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Foreword

The Labour Market Information and Research Division (LMIRD) of the Department of Employment, Ministry of Labour and Human Resources is pleased to release the seventh issue of the Labour Market Information Bulletin (LMIB).

The labour market like other markets can be described in terms of supply and demand components. The supply side primarily refers to the number of potential workers and their characteristics whereas the demand side refers to employers' staffing requirements as casual, contract and regular employees. The labour market is an arena where those who are in need of labour and those who can supply the labour come together. Therefore, the common space both demanders (employers) and suppliers (jobseekers) meet can be broadly termed as the labour market.

The labour market information is intended to help individuals and businesses make informed decisions about careers, education, employment, business plans and investments and also to determine which occupations suit their aptitudes and interests, where the jobs are, and which occupations have the best prospects. It also helps people locate the most appropriate training and educational resources.

On behalf of the Department of Employment, Ministry of Labour and Human Resources, I hope that government; non-government agencies, private/corporate sectors, students, job-seekers and career counselors make use of the LMIB for proper planning and decision making.

DORJI WANGDI
MINISTER
MINISTRY OF LABOUR AND HUMAN RESOURCES

Definition:

- 1. Reference Period:** The reference period of the survey pertains to the last one week's time prior to the date of enumeration.
- 2. Labour Force:** The labour force comprises of the economically active population (employed + unemployed) 15 years of age and above.
- 3. Marginal Revenue Product:** Also referred to as the marginal revenue product of labor, is the change in total revenue earned by a firm that results from employing one more unit of labor.
- 4. Employed:** Is defined as those persons, who during the reference period, worked as paid employees, employers, own account workers (self-employed), or unpaid family workers. This even includes persons with a job but not at work during the reference period.
- 5. Unemployed:** Those persons who did not work during the reference period but looking for work and simultaneously available to take up the work.
- 6. Employee:** The person who works for payment (cash or kind).
- 7. Employer:** The person who employs at least one paid employee under him.
- 8. Supply of Labour:** Supply of labour represents the number of workers entering into the labour

market from schools, universities, educational institutions and technical & vocational training institutions.

9. Demand for Labour:

Demand for labour encompasses the number of employment opportunities available in the public corporate and private sector institutions within the country and abroad.

10. Price of Labour:

Price of labour reveals the wage rates at which the Bhutanese labour exchanges locally.

11. Labour productivity or Growth rate of GDP per person employed:

It is defined as output per unit of labour input. The input can be the total number of employed persons or the total hours worked by the employed persons.

12. Employment-to-population ratio:

It is the number of people in employment as a percentage of the population for the corresponding age group (either 15 years and over or youth).

13. Proportion of employed people living below \$1 (PPP) per day:

It is defined as individuals who work, but nevertheless live with their families in poverty on less than US \$1 a day per family member.

14. Proportion of own-account and contribution family workers in total employment:

It is the percentage of own account/self employed and unpaid family workers out of the total employed persons.

Abbreviations:

ATP	-	Apprenticeship Training Programme
PEEP	-	Pre-Employment Engagement Programme
ESD	-	Employment Services Division
LMID	-	Labour Market Information Division
DoE	-	Department of Employment
DHR	-	Department of Human Resources
DoL	-	Department of Labour
MoLHR	-	Ministry of Labour and Human Resources
MoE	-	Ministry of Education
RCSC	-	Royal Civil Service Commission
RUB	-	Royal University of Bhutan
NSB	-	National Statistics Bureau
GoI	-	Government of India
RGoB	-	Royal Government of Bhutan
RTC	-	Royal Thimphu College
RIM	-	Royal Institute of Management
PPP	-	Purchasing Power Parity
LFS	-	Labour Force Survey
PHCB	-	Population Housing Census of Bhutan
GDP	-	Gross Domestic Product
NHRD	-	National Human Resources Development
LMIB	-	Labour Market Information Bulletin

INTRODUCTION

The Labour Market Information comprises information on the supply and demand for workers both from within and outside the country. The labour market information provides means by which employers find the labour they need, whilst hundreds of individuals offer their labour services in different occupations.

Generally, the nature of a market is known by three key economic factors viz. demand, supply and the price (wage, remuneration). Similarly, the labour market too is a space where demand and supply meet. Demand for labour encompasses the number of employment opportunities available in the public corporate and private sector institutions within and outside the country. Supply of labour represents the number of workers entering into the world of work from schools, universities, educational institutions and technical & vocational training institutions. Price of labour reveals the wage rates at which the Bhutanese labour is willing to exchange locally and internationally.

The LMI Bulletin 2012 provides practical and timely information to help make career choices and find suitable employment and to assist business sectors to make human resource development decisions. The information will also enable to explore prospects for employment, job trends and wages for Bhutanese in the private and corporate sectors.

SUMMARY HIGHLIGHTS:

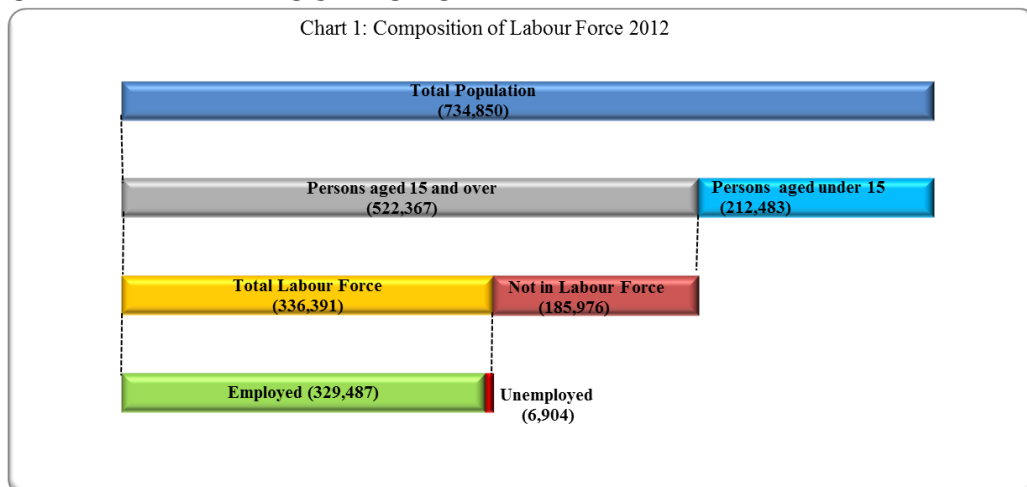
S l. N o	Key Indicator	2001	2003	2004	2006	2009	2010	2011	2012
1	Population distribution by age structure (%)								
	<15	36.4	35.5	31.3	30.8	31.2	30.5	30.5	28.9
	15-64	60.5	59.5	62.3	60.9	62.6	64	64.1	65.3
	65+	3.1	5	6.4	8.3	6.3	5.5	5.4	5.8
2	Rural-Urban proportion (%)								
	Rural	69.7	73.6	73.1	72.6	75.5	69.2	68.5	69.5
	Urban	30.3	26.4	26.9	27.4	24.5	30.8	31.5	30.5
3	Male-Female Proportion (%)								
	Male	49.8	49.7	48	50.7	49.5	48.6	48.8	48.9
	Female	50.2	50.3	52	49.3	50.5	51.4	51.2	51.1
4	Labour Force Participation Rate (%)	56.5	62.9	54.4	61.8	68.5	68.6	67.4	64.4
	By area								
	Rural	51.7	66.5	56	63.5	71.9	69.3	70.1	60
	Urban	66.4	52.3	49.7	57.2	63.2	67	61.2	59.2
	By gender								
	Male	75.2	72.6	67.5	69.8	72.8	73.6	72.3	65.7
	Female	38.4	53.6	42.7	53.9	64.6	63.9	67.4	63.2

	Unemployment rate (%)	1.9	1.8	2.5	3.2	4	3.3	3.1	2.1
5	By area								
	Rural	0.6	1.5	2.6	2.5	3	2.6	2.1	1.5
	Urban	4.1	2.9	2	4.9	7.5	5.1	5.8	3.54
	By gender								
	Male	1.3	1.6	2.1	2.6	2.6	2.7	1.8	1.9
	Female	3.2	2	3.3	3.8	5.4	4	4.5	2.2
6	Growth rate of GDP per person employed	0.09	0.12	0.13	0.14	0.13	0.14	0.14	NA
		(Nu.2147 6.4M)	(Nu.2553 7.9M)	(Nu.2726 9.5M)	(Nu.3167 2.8M)	(Nu.40650. 64M)	(Nu.45434. 69M)	(Nu.45434. 69M)	NA
7	Employment-to-population ratio	0.35	0.4	0.36	0.41	0.46	0.46	0.45	0.45
8	Proportion of employed people living below \$1(PPP) per day	NA	NA	NA	NA	3.90%	1.90%	11.70%	16.20%
9	Proportion of own-account and contributing family workers in total employment	20.58%	13.90%	14.45%	67.74%	74.19%	27.27%	70.90%	53.0%

Source: Labour Force Surveys and National Accounts Statistics

CHAPTER 1 – LABOUR FORCE

Chart 1: Composition of Labour Force 2012



The above diagram shows the composition of labour force, which rose from 232,203 to 336,391 between 2001 and 2012. During that same period, the number of persons aged 15 and over increased from 411,196 to 522,367. In 2001, the ratio of labour force to 15 and over population is 56.5% and in 2012 it has increased to 64.4%.

Table 1.1: Population Estimate by age group, sex and area of residence, 2012

Age Group	Male	Female	Total
0-4	31,957	28,491	60,448
5-9	38,133	37,170	75,303
10-14	38,806	37,926	76,732
15-19	37,443	41,453	78,896
20-24	30,062	38,820	68,882
25-29	31,838	38,678	70,516
30-34	28,075	28,569	56,644
35-39	22,097	25,266	47,363
40-44	18,497	19,211	37,708
45-49	18,403	20,032	38,435
50-54	16,099	14,777	30,876
55-59	13,990	14,387	28,377
60-64	11,916	10,414	22,330
65-69	7,011	7,519	14,530
70-74	6,362	5,413	11,775
75-79	4,241	3,052	7,293
80-84	2,388	2,589	4,977
85+	2,061	1,704	3,765
Total	359,379	375,471	734,850

Source: Labour Force Survey, 2012

Table 1.1 shows the population estimate for 2012 extracted from Labour Force Survey, 2012. The population has been further segregated into specific age group.

The population of Bhutan in 2012 has been estimated as **734,850**-comprising of 48.9% male and 51.1% female. The highest number of persons has been observed in the age group of 0-34 years. The age group 15-49 years constitutes 54.2% of the population. Hence Bhutan's demographic profile has been observed as youthful.

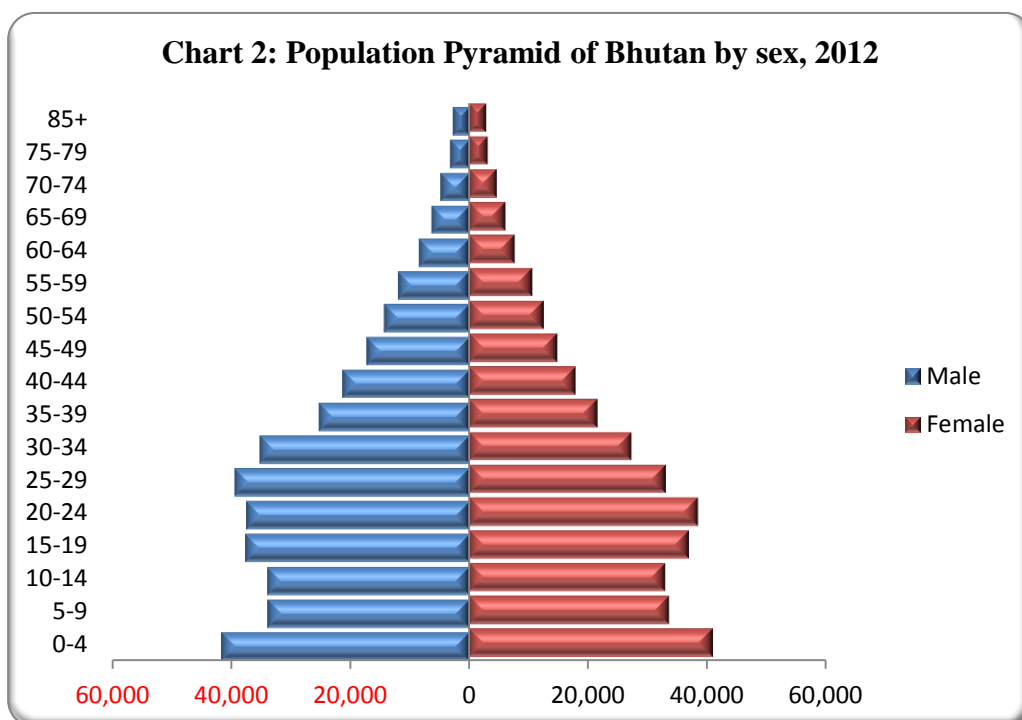
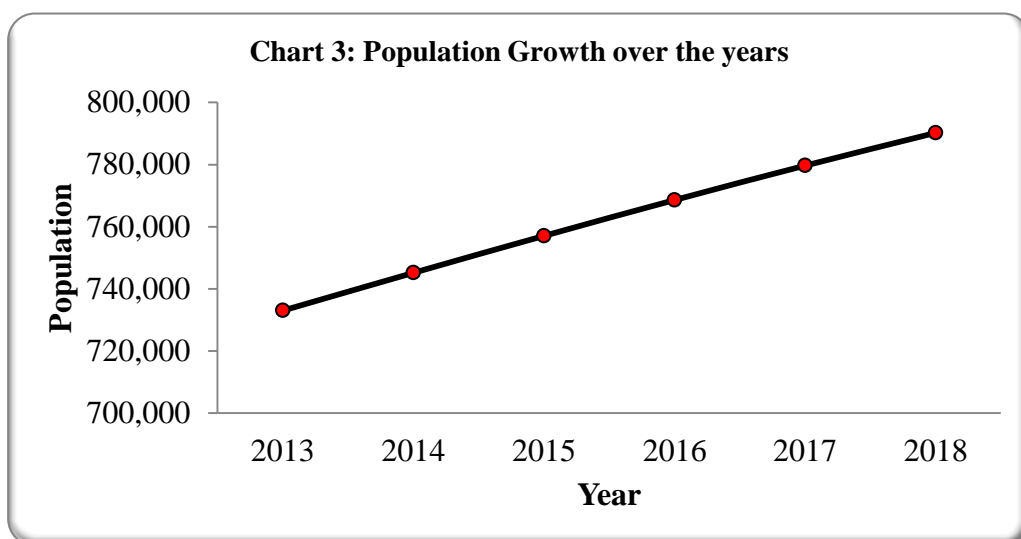


Table 1.2: Population projection by sex over the years

Year	Male	Female	Total
2013	381,582	351,422	733,004
2014	387,520	357,633	745,153
2015	393,324	363,718	757,042
2016	398,948	369,629	768,577
2017	404,347	375,319	779,666
2018	409,474	380,741	790,215

Source: Statistical Yearbook of Bhutan, 2010, NSB



The chart above shows the population growth from 2013-2018. The population figures have been computed from the Statistical Yearbook of Bhutan 2010 of the National Statistics Bureau.

The trend depicts an annual growth of 10,549 persons every year. The projections have been done using the PHCB-2005 data by the National Statistics Bureau keeping the growth rate as 1.3%. **Population growth** is the change in population over time, and can be quantified as the change in the number of individuals in a population using "per unit time" for measurement.

The table below depicts the labour force participation rates by gender and area of residence. The labour force data also shows that the age is the main factor contributing to loss in the dynamism of labour market. The labour force participation varies by age because the age distribution of the population changes significantly due to changes in factors like fertility, migration and mortality, etc.

Table 1.3: Labour Force Participation Rates by age group, area of residence and sex, 2012

Age Group	Urban			Rural			Both areas		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	5.8	8.1	7.1	14	18.3	16.2	11.5	14.9	13.3
20-24	45.3	47.2	46.4	50.9	64.8	58.5	49.1	58.4	54.3
25-29	89.1	68.4	77.5	79.9	88.6	84.6	83.6	80.2	81.7
30-34	94.5	67.3	81.3	87.9	91.3	89.7	90.5	82.4	86.4
35-39	93	65.2	79.2	88.3	92.5	90.6	90.1	83.2	86.4
40-44	93.2	62.9	80	84.5	94.4	89.8	87.7	85.8	86.7
45-49	92.6	58.2	77.6	86.8	90	88.6	88.4	83.7	85.9
50-54	83.5	45.7	67.9	83.5	82.9	83.2	83.5	76.9	80.3
55-59	77.2	37.6	59.4	77.6	79.9	78.8	77.5	74.8	76.1
60-64	56.3	23.9	41.2	66.8	59.7	63.5	65.5	55.4	60.8
65-69	36.5	22.6	29.3	59.8	46.5	52.9	57.2	43.8	50.3
70-74	27.9	7.4	17.1	42.9	33.6	38.7	41.6	30.7	36.6
75-79	20.8	5.3	13.4	27.8	27.1	27.5	27.1	24.5	26
80-84	4	4.1	4.1	30.1	17.2	23.5	27.6	15.6	21.4
85+	21.9	10.9	17	19.6	14.5	17.3	19.8	14.1	17.2
Total	69.8	49.4	59.2	63.9	69	66.6	65.7	63.2	64.4

Source: Labour Force Survey, 2012

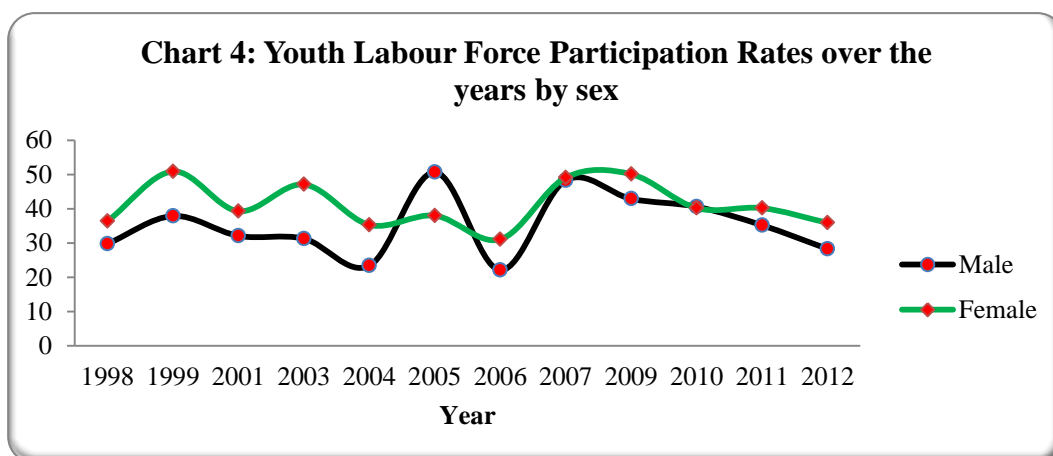
Table 1.4: Youth Labour Force Participation Rate (YLFPR) by sex over the years

Year	Youth Labour Force			Youth Population (15-24)			YLFPR (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
1998	21,577	23,048	44,625	72,295	63,258	135,553	29.8	36.4	32.9
1999	27,696	32,520	60,216	73,052	63,921	136,973	37.9	50.9	44
2001	23,919	25,636	49,555	74,588	65,270	139,858	32.1	39.3	35.4
2003	23,800	31,400	55,200	76,156	66,646	142,802	31.3	47.1	38.7
2004	18,000	23,800	41,800	76,953	67,345	144,298	23.4	35.3	29
2005	39,428	25,836	65,264	77,758	68,052	145,810	50.7	38	44.8
2006	17,800	22,000	39,800	80,493	70,655	151,148	22.1	31.1	26.3
2007	29,200	34,500	63,700	60,400	70,400	130,800	48.3	49.1	48.7
2009	30,000	39,500	69,500	68,000	75,000	143,000	42.9	50.1	46.7
2010	25,300	30,100	55,400	62,500	74,700	137,200	40.6	40.2	40.4
2011	22,200	30,200	52,400	63,000	75,000	138,000	35.2	40.2	38
2012	19078	28855	47933	67,505	80,273	147,778	28.3	35.9	32.4

Source: Labour Force Surveys

The table above provides an indication of the relative size of the supply of youth labour force till 2012.

The prediction of the future youth population was based on the present age-sex structure, and with the present rates of fertility, mortality and migration. The LFS 2012 has revealed the total national population estimate as **734,850** of which the youth population aged 15-24 years as **147,778 (20.1%** of the total population).

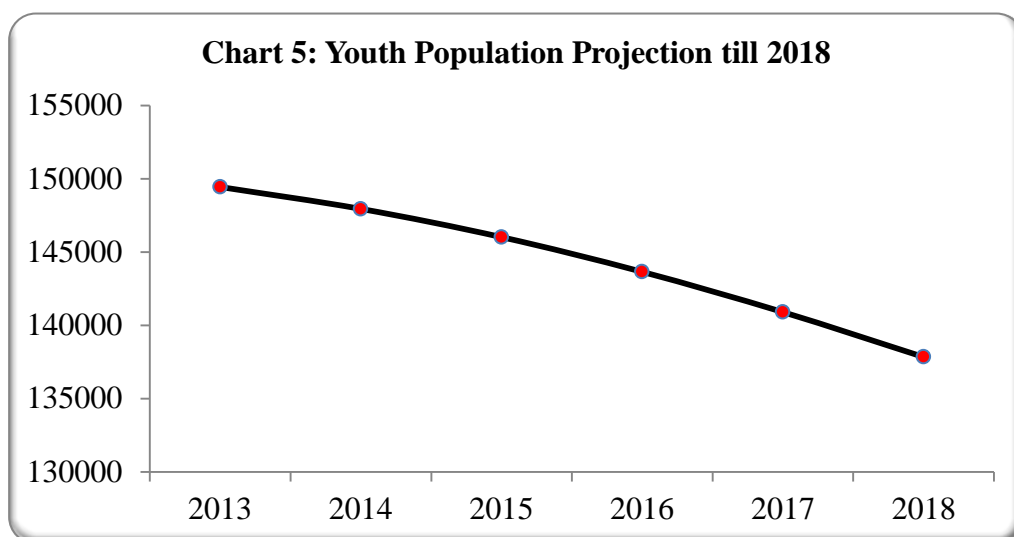


The table below is a projection of the youth population from 2013-2018. The total youth population in 2018 is projected to be **137,842** consisting **69,762** male and **68,080** female.

Table 1.5: Youth Population projection till 2018 by sex

Year	Youth Population (15-24)		
	Male	Female	Total
2013	74,747	74,697	149,444
2014	74,278	73,669	147,947
2015	73,556	72,465	146,021
2016	72,540	71,112	143,652
2017	71,271	69,634	140,905
2018	69,762	68,080	137,842

Source: Statistical Yearbook 2010, NSB



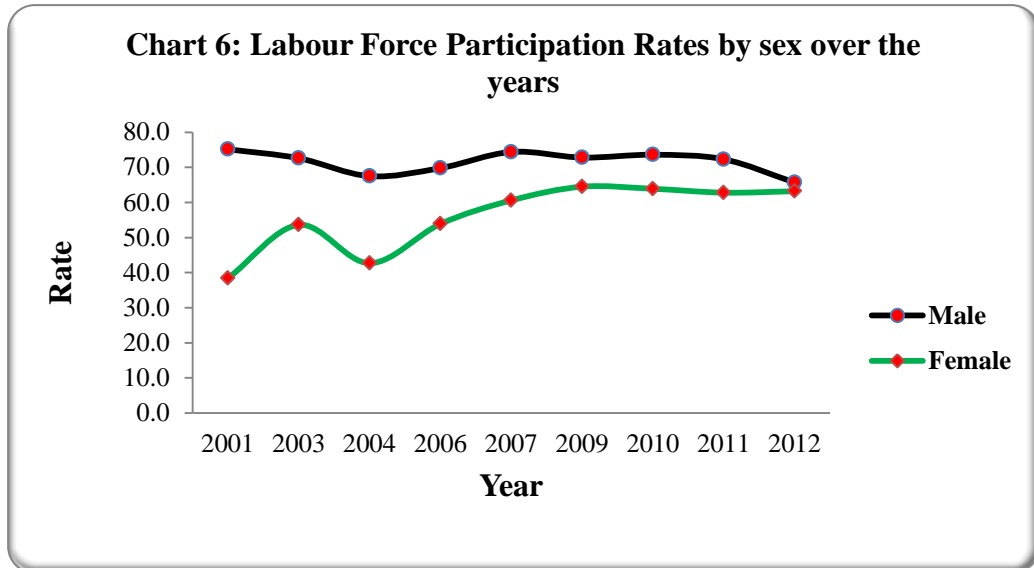
The line graph illustrates the youth population projection projected by National Statistics Bureau (NSB) from 2013-2018.

Table 1.6: Labour Force Participation Rates by sex over the years

Year	Labour Force Participation Rates		
	Male	Female	Total
2001	75.2	38.4	56.5
2003	72.6	53.6	62.9
2004	67.5	42.7	54.4
2006	69.8	53.9	61.8
2007	74.4	60.6	67.3
2009	72.8	64.5	68.5
2010	73.6	63.9	68.6
2011	72.3	62.8	67.4
2012	65.7	63.2	64.4

Source: Labour Force Surveys

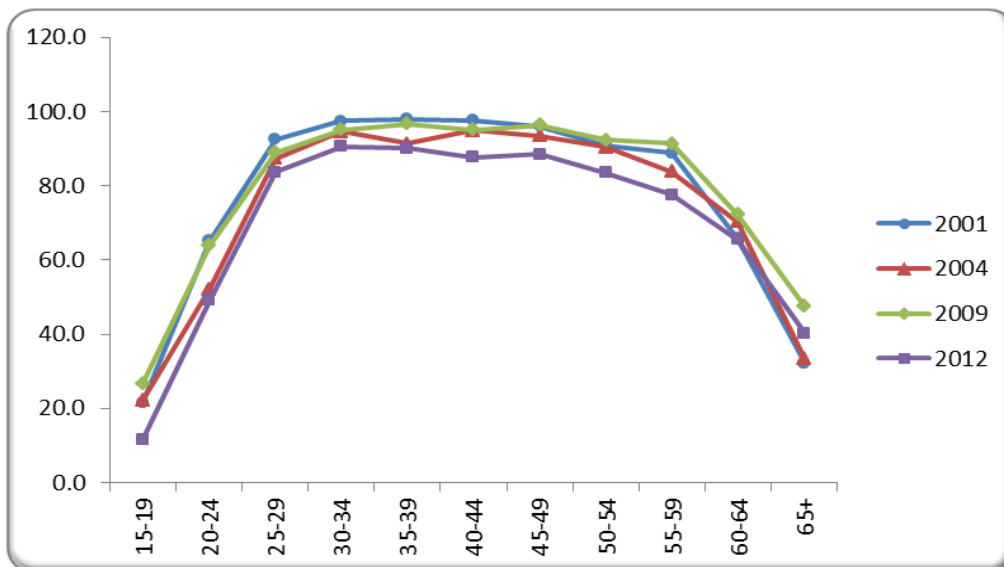
The line graph below compares the rate of labour force participation for men and women between the years 2001-2012. It is quite vivid that the rate of labour force participation for men has been always higher than that of women over the years. Interestingly, labour force participation rate for women has been increasing over the years. Labour force participation rate for women in 2001 was 38.4% and it has increased by 24.8 percentage points in 2012.



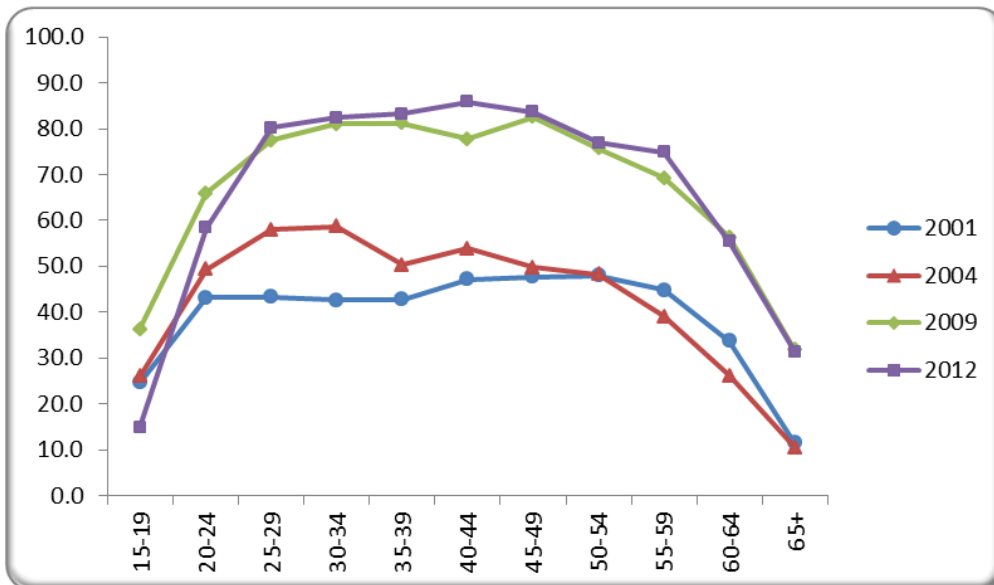
Source: Labour Force Surveys

Chart 7: Labour Force Participation Rate by sex and age over the years

Male



Female



The above graph shows the changes in the labour force participation rates by sex and age in 2001, 2004, 2009 and 2012. From this information we can extrapolate the following conclusions:

1. The labour force participation rate for young (25 and below) and elderly (60 and above) males are decreasing. However, the peak of the graph has shifted downward in 2012 across all ages as compared to 2009, 2004 and 2001 subsequently decreasing the labour force participation rate.
2. The number of employed female was 77,775 in 2001 which increased to 168,125 in 2012. In the above graph, the labour force participation rate for women form similar shape as that of men. However, the peak of the graph has shifted upward in 2012 as compared to 2009, 2004 and 2001 consequently increasing the labour force participation rate.
3. Both graphs shows significant drop in labour force participation rate in the age group 15-19 years as they tend to attend school for longer duration.

Note: Labour force participation rate for women do not form “M” shape as normally observed in other countries since maternity leave is considered economically active in Bhutan.

CHAPTER 2 – EMPLOYMENT

Employment Policies and Effort to Combat Unemployment

The policy of the government is to bring down the unemployment and to provide gainful employment to all Bhutanese. High priority is given to the youths to equip them with hard skills.

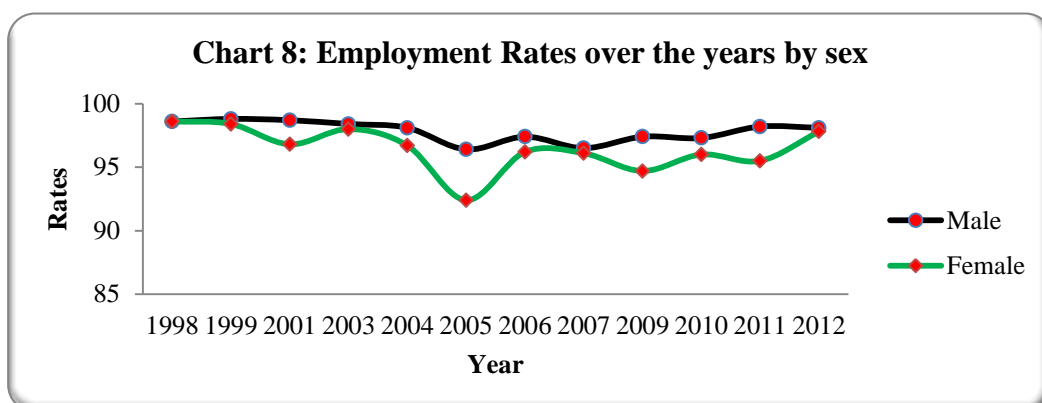
Job seekers are encouraged to take up attachments or internship programs during their transition period from school to world of work.

The table below depicts the number of persons employed and the employment rates since 1998. Out of **329,487** employed people in 2012, 49.0% comprises of male and the remaining 51.0% are female.

Table 2.1: Number of employed persons and employment rate over the years by sex

Year	Number of Employed Person			Employment Rate (%)		
	Male	Female	Total	Male	Female	Total
1998	104,343	80,827	185,170	98.6	98.6	98.6
1999	121,089	98,508	219,597	98.8	98.4	98.6
2001	149,906	77,775	227,681	98.7	96.8	98.1
2003	126,000	97,200	223,200	98.4	98.0	98.2
2004	124,400	86,700	211,100	98.1	96.7	97.5
2005	158,073	90,957	249,030	96.4	92.4	96.9
2006	125,700	96,000	221,700	97.4	96.2	96.8
2007	146,800	127,300	274,100	96.5	96.1	96.3
2009	162,400	150,400	312,800	97.4	94.7	96.0
2010	165,900	155,000	320,900	97.3	96.0	96.7
2011	170,100	153,500	323,700	98.2	95.5	96.9
2012	161,362	168,125	329,487	98.1	97.8	97.9

Source: Labour Force Surveys



The graph above shows the rate of employment for men and women from 1998- 2012.

The table below shows the number of employed persons by area of residence. The highest number of employed persons in both the area is between the age group of 25-29 years. The lowest number of employed persons is recorded in the age group of 85+ years.

Table 2.2: Employed persons by age group, area of residence and sex, 2012

Age	Both Areas			Urban			Rural		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	4,089	5,613	9,702	528	877	1,405	3,561	4,736	8,297
20-24	13,597	21,159	34,756	3,883	5,777	9,660	9,714	15,382	25,096
25-29	25,565	30,138	55,703	10,928	10,310	21,238	14,637	19,828	34,465
30-34	25,223	23,231	48,454	10,570	6,896	17,466	14,653	16,335	30,988
35-39	19,774	20,789	40,563	8,140	5,572	13,712	11,634	15,217	26,851
40-44	16,147	16,355	32,502	6,264	3,228	9,492	9,883	13,127	23,010
45-49	16,218	16,693	32,911	4,774	2,306	7,080	11,444	14,387	25,831
50-54	13,279	11,275	24,554	2,807	1,071	3,878	10,472	10,204	20,676
55-59	10,781	10,762	21,543	1,645	656	2,301	9,136	10,106	19,242
60-64	7,810	5,761	13,571	814	303	1,117	6,996	5,458	12,454
65-69	4,013	3,293	7,306	282	183	465	3,731	3,110	6,841
70-74	2,647	1,664	4,311	150	44	194	2,497	1,620	4,117
75-79	1,151	748	1,899	83	19	102	1,068	729	1,797
80-84	660	403	1,063	9	13	22	651	390	1,041
85+	408	241	649	40	16	56	368	225	593
Total	161,362	168,125	329,487	50,917	37,271	88,188	110,445	130,854	241,299

Source: Labour Force Survey, 2012

The table below shows the nature of employment in the Bhutanese labour market. Most of the employed persons are family workers. Only 20.4% of the total employed is regular paid employee. The table also depicts that more number of males are either paid employees or employers against more number of females as family workers.

Table 2.3: Employment status by area of residence and sex, 2012

Area of Residence/Sex	Nature of Employment							Total	
	Regular paid employee	Casual paid employee	Family worker (Non-agriculture)	Family worker (Agriculture)	Own-account worker (Non-agriculture)	Own-account worker (Agriculture)	Employer		Piece/Contract paid worker
Total	78,569	11,965	5,483	130,035	33,682	64,155	229	5,371	329,489
Male	58,555	7,920	1,767	39,230	16,469	33,497	160	3,764	161,362
Female	20,014	4,045	3,716	90,805	17,213	30,658	69	1607	168,127

Source: Labour Force Survey, 2012

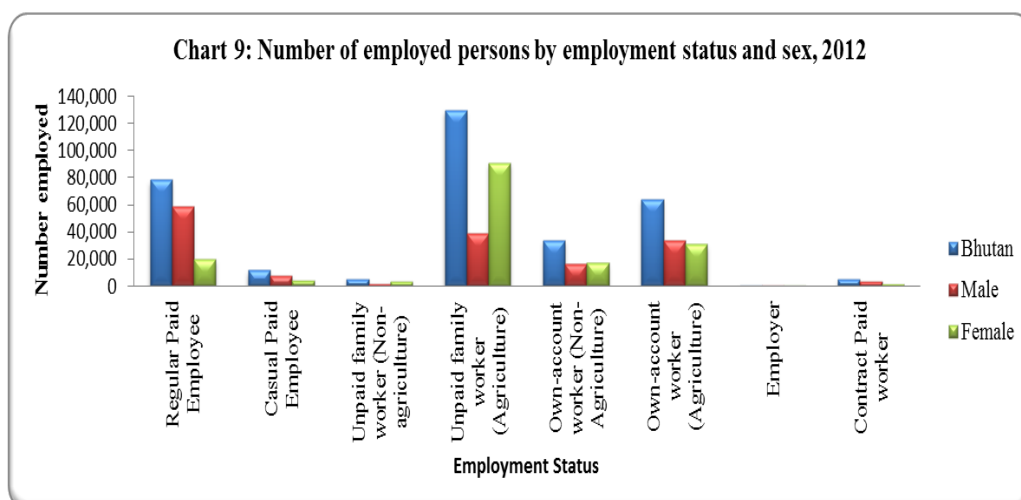


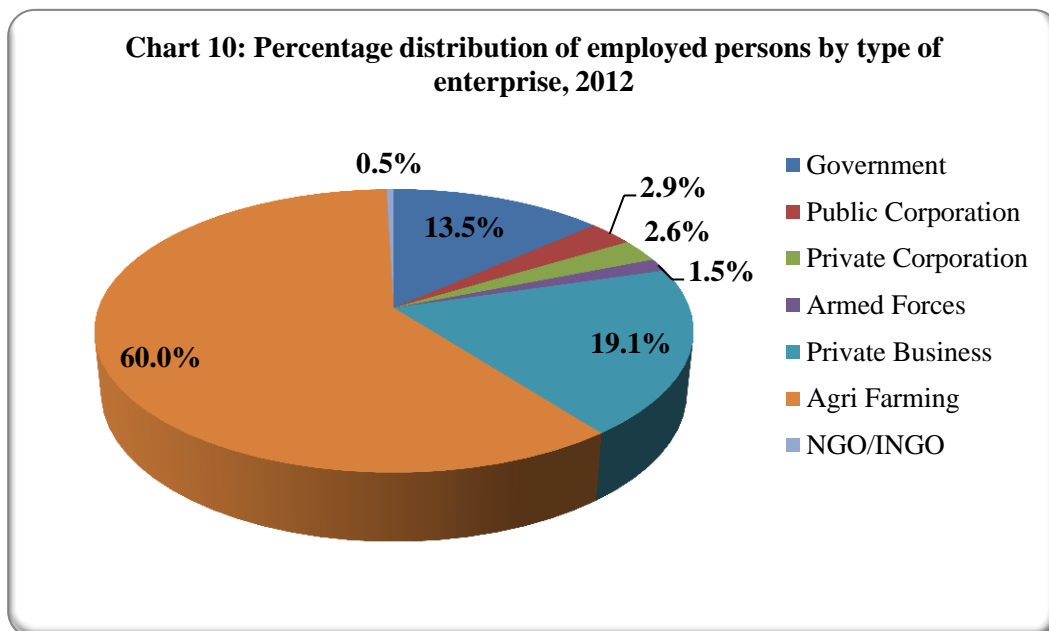
Table 2.4: Number of employed persons by age group, type of enterprise and sex, 2012

Age	Government		Public Corporation		Pvt. Corporation		Armed Forces		Pvt. Business		Agri. Farming		NGO/INGO		Total		Grand total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
15-19	149	225	77	29	75	12	0	0	782	866	3005	4473	0	7	4088	5612	9700
20-24	1914	1621	492	304	1011	572	231	14	3542	4588	6359	13950	47	111	13596	21160	34756
25-29	7215	3951	1435	848	1655	744	882	139	6926	6032	7315	18280	137	144	25565	30138	55703
30-34	7281	2802	1480	465	1398	306	1163	33	5820	4399	7971	15170	111	55	25224	23230	48454
35-39	5190	1098	969	355	766	146	879	14	4479	4126	7450	15021	40	29	19773	20789	40562
40-44	4201	770	738	181	702	201	709	21	3155	2721	6580	12410	61	51	16146	16355	32501
45-49	3430	451	935	283	351	63	473	7	3082	2117	7859	13674	87	98	16217	16693	32910
50-54	1982	160	572	69	232	38	171	0	2484	1325	7712	9675	124	7	13277	11274	24551
55-59	1368	100	148	7	101	0	27	41	1834	1149	7190	9390	113	75	10781	10762	21543
60-64	312	50	56	0	56	40	0	0	1355	477	5937	5195	95	0	7811	5762	13573
65-69	90	7	0	4	109	0	0	0	562	352	3251	2929	0	0	4012	3292	7304
70-74	31	0	5	0	13	0	0	0	339	112	2186	1552	74	0	2648	1664	4312
75-79	7	0	0	0	0	0	0	0	135	12	1008	736	0	0	1150	748	1898
80-84	68	38	0	0	0	0	0	0	9	7	545	358	38	0	660	403	1063
85+	51	0	0	0	0	0	0	0	112	0	244	241	0	0	407	241	648
Total	33289	11273	6907	2545	6469	2122	4535	269	34616	28283	74612	123054	927	577	161355	168123	329478

Source: Labour Force Survey, 2012

The above table illustrates the number of employed persons by age group, type of enterprise and sex. Of the total **329,478** employed persons 60.0% are engaged in agri-farming, followed by private business with 19.1% and civil servants with 13.5%. The maximum persons employed are in the age group 20-49 years.

The chart below shows the percentage distribution of employed persons by type of enterprises.



Source: Labour Force Survey, 2012

Table 2.5: All employed persons by major economic activity and occupation, 2012-Bhutan

Economic Activity	Major Occupation										Total
	Legislat ors, Senior Officials & Manager	Professi onals	Technici ans & associate professio nals	Clerks	Service workers & shop & market sales	Skilled agricult ure workers	Craft & related workers	Plant & machine operator s & assembl ers	Element art Occupati on	Armed forces	
Agriculture & forestry	95	189	401	122	225	202847	372	186	529	0	204966
Fishing	0	0	0	0	0	12	0	0	0	0	12
Mining & Quarrying	18	37	5	12	45	41	50	129	160	0	497
Manufacturing	375	390	376	441	422	89	9931	1722	2780	13	16539
Electricity, gas & water supply	301	1113	879	646	297	25	832	971	1404	0	6468
Construction	498	152	255	98	80	39	815	630	2418	0	4985
Wholesale & retail trade	429	105	146	97	10683	44	136	439	429	0	12508
Hotels & restaurants	631	147	23	250	4284	40	76	221	356	0	6028
Transport, storage & communications	468	386	339	458	1208	7	105	4830	608	9	8418
Fincancial intermediation	512	685	278	505	16	0	20	52	329	0	2397
Real estate, renting & business activities	73	186	203	153	652	0	217	266	211	0	1961
Public Administration & defence	1319	3201	4787	1652	4051	533	889	1616	2471	6808	27327
Education	110	8336	1008	545	428	13	93	270	573	0	11376
Health & social work	44	1163	2140	236	104	31	23	253	552	0	4546
Other community, soical & personal service activities	1236	2875	1010	635	2979	172	2586	2080	1726	0	15299
Private households with employed persons	101	381	256	198	1923	104	1141	1037	613	0	5754
Extra-territorial organizations & bodies	77	85	72	43	18	7	7	31	70	0	410
Total	6287	19431	12178	6091	27415	204004	17293	14733	15229	6830	329491

Source: Labour Force Survey, 2012

CHAPTER 3 – UNEMPLOYMENT

Changes in Unemployment Rates and the Unemployment Structure

The major cause of unemployment in the country is due to mismatch between supply and demand. Subsequent to the period of high economic growth, demand is influenced by the increasing prominence of the service sectors, information technologies and booming construction sectors. These changes, all significant have created a demand for workers with diverse, specialized skills. Supply has changed as well, with increasing number of youth continuing their higher education and entering job market.

Referral and Placement of Job seekers

The Employment Services Division of the Department of Employment facilitates in referring job seekers to various companies for employment. Job seekers who are issued referral letters are considered to be genuinely looking for a job. This is calculated as follows:

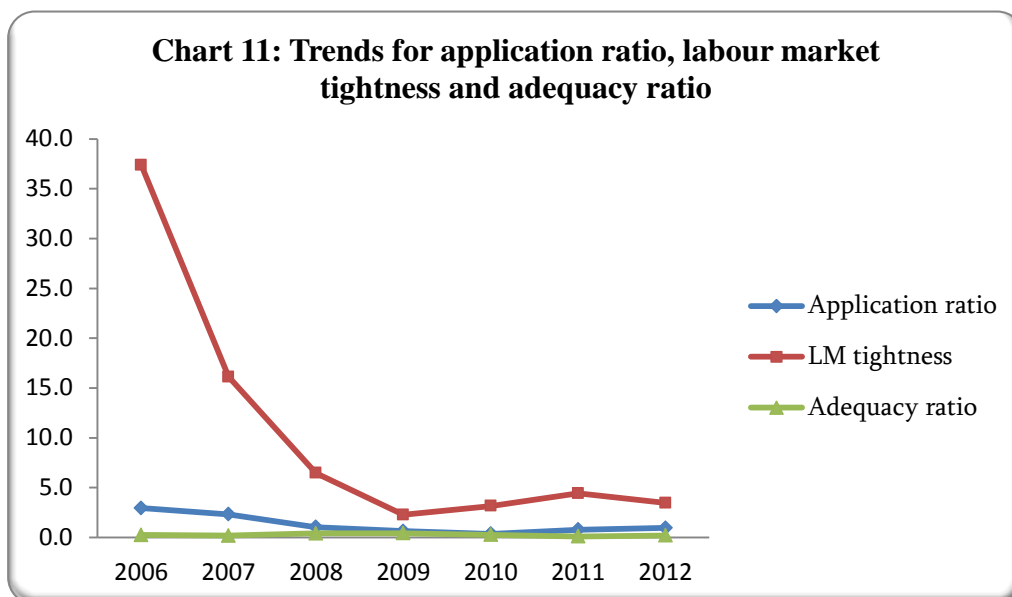
The number of referral flows is given by:

$$E = kU,$$

Where E represents the number of referral flows and U indicates the number of job seekers who register at the Employment Services Division. Therefore, k implies an average number of referral letters per job seekers. If $k \geq 1$, a job seeker applies for more than one job vacancy on an average. Dividing the number of job vacancies (V) by the referral flow (E) equation gives:

$$\phi = 1/k \theta$$

Where (V/E) represents the ratio of job vacancies to the referral flow. This ratio is referred to as “labour market tightness.” The symbol θ indicates the ratio of job vacancies to all job seekers regardless of whether they have referral letters where ($\theta = V/U$). This is referred to as the “application ratio” and ratio of job placements to the job vacancies is “adequacy ratio.”

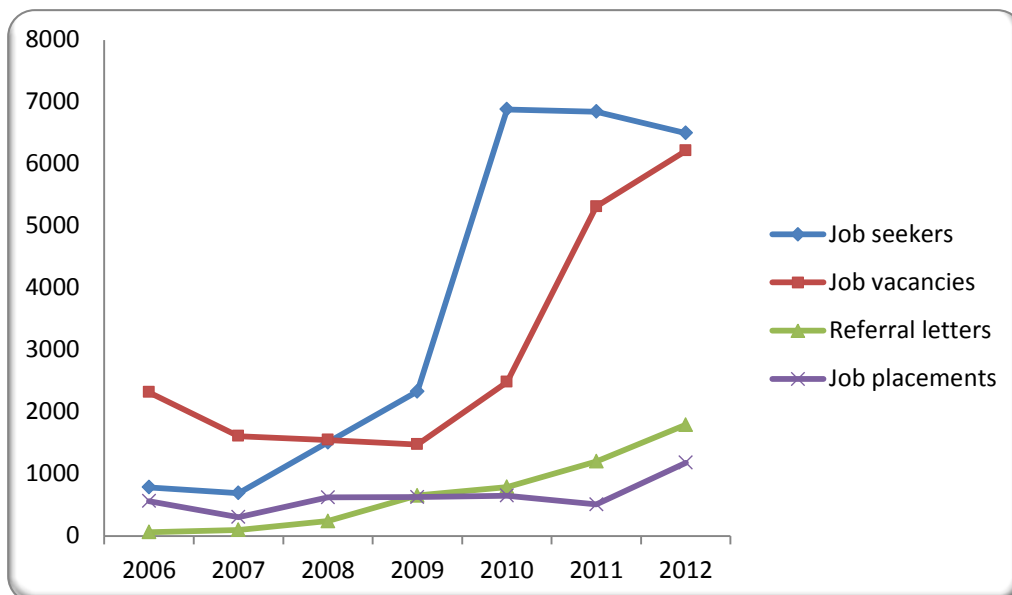


The chart above shows that labour market tightness has immensely declined from 37.4 in 2006 to 3.5 in 2012 which indicates that the number of referrals issued has sharply increased. The increase in number of referral is mainly due to availability of jobs opportunities and issuing of referral letters to the job seekers by Employment Services Division and drastic improvement in employment facilitation services.

Application ratio has declined from 2.9 in 2006 to 1.0 in 2012 due to rapid growth in number of job seekers.

The adequacy ratio has remained more or less same over the years. This is mainly due to proportionate increase in number of placements and available vacancies.

Chart 12: Trends of Job Seekers, Job Vacancies, Referral Letters and Job Placements



From the above graph, in 2006 the number of job vacancies greatly exceeds number of job seekers but by 2010, the number of job seekers has increased sharply with corresponding increase in job vacancies. Since 2008, the number of job seeker has been more than the number of job vacancies. However, the referral flow has been marginally low although it has been increased from 62 in 2006 to 1,183 in 2012. From this line graph, it clearly shows that the effort of job search by the job seeker is very low as compared to the job vacancies. Since referral flow has been very low, job placements have also been very low.

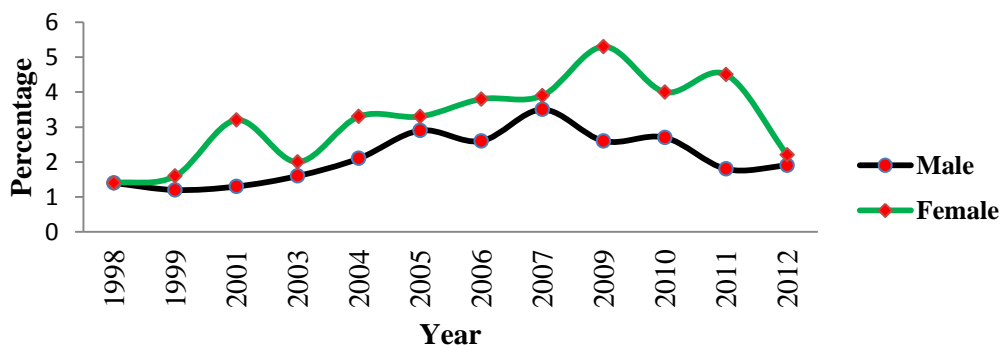
The following table shows the unemployment rate over the years. The Labour Force Survey 2012 estimated the unemployment rate for Bhutan as 2.1%.

In 2012 the unemployment rate for male is 1.9% meaning that for every 1000 men 19 are found unemployed. And similarly for every 1000 women 22 are found to be unemployed.

Table 3.1: Number of unemployed persons and unemployment rate over the years by sex

Year	Number of Unemployed		Total	Unemployment Rate		Total
	Male	Female		Male	Female	
1998	1,288	947	2,235	1.4	1.4	1.4
1999	1,288	1,263	2,551	1.2	1.6	1.4
2001	1,972	2,550	4,522	1.3	3.2	1.9
2003	2,000	2,000	4,000	1.6	2.0	1.8
2004	2,400	3,000	5,400	1.9	3.3	2.5
2005	4,767	3,098	7,865	2.9	3.3	3.1
2006	3,400	3,800	7,200	2.6	3.8	3.2
2007	5,400	5,200	10,600	3.5	3.9	3.7
2009	4,400	8,500	12,900	2.6	5.3	4.0
2010	4,600	6,400	11,000	2.7	4.0	3.3
2011	3,200	7,300	10,500	1.8	4.5	3.1
2012	3,122	3,782	6,904	1.9	2.2	2.1

Source: Labour Force Surveys

Chart 13: Unemployment Rates over the years by sex

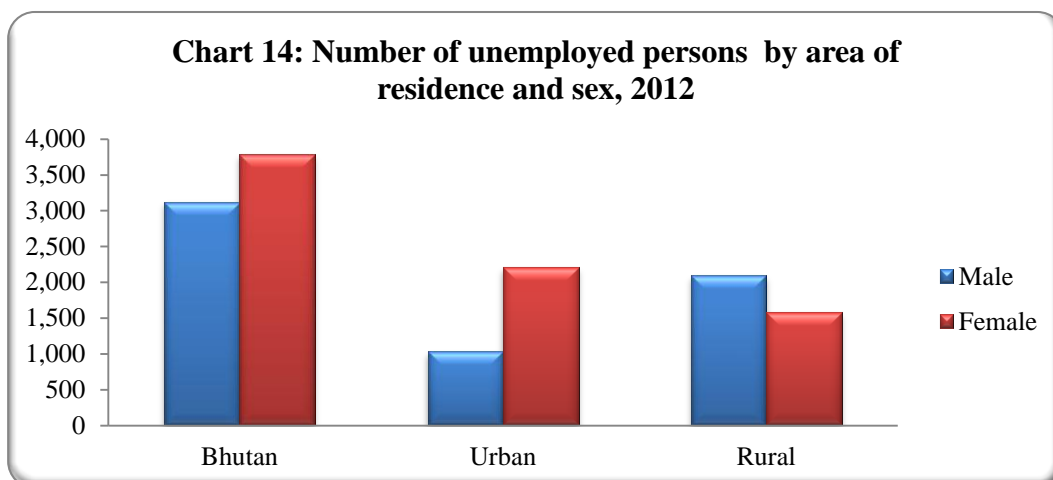
The graph compares the rate of unemployment for men and women from 1998-2012. The trend shows that female unemployment rate has been always higher than that of male.

Table 3.2: Distribution of unemployed persons by area of residence and sex, 2012

Area of Residence	Number of unemployed persons			Unemployment Rate (%)		
	Male	Female	Total	Male	Female	Total
Bhutan	3,122	3,782	6,904	1.9	2.2	2.1
Urban	1,031	2,209	3,240	2.0	5.6	3.5
Rural	2,091	1,573	3,664	1.9	1.2	1.5

Source: Labour Force Survey, 2012

The above table shows more number of male unemployed in rural area (1.9%) compared to that of female (1.2%). The table also presents the higher number of female unemployed in urban area (5.6%) compared to that of male (2.0%).



Source: Labour Force Survey, 2012

Table 3.3: Unemployed persons by age group, area of residence and sex, 2012

Age	Bhutan			Urban			Rural		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	231	579	810	117	230	347	114	349	463
20-24	1161	1504	2665	491	893	1384	670	611	1281
25-29	1040	873	1913	294	676	970	746	197	943
30-34	196	306	502	47	235	282	149	71	220
35-39	145	222	367	31	70	101	114	152	266
40-44	67	134	201	26	56	82	41	78	119
45-49	58	65	123	13	31	44	45	34	79
50-54	158	94	252	12	13	25	146	81	227
55-59	66	0	66	0	0	0	66	0	66
60-64	0	5	5	0	0	0	0	0	0
65-69	0	0	0	0	5	5	0	0	0
70-74	0	0	0	0	0	0	0	0	0
75-79	0	0	0	0	0	0	0	0	0
80-84	0	0	0	0	0	0	0	0	0
85+	0	0	0	0	0	0	0	0	0
Total	3122	3782	6904	1031	2209	3240	2091	1573	3664

Source: Labour Force Survey, 2012

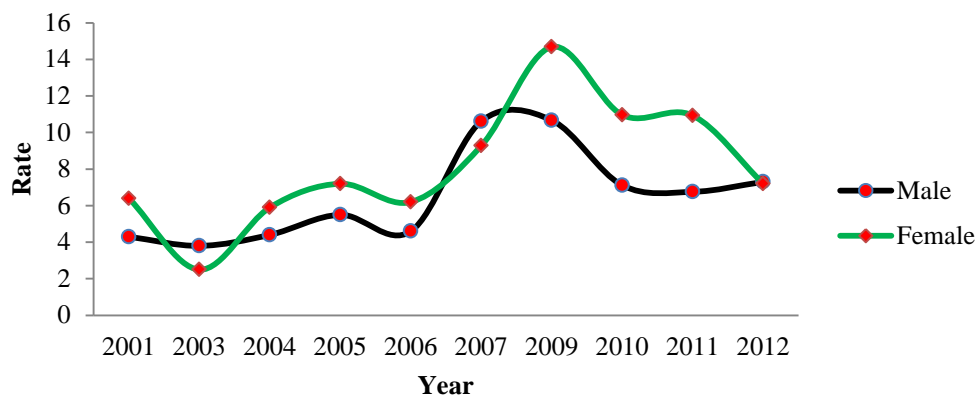
Table 3.3 shows that unemployment is particularly high among both males and females aged between 20-24 and 25-29. This may be because most of the job seekers enter the job market in either of the age groups mentioned above.

Table 3.4: Youth unemployment rate over the years by sex

Year	Male	Female	Total
2001	4.3	6.4	5.4
2003	3.8	2.5	3.1
2004	4.4	5.9	5.3
2005	5.5	7.2	6.3
2006	4.6	6.2	9.7
2007	10.6	9.3	9.9
2009	10.7	14.7	12.9
2010	7.1	11.0	9.2
2011	6.8	10.9	9.3
2012	7.3	7.2	7.3

Source: Labour Force Surveys

Unemployment has been observed highest with 22.8% among the middle secondary qualification followed by 20.4% in higher secondary qualification and 12.3% in Bachelor Degree.

Chart 15: Youth unemployment rate over the years by sex

The graph compares the unemployment rate for male youth and female youth from 2001-2012. It can be clearly seen from the graph that unemployment rate for female youth is higher than the male youth over the years except for the year 2003 and 2007. The graph also shows that unemployment rate for both male youth and female youth is currently declining.

CHAPTER 4 – DEMAND FOR LABOUR

This section describes the demand for labour that an economy or firm is willing to employ at a given point in time. The data pertaining to the demand for labour is collected and compiled from advertisements in various media as well as administrative records maintained by relevant agencies.

The following table provides list of bachelor program which are currently in high demand and which can be considered priority option for students pursuing higher studies on their own private funding.

Field of study	Sector requirement
Electrical Engineering	Power
Civil Engineering	Construction and Power
Accountancy	Finance and cross-sectorial
Chartered Accountancy	Finance and cross-sectorial
Rural Development	RNR
Environmental Studies	RNR
Agriculture Economics	RNR
Livestock production	RNR
Eco Tourism, Community Tourism and Cultural Tourism	Tourism and Hospitality
Hydropower Engineering	Power
Mechanical Engineering	Power
Surveying Engineering	Power
Architecture	Urban planning
Urban Planning	Urban planning
Economics	Finance
Education (Mathematics, Science)	Education
Fine Arts	Creative industry
Social Policy Design	Social Security Sector
Actuarial Science	Social Security Sector

In the following table, we look at some of the occupations that are in high demand in the current labour market, wherein the requirement gap is currently filled in by foreign expatriate workers.

These are occupations that can be considered by lower and higher secondary graduates in making informed choices/decisions on their choice on vocational education and training program.

Occupation in high demand	Sector requirement
House keepers	Hospitality
Hotel Managers	Hospitality
Souse chef and chef	Hospitality
Baker	Hospitality
Front Desk Manager	Hospitality
Call Centre Operators	BPO/ITES
Animator and graphic designer	Media/ITES
Heavy machine operators	Construction
Instructors	TVET
Finance/Accounts Officer	Cross-sectorial
Technician (machine repair and maintenance)	Service
Nurses and Midwives	Health
Driller	Construction
Wireman	Construction
Heavy Vehicle Driver	Construction
Welder	Construction
Mechanical Engineer	Construction and Power
Site Supervisor/Foreman	Construction
Carpenter	Construction
Concrete Worker	Construction
Civil Engineer	Construction and Power
Landscape artist	Construction
Textile Designer and Artist	Arts and Craft
Agro Entrepreneurs	RNR
Food Processor	RNR
Organic Farming	RNR
Agro-processing	RNR
Biotechnology	RNR
Forest based products	RNR
Poultry	RNR
Fishery	RNR
Floriculture	RNR
Health food	RNR
Animal feed	RNR
Api culture	RNR
Horticulture	RNR
Dairy	RNR
Cinematography, Acting, Animator, Screen Writing, Script Writing, Choreography, Music, Comic, Games, Film, illustration, painting	Film, media, animation and creative industry
Publishing and Writing	Media
Waste Management Services	Service
Event Manager	Service
Green Business Technology	Service

Table 4.1: Top 30 Occupations in Bhutan as per Labour-net as of December 2012

Sl. No	Occupation	DOMESTIC REQUIREMENT (as per labour net)	Sector
1	Concrete Worker	19,760	construction
2	Mason	8,795	construction
3	Carpenter	4,002	construction
4	Welder	3,041	construction
5	Process Worker	1,511	construction
6	Rod Binder	1,419	construction
7	Helper	1,279	construction
8	Rigger	1,062	construction
9	Electrician (diploma)	1,037	construction and power
10	Driller	773	construction
11	Lecturer, instructor or teacher	746	education
12	Plumber	707	construction
13	Civil Engineer	606	construction and power
14	Mechanical (Fitter, Foremen, manager, supervisor)	577	construction and power
15	Mine Worker	538	production
16	Driver (bus, dumper, LMV, tripper, truck etc)	486	service
17	Mechanic and technician	466	service
18	Heavy Machine operator	393	construction
19	Site Supervisor/foreman	375	construction
20	Packer	212	production
21	Chef/cook	149	hospitality
22	Painter	145	construction
23	Transit Mixer Operator	136	construction
24	Sheet Metal Worker	135	construction
25	Sawermen	126	service
26	Heavy Vehicle Driver	121	service
27	Blaster	113	construction
28	Gas Welder	113	construction
29	Wireman	107	power
30	Account Officer/ Finance Manager/ Finance Advisor	94	general
Total		49,024	

Table 4.2: Number of job seekers registered, vacancies advertised, job seekers referred and employed in the private and corporate sectors over the years.

Year	Jobseekers registered	Vacancies	Referred	Employed
2002	746	NA	NA	502
2003	686	NA	NA	223
2004	746	NA	NA	169
2005	1,444	NA	NA	669
2006	786	2317	62	564
2007	693	1611	100	305
2008	NA	1,549	240	622
2009	2,330	1,477	653	628
2010	6,878	2,484	789	651
2011	6,842	5,313	1,203	509
2012	6,496	4,128	1,793	1,183

Source: ESD, DoE, MoLHR

Note: The jobs that had been recruited directly by the firms without advertisements are not reflected here.

Table 4.3: Vacancy distribution by sectors over the years

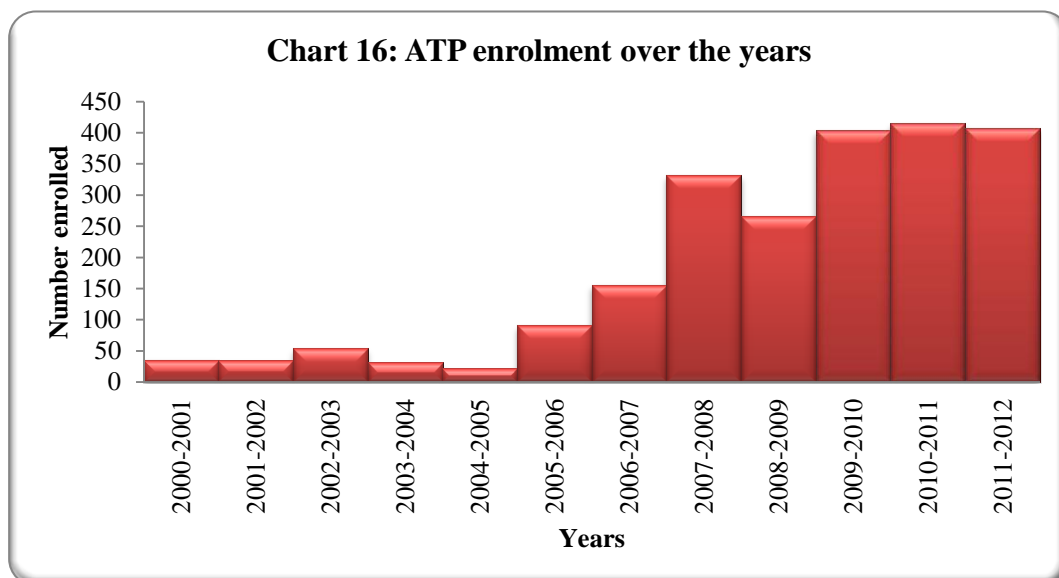
Year	Sector				Total
	Private	Corporation	Government	NGO/INGO	
2003	96	316	1,177	6	1,595
2004	201	236	1,408	20	1,865
2005	320	113	1,036	16	1,485
2006	1757	567	278	13	2,615
2007	1,300	311	141	0	1,752
2009	1,004	473	842	49	2,368
2010	1,865	619	3,119	207	5,810
2011	3,964	1,349	2,397	71	7,781
2012	2,929	1,199	2,038	48	6,214

Source: ESD, DoE, MoLHR

Table 4.4: Overall vacancy scenario by sectors and educational attainment, 2012

Sl. No	Category	Number of vacancies				Total
		Private	Corporation	Government	NGOs	
1	Master	13	17	41	6	77
2	Technical	110	205	62	6	383
3	General	239	151	276	16	682
4	Diploma	154	273	118	4	549
5	Class XII	227	141	380	9	757
6	Certificate	365	95	31	0	491
7	Class X	539	186	227	1	953
8	IX & Below	789	135	635	6	1,565
9	Illiterate	495	1	268	0	764
Total		2,929	1,199	2,038	48	6,214

Source: ESD, DoE, MoLHR



Source: Apprenticeship Training Program, DoE, MoLHR

Table 4.5: Apprenticeship Training Program enrolment over the years

Sl. No	Year	Enrolment	% share
1	2000-2001	36	1.6
2	2001-2002	34	1.5
3	2002-2003	54	2.4
4	2003-2004	31	1.4
5	2004-2005	22	1.0
6	2005-2006	91	4.0
7	2006-2007	156	6.9
8	2007-2008	332	14.8
9	2008-2009	265	11.8
10	2009-2010	404	18.0
11	2010-2011	415	18.5
12	2011-2012	408	18.1
Total		2,248	100.0

Source: Apprenticeship Training Program, DoE, MoLHR

Table 4.6: Pre-Employment Engagement Program enrolment over the years

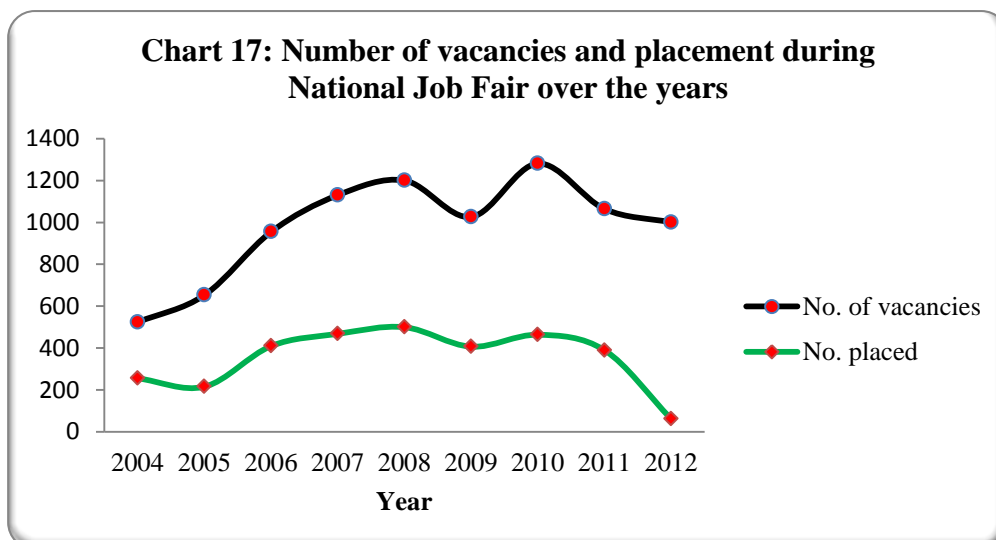
Sl. No	Year	Enrolment	% share
1	July, 2008-2009	1,070	21.9
2	2010	879	18.0
3	2011	337	6.9
4	2012	2,604	53.3
Total		4,890	100.0

Source: Pre-employment engagement program, DoE, MoLHR

Table 4.7: Number of vacancies and placement during National Job Fair over the years

Year	No. of Vacancies	No. Placed
2003	NA	NA
2004	524	256
2005	653	216
2006	955	410
2007	1,130	468
2008	1,200	500
2009	1,026	407
2010	1,281	464
2011	1,064	390
2012	1000	62
Total	6352	2673

Source: Job Fair, ESD, MoLHR



CHAPTER 5 – SUPPLY OF LABOUR

The data pertaining to this section has been collected and compiled from the enrolment report maintained by the Royal University of Bhutan (RUB) as of 2012, Royal Institute of Management and Royal Thimphu College and Department of Adult and Higher Education, Ministry of Education.

1. Advisory for Higher Education and Training

Despite the existing unemployment situation (2.1% as per the LFS 2012), there is a huge demand for skilled human resources in the country, currently met through import of foreign workers. Therefore, this presents a paradoxical situation, wherein unemployment coexists with high labour requirement from the various industries/sectors in the country. This has been mainly due to the Supply oriented Human Resources Development (HRD) programs and initiatives, which neither caters to the long-term economic requirements of the country nor the current labour market requirement, thus giving rise to wider gap in the demand and the supply of human resources, and ultimately giving rise to unemployment issues in the country.

Therefore, the Advisory highlighted in this section, is aimed at guiding the students, parents and Education Consultancy firms in understanding the current and future HR requirement in the country, so that they can make guided decision in choosing any higher education or training programs.

1.1 Higher Education

Approximately 8900 class XII and 10,000 classes X students will pass out from various middle and higher secondary educational institutions in the country w.e.f 2013. 40% of these graduates are expected to enter the labour market and opt for various vocational related programs, whereas 60% of this number will pursue higher education.

Tertiary and higher Education in Bhutan is provided through the 11 Royal University of Bhutan (RUB) affiliated colleges with an approximate annual intake of 2500 students with annual increase of 20%. Further, the Department of Adult and Higher Education (DAHE), Ministry of Education (MoE) provides higher education scholarship for approximately 210 students each year including 30-40 slots in in-country private colleges.

More than 40% of the students pursue higher education in Universities and institutes outside Bhutan, out of which majority are through their own private funding. Currently there are 10 education consultancy firms registered with the

Quality Assurance and Accreditation Department (QAAD), MoE which, for a fee can negotiate anyone a seat in one of their choice of program. The past trend shows that majority of these students opt for General Arts, Commerce, Business Management and ICT degrees courses in India.

Recently, our labour market has seen higher supply of graduates in the field of business studies, ICT and general arts subjects in comparison to the demand and almost 50% of 2300 who attended National Graduate Orientation Program (NGOP) 2012 were with BBA, B.Com, BCA and BBM degree. Therefore, it was felt necessary that the Bhutanese students planning to pursue higher education or training should be guided to make informed choices/decision that would give them higher employment prospect on completion of their studies. The Annual HRD Advisory and Labour Market Information Bulletins issued by MoLHR should be consulted as the source of information for current and emerging human resource demand in the country.

The table below shows the statistics on students currently undergoing their final semester in various colleges and institutions. RUB constitutes 67.6% of the total 1201 enrolments.

Detail information on the supply of labour from each institute is given below.

Table 5.1: Supply of labour by institutes and sex, 2013

Sl.	Institute	Male	Female	Total	% share
1	College of Natural Resources	72	13	85	3.8
2	College of Science and Technology	73	27	100	4.4
3	Institute of Language and Culture Studies	25	31	56	2.5
4	Jigme Namgyel Polytechnic	135	53	188	8.3
5	National Institute of Traditional Medicine	13	5	18	0.8
6	Paro College of Education	147	76	223	9.8
7	Royal Institute of Health Sciences	66	67	133	5.9
8	Gaeddu College of Business Studies	192	144	336	14.8
9	Samtse College of Education	168	110	278	12.3
10	Sherubtse College	200	139	339	15.0
11	Royal Thimphu College	119	171	290	12.8
12	Royal Institute of Management	141	77	218	9.6
Total		1,351	913	2,264	100.0

Source: RUB, RIM and RTC

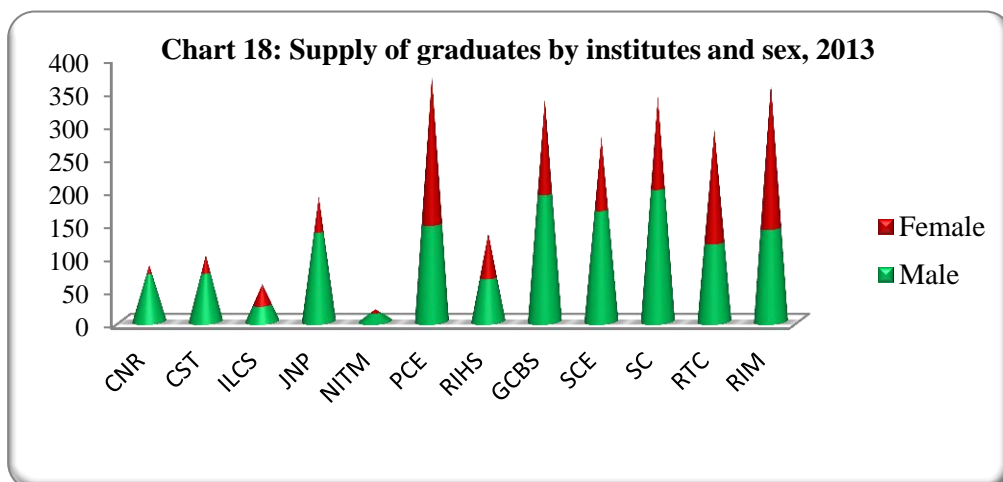


Table 5.2: Supply of scholarship students graduating from outside Bhutan by course and sex, 2013

Sl. No	Course	Male	Female	Total
1	B.A Tourism Management	1	0	1
2	B.A English	1	2	3
3	B.A Psychology	1	1	2
4	B. Architecture	5	0	5
5	B. Computer Science & Engineering	3	0	3
6	B.E Chemical	2	0	2
7	B.E Electronics & Communication	3	1	4
8	B.E Electronics Engineering	0	3	3
9	B.E Production	1	1	2
10	B.E. Civil Engineering	3	4	7
11	B.E. Electrical	4	0	4
12	B.E. Mechanical	2	0	2
13	B.E/B. Technology and Mining	1	1	2
14	B. Medical Radio Imaging Technology	0	1	1

15	B. Prosthetic Engineering	1	0	1
16	B.Sc. Mathematics	2	2	4
17	B.Sc. Allied health Sciences	4	0	4
18	B.Sc. Medical Lab. Technology	4	0	4
19	B.Sc. Nursing	7	3	10
20	B.Sc. Pharmacy	1	2	3
21	B.Sc. Chemistry	2	2	4
22	B.Sc. Cinema, Visual Communication and E-media	2	0	2
23	B.Sc. Forestry	1	0	1
24	B.Sc. Hotel Management, Tourism and Catering Technology	0	2	2
25	B.Sc. Physics	4	1	5
26	B.Sc. Statistics, Mathematics & Computer Sc.	1	0	1
27	B.V Sc & AH	1	0	1
28	BBA	2	2	4
29	BDS	2	0	2
30	Bio Medical Engineering	1	0	1
31	MBBS	9	7	16
Total		71	35	106

Source: Scholarship and Student Support Division, DAHE, MoE

Table 5.3: Supply of Self-finance Students Graduating from outside Bhutan by course and sex, 2013

Sl.No	Course	Male	Female	Total
1	IFS	1	0	1
2	Accountant	1	0	1
3	Animation	1	0	1
4	ANM	40	0	40
5	B Tech CSE	3	2	5
6	B. Politics	2	0	2
7	B.A Travel and Tourism Management	0	1	1

8	B.A. English	3	7	10
9	B.A. Psychology	1	0	1
10	B. Architecture	2	0	2
11	B.Com	79	52	131
12	B.Com (Prof.)	1	0	1
13	B.Com General	7	6	13
14	B.Com Honors	6	3	9
15	B. Computer Science & Engineering	12	3	15
16	Chemical Engineering	2	0	2
17	B.E Electronics & Communication	6	1	7
18	B.E Electronics Engineering	1	0	1
19	B.E Production	1	0	1
20	B.E. Civil Engineering	36	10	46
21	B.E. Electrical	2	0	2
22	B.E	5	0	5
23	B.E. Mechanical	1	0	1
24	B.E/B. Technology and Mining	0	1	1
25	B. Education	2	1	3
26	B.Sc. ATH	1	4	5
27	B.Sc. CALT	2	0	2
28	B.Sc. Environment & Ecology	3	0	3
29	B.Sc. Food Tech.	2	1	3
30	B.Sc. Hotel Management	4	4	8
31	B.Sc. MB	6	1	7
32	B.Sc. ND	7	4	11
33	B.Sc. Agriculture	1	0	1
34	B.Sc. Nursing	20	20	40
35	B.Sc. Pharmacy	5	3	8
36	BSc Visual Communication	3	0	3
37	B.Sc. Forestry	4	1	5
38	B.Sc. Hotel Management, Tourism and Catering Technology	5	9	14
39	B.Sc. MLT	1	0	1
40	B. Tech, Production and Industrial Engineering	0	1	1
41	B. Tech. Electronics & Electrical Eng.	1	0	1
42	BA English Literature	2	0	2

43	BA General	13	28	41
44	BA Honors	0	1	1
45	BA(PEP)	1	0	1
46	BBA	66	84	150
47	B.A	15	18	33
48	BBA Tourism	0	1	1
49	BBA(CA)	1	0	1
50	BBM	34	23	57
51	BBM (CA)	22	22	44
52	BCA	70	29	99
53	BCOM (CA)	20	18	38
54	BCOM (IT)	12	14	26
55	BDS	1	0	1
56	BE CSE	1	0	1
57	B.E Electrical & Electronics	1	3	4
58	Bio Medical Engineering	1	0	1
59	Bio-Chemistry	0	1	1
60	Bio-Technology	15	3	18
61	BMLT	0	1	1
62	Botanical	1	0	1
63	Botany Honors	2	1	3
64	BPT	1	0	1
65	BSC	4	0	4
66	BSc (CT)	0	1	1
67	BSc Information technology	39	20	59
68	B.Sc. Genetics	1	0	1
69	B.Sc. Statistics	2	0	2
70	B tech CE	2	1	3
71	Chemistry Honors	1	0	1
72	Commerce	2	0	2
73	Computer Science	1	0	1
74	Computer Technology	0	1	1
75	CST	1	0	1
76	DDS	1	0	1
77	DGNM	14	0	14
78	Digital Contents	1	0	1
79	Diploma in Business	1	0	1

80	Diploma in Civil Eng.	5	2	7
81	Diploma in Electrical Engineering	2	0	2
82	Eco Honors	0	2	2
83	Education Honors	3	0	3
84	EMCS	3	0	3
85	English Honors	8	6	14
86	Environmental Science	1	0	1
87	F.C.P.S (Surgery)	1	0	1
88	Geography General	1	3	4
89	Geography Honors	1	3	4
90	GNM	0	25	25
91	GPHTM	0	1	1
92	History	0	1	1
93	History Honors	1	0	1
94	Hospitality Science	1	0	1
95	I PUC	1	0	1
96	International Relations	1	0	1
97	Journalism and Mass Communication	6	14	20
98	LLB	6	7	13
99	M Sc. (CS)	1	0	1
100	M Sc. Chemistry	1	0	1
101	M.A History	1	0	1
102	M.Com F.C	1	0	1
103	M.ED	8	1	9
104	M.F.C	1	0	1
105	M.Sc. CC	3	2	5
106	M.Sc. Economics	1	0	1
107	MA (Social Science)	2	0	2
108	MA Buddhist	1	0	1
109	MA English	0	4	4
110	Mass Communication	2	4	6
111	MBA	8	3	11
112	MBBS	5	3	8
113	MCA	3	0	3
114	MCJ	1	0	1
115	MD (Nephrology)	1	0	1
116	MIB	1	0	1

117	Microbiology	2	2	4
118	MS (Gynecology)	1	0	1
119	M.Sc. (Clinical Micro Biology)	1	0	1
120	M.Sc. SS	0	1	1
121	MSW (Masters of Social Work)	1	0	1
122	PGD in IFS	1	0	1
123	Ph.D	2	0	2
124	PHD (H&Pe)	1	0	1
125	Physiotherapy	0	2	2
126	Political Science	3	0	3
127	Science General	2	7	9
128	Sociology Honors	4	1	5
129	Zoology	0	1	1
Total		729	500	1229

Source: DAHE, MoE

Table 5.4: Number of job seekers registered by educational attainment and sex over the years

Sl. No	Category	2006		2007		2009		2010		2011		2012		Grand Total
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1	Master	NA	NA	NA	NA	NA	NA	13	12	26	9	45	20	125
2	Technical Graduate	26	9	29	6	40	24	275	134	337	138	448	268	1734
3	General Graduate	44	40	116	54	154	129	616	524	656	523	792	636	4,284
4	Diploma	104	87	19	16	141	71	12	11	26	27	50	5	569
5	Class XII	23	46	41	37	372	426	1,371	1,612	1435	1,365	1192	1,295	9,215
6	Certificate	164	76	93	109	185	151	173	300	321	274	53	74	1973
7	Class X	64	71	66	66	227	292	598	1,006	524	737	485	660	4,796
8	IX & Below	22	7	20	19	47	16	59	52	118	134	130	102	726
9	Uneducated	3	0	1	1	31	24	51	59	77	115	67	175	604
Total		450	336	385	308	1,197	1,133	3,168	3,710	3,520	3,322	3,262	3,235	24,026

Source: ESD, DoE, MoLHR

Table 5.5: Job seekers projection till 2018

Level of Education	2013	2014	2015	2016	2017	2018	Total
Cl x studying	14,899	15,386	15,537	16,865	16,392	15,919	94,998
Cl xii studying	7,163	8,070	8,939	9,232	9,322	10,119	52,845
Cl x job seekers	5,380	5,960	6,154	6,215	6,746	6,557	37,012
Cl xii job seekers	4,992	5,014	5,649	6,258	6,462	6,526	34,901
Degree job seekers	2,189	2,409	2,629	2,849	3,069	3,289	16,434
Job seekers (60%)	12,561	13,383	14,432	15,321	16,277	16,371	88,346
Other Job seekers (40%)	8,374	8,922	9,622	10,214	10,851	10,914	58,898
Total Job Seekers	20,936	22,305	24,054	25,536	27,129	27,286	147,244

Source: LMID, DoE, MoLHR

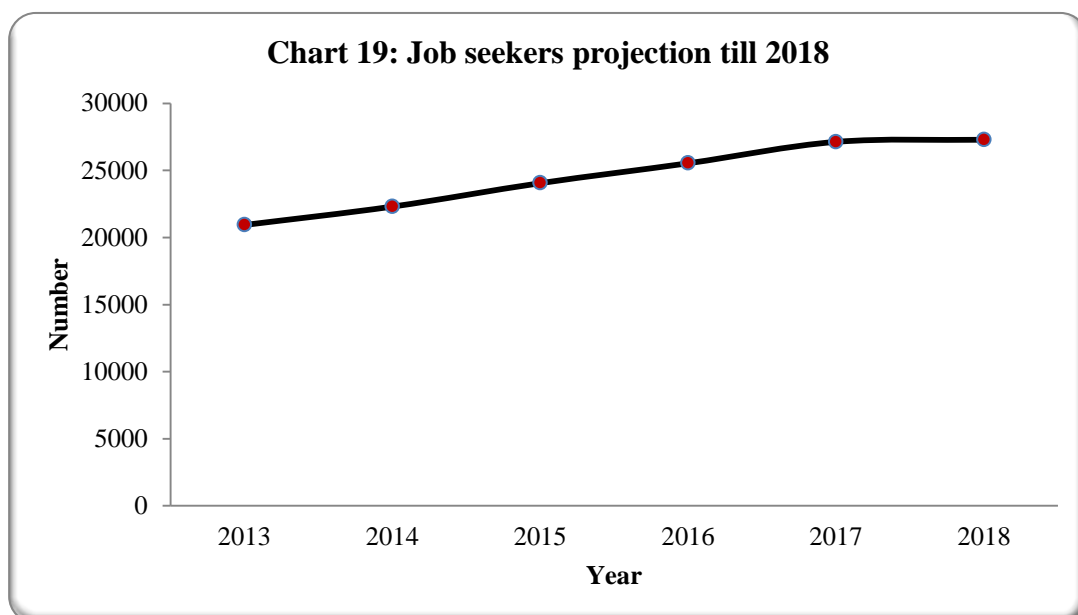


Table 5.6: Number of graduates who attended the National Graduate Orientation Programme by sex over the years

Year	Number of Graduates		Total	% share		
	Male	Female		Male	Female	Total
2004	350	145	495	5.3	3.6	4.6
2005	460	204	664	7.0	5.0	6.2
2006	468	309	777	7.1	7.6	7.3
2007	606	395	1,001	9.2	9.7	9.4
2008	819	403	1,222	12.4	9.9	11.5
2009	773	491	1,264	11.7	12.1	11.9
2010	801	473	1,274	12.1	11.7	12.0
2011	986	714	1,700	14.9	17.6	15.9
2012	1,340	923	2,263	20.3	22.8	21.2
Total	6,603	4,057	10,660	100.0	100.0	100.0

Source: ESD, DoE, MoLHR

The table above shows the number of graduates who attended the National Graduate Orientation Programme (NGOP) from 2004-2012. The total number of graduates in the country is expected to be slightly higher than the numbers reflected in the above table, since some graduates voluntarily do not attend the NGOP.

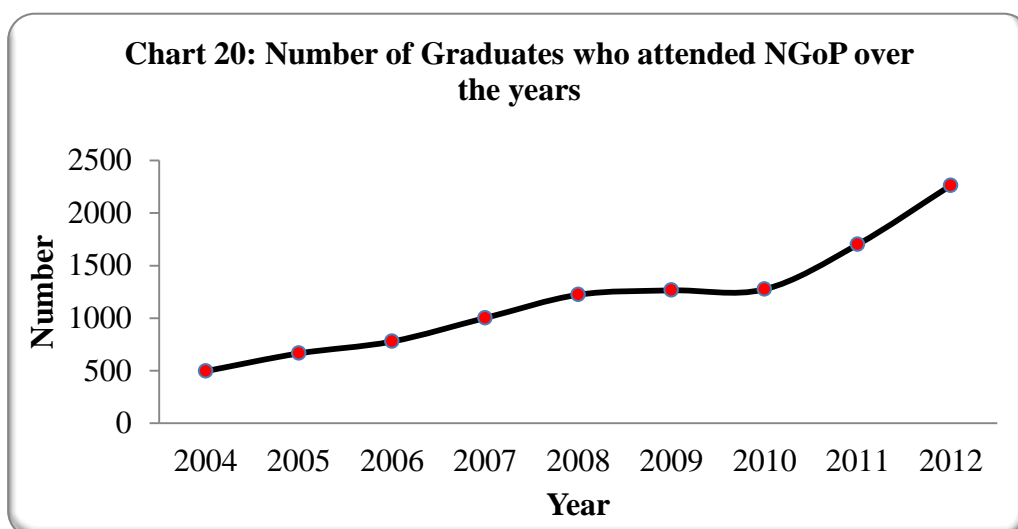


Table 5.7: Number of graduates who attended the National Graduate Orientation Programme by country of study, 2012

Sl. No	Country	Total	% share
1	Australia	15	0.7
2	Austria	1	0.0
3	Bangladesh	7	0.3
4	Bhutan	1,163	51.4
5	Canada	2	0.1
6	India	1,038	45.9
7	Pakistan	2	0.1
8	Philippines	3	0.1
9	Sri Lanka	8	0.4
10	Thailand	18	0.8
11	United Kingdom	2	0.1
12	United States	4	0.2
	Total	2263	100.0

Source: ESD, DoE, MoLHR

Table 5.8: Number of graduates from Technical Training Institutes (TTIs) and Zorig Chusum by course and institute, 2012

Sl.No	Name of Institutes	Course	2012
1	TTI- Khuruthang	Electrical	60
		Mechanical	40
		Total	100
2	TTI- Rangjung	Electrical & Electronics	100
		Computer Hardware	30
		Furniture Making	15
		Automobile Mechanics	10
		Total	155
3	TTI- Chumey	Carpentry	25
		Masonry	25
		Plumbing	25
		Electrical	25
		Welding	15
		Tailoring	25
		Total	140

	TTI-Sershong	Carpentry	12
		Masonry	24
		Plumbing	24
		Mechanical	24
		Electrical	24
		Upholstery and design work	12
		Total	120
5	TTI- Thimphu	Automobile Engineering	30
		Automobile Electrical	15
		Total	45
6	TTI - Samthang	Automobile	70
		Heavy Driving	18
		Total	88
	Institute of Zorig Chusum - Thimphu	Tshemdru(Embroidery)	12
		Jimzo(Sculpture)	12
		Shazo(wood turning & lacqueiring)	6
		Lhadri(Painting)	12
		Troezo(Silver/goldsmith)	8
		Thazo(weaving/silk screaming)	12
		Patra(wood carving)	6
		Slate casting	6
	Total	74	
8	Institute of Zorig Chusum- Trashiyangtse	Tshemzo(Tailoring)	24
		Jimzo(Sculpture)	12
		Shazo(wood turning & lacqueiring)	12
		Lhadri(Painting)	30
		Troezo(Silver/goldsmith)	20
		Patra(wood carving)	28
		Total	126
	Grand Total	848	

Source: DHR, MoLHR

CHAPTER 6 – TRAINING AND EMPLOYMENT

This section contains information on trainings and employment and also on trainings and unemployment.

From table 6.1 and 6.2, it can be clearly seen that 84.7% are employed without training and only 15.3% are employed with training. Of the total of 6094 unemployed persons, 21.9% are also unemployed with training and 78.1% are unemployed without training.

Table 6.1: Training and Employment by sex, 2012

Employed persons	Male (%)	Female (%)	Total	
			%	Number
Employed with Training	23.7	7.2	15.3	50,262
Employed without Training	76.3	92.8	84.7	279,226
Total number of employed persons	100.0	100.0	100.0	329,488

Source: Labour Force Survey, 2012

Table 6.2: Training and Unemployment by sex, 2012

Unemployed persons	Male (%)	Female (%)	Total	
			%	Number
Unemployed with Training	27.9	17.0	21.9	1,512
Unemployed without Training	72.1	83.0	78.1	5,392
Total number of unemployed persons	100.0	100.0	100.0	6,904

Source: Labour Force Survey, 2012

Chart 21: Employment with and without training

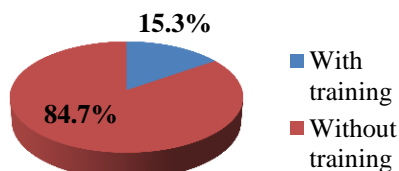
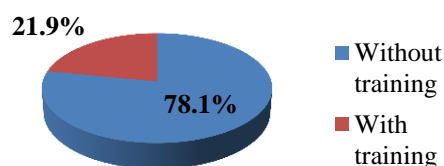


Chart 22: Unemployment with and without training

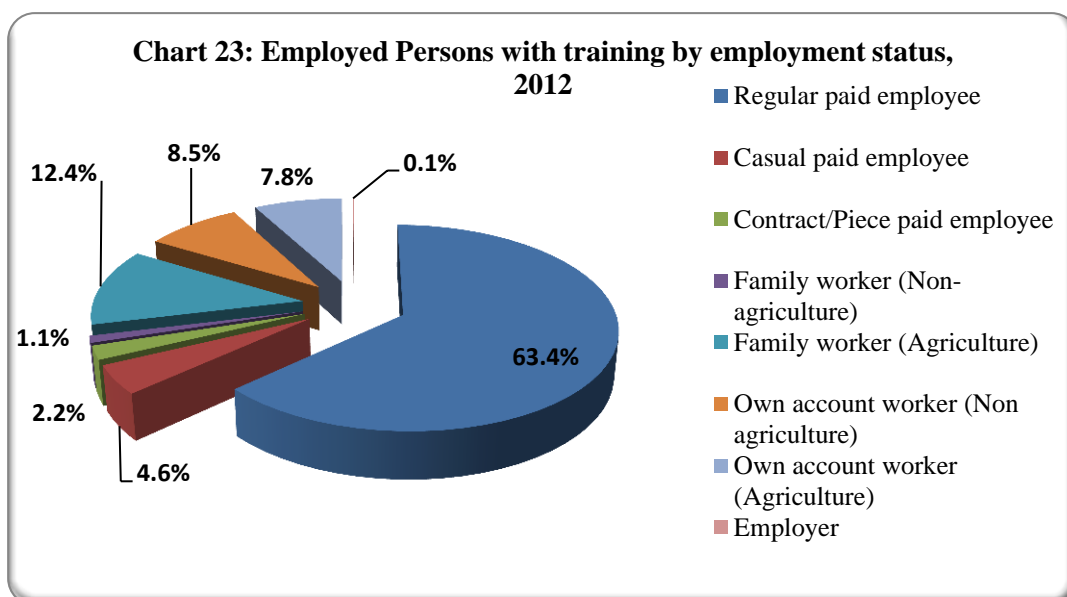


Of the total 6,904 unemployed person, 1,512 attended trainings. Most of the unemployed persons are trained in computer courses with 26.3% and least of 0.2% being tourist guide and financial management.

Table 6.3: Nature of employment of employed persons with training by sex, 2012

Nature of Employment	Male (%)	Female (%)	Total	
			%	Number
Regular paid employee	65.6	56.2	63.4	31,856
Casual paid employee	5.3	2.4	4.6	2,299
Contract/Piece paid employee	2.3	1.8	2.2	1,114
Family worker (Non-agriculture)	0.8	2.0	1.1	544
Family worker (Agriculture)	8.8	23.8	12.4	6,227
Own account worker (Non agriculture)	8.8	7.7	8.5	4,279
Own account worker (Agriculture)	8.3	6.1	7.8	3,908
Employer	0.1	0.1	0.1	35
Total employed persons with training	100.0	100.0	100.0	50,262

Source: Labour Force Survey, 2012

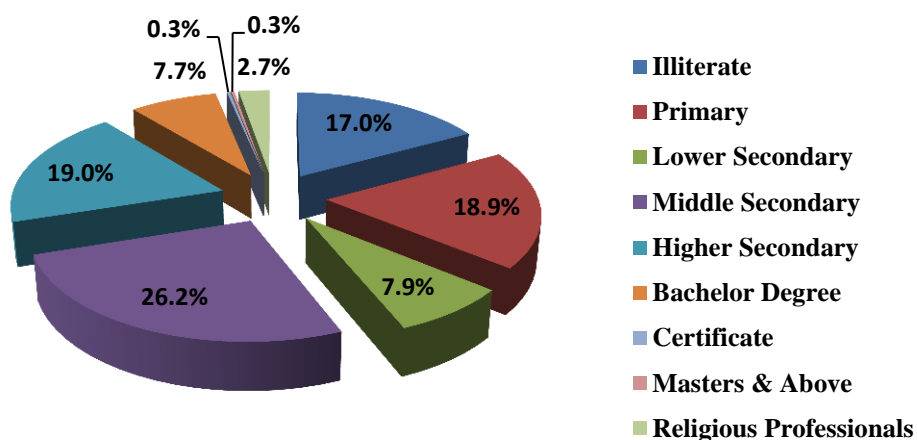


From the above chart, regular paid employee is the highest trained with 63.4% followed by farmers with 12.4%. The survey revealed that the least employed person trained is the employer. Of the total 31,856 regular paid trained employees, 21.2% are female against 78.8% male.

Table 6.4: Educational qualification of unemployed persons with training by sex, 2012

Level of Education	Male (%)	Female (%)	Total	
			%	Number
Illiterate	23.4	8.3	17.0	257
Primary	27.9	6.7	18.9	286
Lower Secondary	10.8	3.9	7.9	119
Middle Secondary	17.6	37.9	26.2	396
Higher Secondary	10.3	30.7	19.0	287
Bachelor Degree	5.2	11.2	7.7	117
Certificate	0.0	0.8	0.3	5
Masters & Above	0.0	0.6	0.3	4
Religious Professionals	4.7	0.0	2.7	41
Total unemployed with training	100.0	100.0	100.0	1,512

Source: Labour Force Survey, 2012

Chart 24: Unemployed persons with training by level of education, 2012

From the above chart, of the total 1,512 unemployed persons with training, the highest unemployed persons are with middle secondary educational qualification (26.2%) followed by 19.0% with higher secondary educational qualification. The lowest unemployed persons with training are in qualification of masters and certificate (0.3%).

CHAPTER 7 –FOREIGN EMPLOYMENT

This chapter has information on number of Bhutanese people working outside the country and foreign workers working in the country. The data on Bhutanese people working outside the country is compiled from the record maintained by the Department of Employment. The foreign workers statistics is compiled from the labour-net of the Department of Labour.

Table 7.1: Number of Bhutanese people working outside Bhutan by sex over the years

Year	Male	Female	Total
2007	1	1	2
2008	3	2	5
2009	2	2	4
2010	8	3	11
2011	46	54	100
2012	15	9	24
Total	75	71	146

Source: DoE, MoLHR

Table 7.2: Number of Foreign workers employed in Bhutan by Nationality and sex, 2012

Sl. No	Nationality	Male	Female	Total
1	Argentina	1	0	1
2	Australia	4	1	5
3	Austrian	8	1	9
4	Bangladesh	62	1	63
5	Belgium	1	1	2
6	British	1	0	1
7	Cambodia	0	1	1
8	Canada	7	6	13
9	China	26	0	26
10	Czech republic	1	0	1
11	Denmark	2	2	4
12	Finland	0	2	2
13	France	3	3	6
14	Germany	9	2	11

15	Greece	1	0	1
16	India	52,306	228	52,534
17	Indonesia	5	0	5
18	Ireland	1	0	1
19	Italy	0	1	1
20	Japanese	67	23	90
21	Korea	7	0	7
22	Lebanon	1	0	1
23	Liberia	0	1	1
24	Malaysia	3	3	6
25	Mozambique	1	0	1
26	Myanmar	17	13	30
27	Nepal	78	2	80
28	Netherlands	7	3	10
29	New Zealand	4	1	5
30	Norway	0	1	1
31	Pakistan	1	1	2
32	Philippines	3	2	5
33	Poland	1	0	1
34	Russia	1	0	1
35	Singapore	3	1	4
36	Slovakia	8	0	8
37	Slovenia	1	0	1
38	Spain	1	0	1
39	Sri Lankan	6	0	6
40	Sweden	1	0	1
41	Switzerland	3	1	4
42	Thailand	15	10	25
43	United kingdom	9	3	12
44	United States of America	35	27	62
TOTAL		52,711	341	53,052

Source: Labour-net as of 27th December, 2012

Table 7.3: Number of Foreign workers employed in Bhutan by Dzongkhag and sex, 2012

Sl. No	Dzongkhag	Male	Female	Total
1	Bumthang	971	8	979
2	Chhukha	3,560	29	3,589
3	Dagana	2,212	0	2,212
4	Gasa	107	0	107
5	Haa	246	3	249
6	Lhuentse	284	2	286
7	Mongar	478	5	483
8	Paro	1,488	26	1,514
9	Pema Gatshel	1,999	1	2,000
10	Punakha	1,434	14	1,448
11	Samdrup Jongkhar	1,277	41	1,318
12	Samtse	1,667	59	1,726
13	Sarpang	2,718	7	2,725
14	Thimphu	10,980	115	11,095
15	Trashigang	670	3	673
16	Trashiyangtse	102	3	105
17	Trongsa	5,059	9	5,068
18	Tsirang	1,092	2	1,094
19	Wangdue Phodrang	12,323	6	12,329
20	Zhemgang	1,406	5	1,411
21	NIL*	2,638	3	2,641
TOTAL		52,711	341	53,052

Source: Labour-net as of 27th December, 2012

*Note: * Those workers working near the road side have not been categorized into respective Dzongkhags by the labour-net system.*