- Class X/Certificate
- Class XII/Diploma
- Technical Graduates
- General Graduates
- Master's Degree & above

4.18 Do you have plans to expand your establishment? (Yes/No)

(If 'No', go to Q. 4.20)

4.19 What are the main reasons for future expansion?

- Increased demand for goods and services
- Product diversification
- Easy access to credit facilities
- Easy availability of skilled manpower
- Easy availability of raw materials
- Others

4.20 What are the main constraints to expansion?

- Lack of demand for goods and services
- Market competition
- Credit constraints
- Lack of skilled manpower
- Scarcity of raw materials
- Foreign exchange regulations
- Strict labour legislation
- Others

5.1 Does the establishment have Internal Service Rule (ISR)? (Yes/No)

(Ask only if the establishment has 5 or more employees)