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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 eighth 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, researchers and career counselors make use of the bulletin for proper planning and decision making.

**MINISTER
MINISTRY OF LABOUR AND HUMAN RESOURCES**

Definitions:

Reference Period: The reference period of the survey pertains to the last one week's time prior to the date of enumeration.

Labour Force: The labour force comprises of the economically active population (employed + unemployed) 15 years of age and above.

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.

Employed: Those persons, who during the reference period, work as paid employees, employers, own account workers (self-employed), or family workers. This even includes persons with a job but not at work during the reference period.

Unemployed: Those persons who did not work during the reference period but looking for work and simultaneously available to take up the work.

Employee: The person who works for payment (cash or kind).

Employer: The person who employs at least one paid employee under him.

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.

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.

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

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.

Employment-to-population ratio: It is the number of people in employment to the country's working age population (15 years and above).

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.

Proportion of own-account and contribution family workers in total employment: It is the percentage of own account/self employed and family workers out of the total employed persons.

Abbreviations:

ATP	-	Apprenticeship Training Programme
PEEP	-	Pre-Employment Engagement Programme
ESD	-	Employment Services Division
LMIRD	-	Labour Market Information & Research 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 and Housing Census of Bhutan
GDP	-	Gross Domestic Product
NHRD	-	National Human Resources Development
LMIB	-	Labour Market Information Bulletin

INTRODUCTION

The Labour Market Information Bulletin comprises information on the supply and demand for workers both from within and outside the country. It also 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 sectors 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 Labour Market Information Bulletin 2013 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.

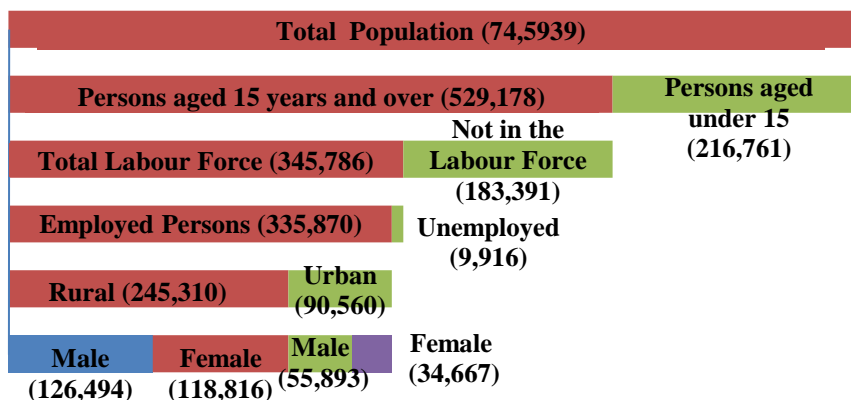
SUMMARY HIGHLIGHTS:

Sl. No.	Key Indicator	2001	2003	2004	2006	2009	2010	2011	2012	2013	
Population distribution by age structure (%)											
1	<15	36.4	35.5	31.3	30.8	31.2	30.5	30.5	28.9	29.1	
	15-64	60.5	59.5	62.3	60.9	62.6	64	64.1	65.3	65.5	
	65+	3.1	5	6.4	8.3	6.3	5.5	5.4	5.8	5.5	
Rural-Urban proportion (%)											
2	Rural	69.7	73.6	73.1	72.6	75.5	69.2	68.5	69.5	69.1	
	Urban	30.3	26.4	26.9	27.4	24.5	30.8	31.5	30.5	30.9	
Male-Female Proportion (%)											
3	Male	49.8	49.7	48	50.7	49.5	48.6	48.8	48.9	49.6	
	Female	50.2	50.3	52	49.3	50.5	51.4	51.2	51.1	50.4	
Labour Force Participation Rate (%)											
By area											
4	Rural	51.7	66.5	56	63.5	71.9	69.3	70.1	60	67.9	
	Urban	66.4	52.3	49.7	57.2	63.2	67	61.2	59.2	59.5	
	By gender										
	Male	75.2	72.6	67.5	69.8	72.8	73.6	72.3	65.7	72.1	
	Female	38.4	53.6	42.7	53.9	64.6	63.9	67.4	63.2	58.9	
Unemployment rate (%)											
5	By area										
	Rural	0.6	1.5	2.6	2.5	3	2.6	2.1	1.5	1.5	
	Urban	4.1	2.9	2	4.9	7.5	5.1	5.8	3.54	6.3	
Unemployment rate (%)											
5	By gender										
	Male	1.3	1.6	2.1	2.6	2.6	2.7	1.8	1.9	2.2	
	Female	3.2	2	3.3	3.8	5.4	4	4.5	2.2	3.7	
6	Growth rate of GDP per person employed	0.09	0.12	0.13	0.14	0.13	0.14	0.14	0.15	NA	
		Nu.21,476.4Mn.	Nu.25,537.9Mn.	Nu.27,269.5Mn.	(Nu.31,672.8Mn.	Nu.40,650.64Mn.	Nu.45,434.69Mn.	Nu.49,318.48Mn.	Nu.51,597.00Mn.	NA	
7	Employment-to-population ratio (%)	55.4	61.9	53.2	59.9	65.8	66.3	65.3	63.1	63.5	
8	Proportion of employed people living below \$1(PPP) per day (%)	NA	NA	NA	NA	3.9	1.9	11.7	16.2	16.6	
9	Proportion of own-account and contributing family workers in total employment (%)	20.6	13.9	14.5	67.7	74.2	27.3	70.9	53.0	29.9	

Source: Labour Force Surveys and National Accounts Statistics

CHAPTER 1– LABOUR FORCE

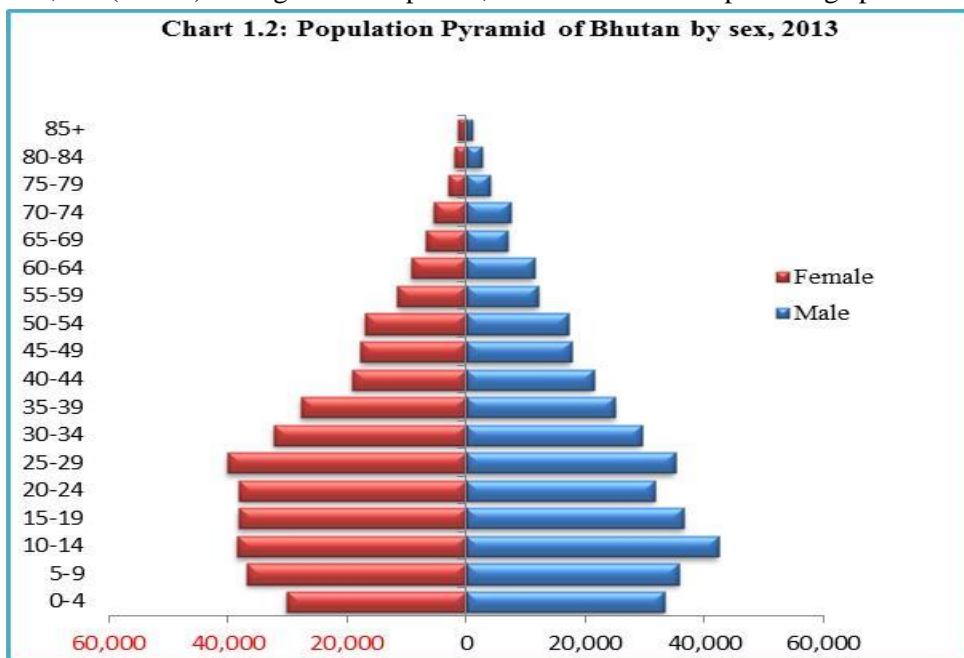
Chart 1.1: Composition of Labour Force 2013



Source: Labour Force Survey 2013, MoLHR

Chart 1.1 shows the composition of labour force as of 2013, which rose from 232,203 (56.5%) to 345,786 (65.3%) between 2001 and 2013, an 8.8 percent increase. The number of persons aged 15 years and over also increased from 411,196 (63.55%) to 529,178 (70.9%) during the same period, an increase of 7.35 percentage points.

Chart 1.2: Population Pyramid of Bhutan by sex, 2013



Source: Labour Force Survey 2013, MoLHR

Table 1.1: Population estimate by age group, sex and area of residence, 2013

Age	Urban			Rural			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
0-4	11,477	10,542	22,019	21,799	19,631	41,430	33,276	30,173	63,449
5-9	10,810	11,703	22,513	24,818	25,145	49,963	35,628	36,848	72,476
10-14	11,828	12,018	23,846	30,450	26,539	56,989	42,278	38,557	80,835
15-19	10,816	12,476	23,292	25,631	25,767	51,398	36,447	38,243	74,690
20-24	9,361	14,908	24,269	22,305	23,284	45,589	31,666	38,192	69,858
25-29	13,872	17,361	31,233	21,122	22,745	43,867	34,994	40,106	75,100
30-34	12,377	11,826	24,203	16,988	20,555	37,543	29,365	32,381	61,746
35-39	9,549	9,965	19,514	15,341	17,892	33,233	24,890	27,857	52,747
40-44	7,471	5,541	13,012	13,792	13,712	27,504	21,263	19,253	40,516
45-49	5,330	3,744	9,074	12,148	13,965	26,113	17,478	17,709	35,187
50-54	4,015	2,891	6,906	13,018	14,259	27,277	17,033	17,150	34,183
55-59	1,879	1,652	3,531	10,199	9,918	20,117	12,078	11,570	23,648
60-64	1,362	1,188	2,550	10,056	8,115	18,171	11,418	9,303	20,721
65-69	642	959	1,601	6,293	5,790	12,083	6,935	6,749	13,684
70-74	689	772	1,461	6,643	4,702	11,345	7,332	5,474	12,806
75-79	382	366	748	3,630	2,627	6,257	4,012	2,993	7,005
80-84	434	311	745	2,253	1,802	4,055	2,687	2,113	4,800
85+	88	195	283	1,008	1,197	2,205	1,096	1,392	2,488
Total	112,382	118,418	230,800	257,494	257,645	515,139	369,876	376,063	745,939

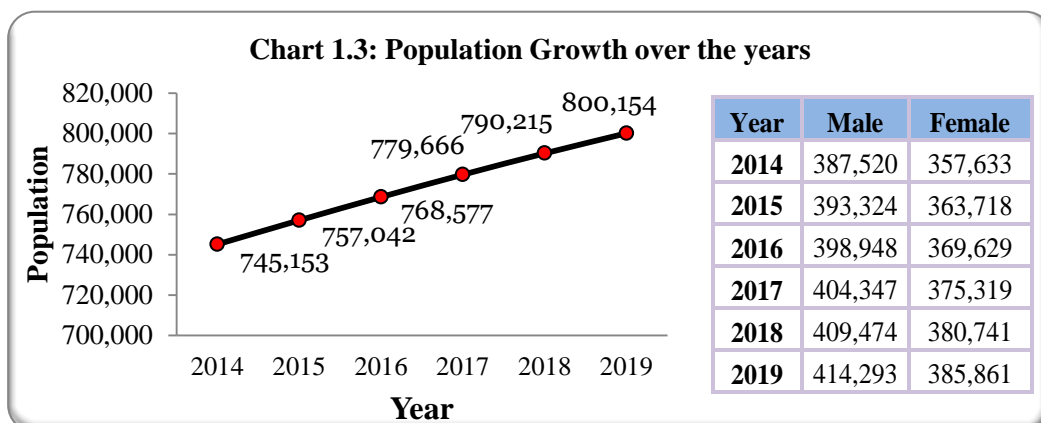
Source: Labour Force Survey 2013, MoLHR

The population estimate of Bhutan for 2013 is **745,939**, as per Labour Force Survey 2013— comprising of 49.6 percent male and 50.4 percent female. Also 69.1 percent of the Bhutanese population is estimated to reside in rural areas and 30.1 percent in urban.

The largest numbers of persons are in the age group 0-34 years, contributing 66.8 percent of the total population. Hence Bhutan's demographic profile is observed as youthful.

The following chart, Chart 1.3, shows the population growth projection from 2014-2019, the population figures of which have been computed from the Statistical Yearbook of Bhutan 2013 of the National Statistics Bureau. **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 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%.



Source: Statistical Yearbook of Bhutan, 2013, NSB

The labour force data revealed age as the main factor contributing to loss in the dynamism of labour market (as depicted in Table 1.2). This variation in labour force participation by age is attributed to the age distribution of the population changing significantly due to changes in factors like fertility, migration and mortality, etc.

Table 1.2: Labour Force Participation Rates by age group, area of residence and sex, 2013

Age	Urban			Rural			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	3.7	7.1	5.5	13.5	11.3	12.4	10.6	9.9	10.2
20-24	50.7	48.0	49.1	53.8	57.2	55.5	52.9	53.6	53.3
25-29	91.3	62.8	75.5	83.9	81.6	82.7	86.8	73.5	79.7
30-34	97.0	60.6	79.2	95.3	80.4	87.2	96.0	73.2	84.0
35-39	97.1	55.4	75.8	96.1	84.3	89.7	96.5	74.0	84.6
40-44	96.1	51.1	76.9	97.3	87.9	92.6	96.8	77.3	87.6
45-49	94.2	51.6	76.6	96.2	87.7	91.7	95.0	80.1	87.5
50-54	92.5	41.5	71.1	91.5	82.2	86.6	91.7	75.3	83.5
55-59	80.7	36.9	60.2	86.1	76.7	81.5	86.1	71.0	78.7
60-64	64.5	20.5	44.0	81.2	64.6	73.8	79.2	59.0	70.1
65-69	37.2	11.7	21.9	71.2	58.4	65.1	68.1	51.8	60.0
70-74	32.2	7.9	19.4	46.3	28.3	38.8	45.0	25.4	36.6
75-79	6.3	3.8	5.1	50.6	19.7	37.6	46.3	17.8	34.1
80-84	23.3	7.1	16.5	26.5	12.3	20.2	25.9	11.6	19.6
85+	0.0	3.1	2.1	37.0	0.0	16.9	34.0	0.4	15.2
Total	74.1	45.9	59.5	71.2	64.8	67.9	72.1	58.9	65.3

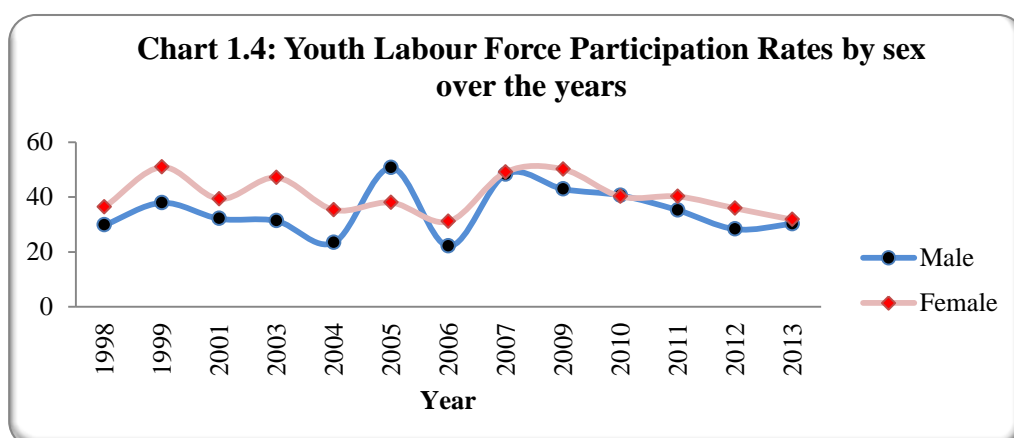
Source: Labour Force Survey 2013, MoLHR

Table 1.3: Youth Labour Force Participation Rate (YLFPR) by sex over the years

Year	Youth labour force			Youth Population			Labour Force participation		
	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	44.0
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	29.0
2005	39,428	25,836	65,264	77,758	68,052	145,810	50.7	38.0	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	49.0	48.7
2009	30,000	39,500	69,500	68,000	75,000	143,000	44.1	52.7	48.6
2010	25,300	30,100	55,400	62,500	74,700	137,200	40.5	40.3	40.4
2011	22,200	30,200	52,400	63,000	75,000	138,000	35.2	40.3	38.0
2012	190,078	28,855	47,933	67,505	80,273	147,778	281.6	35.9	32.4
2013	20,592	24,272	44,864	68,113	76,435	144,548	30.2	31.8	31.0

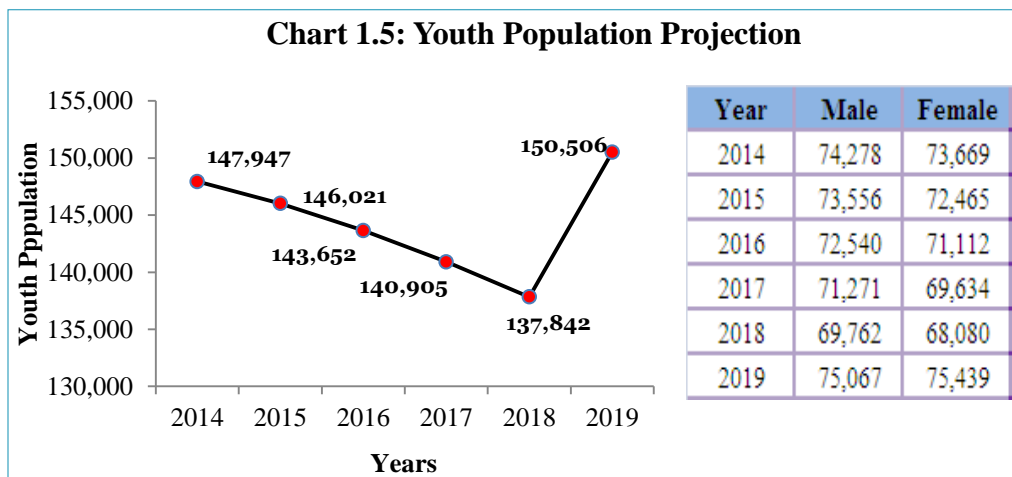
Source: Labour Force Surveys, MoLHR

The table above provides an indication of the relative size of the supply of youth labour force till 2013. The Labour Force Survey 2013 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).



Source: Labour Force Survey 2013, MoLHR

The following line graph, Chart 1.5 illustrates the youth population projection from 2014-2019 and the table alongside is a projection of the youth population by gender from 2014-2019 projected by NSB. The total youth population in 2019 is estimated to be **150,506** consisting of **75,067** male and **75,439** female.



Source: Statistical Yearbook of Bhutan 2013, NSB

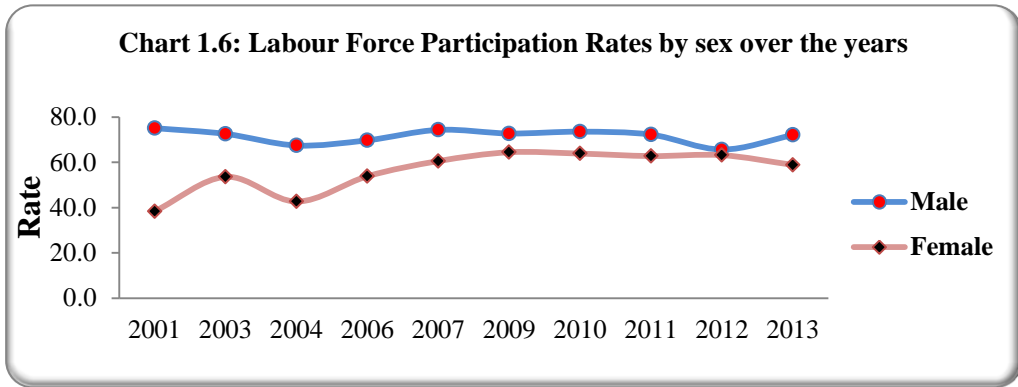
Table 1.4: Labour Force Participation Rates by sex over the years

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
2013	72.1	58.9	65.3

Source: Labour Force Surveys, MoLHR

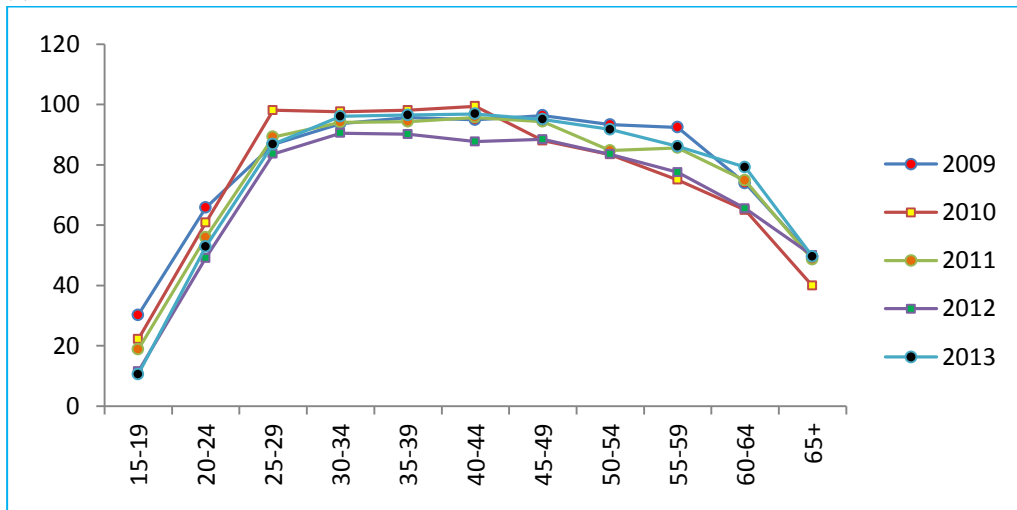
Chart 1.6 below depicts the trend of labour force participation rates for male and female over the years (2001-2013). It is quite vivid that the rate of labour force

participation for male has always been higher than that of female over the years. Interestingly, labour force participation rate for female has been increasing over the years. Labour force participation rate for female has risen from 38.4 percent in 2001 to 58.9 percent in 2013, a 20.5 percentage point increase.

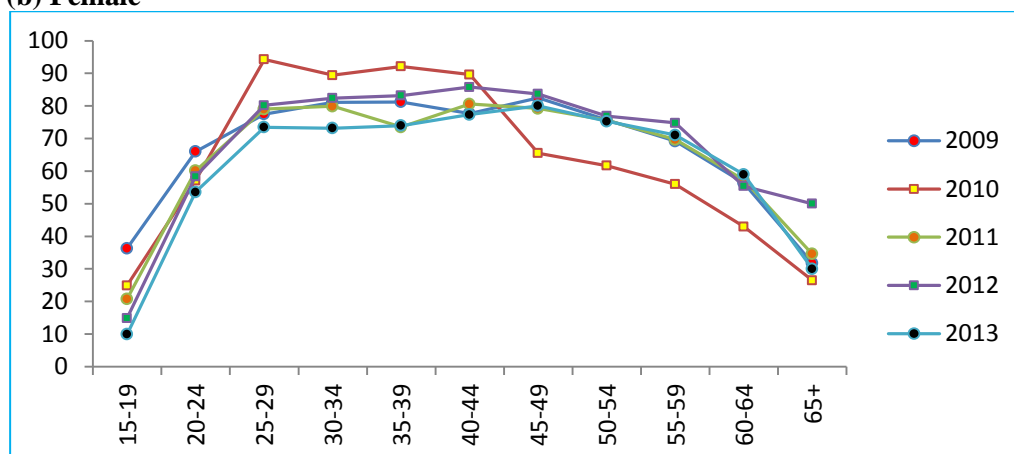


Source: Labour Force Surveys, MoLHR

Chart 1.7: Labour Force Participation Rate by sex and age over the years
(a) Male



Source: Labour Force Surveys, MoLHR

(b) Female

Source: Labour Force Surveys, MoLHR

Chart 1.7 shows the changes in the labour force participation rates by sex and age from 2009-2013. From this information we can extrapolate the following conclusions:

1. The labour force participation rate for the young population (below 25 years) and the elderly (60 years and above) for both sexes have been decreasing over the past five years.
2. Both graphs show significant drop in labour force participation rate in the age group 15-19 years as the age group tend to attend school for longer duration.
3. Until 2012, male labour force participation rate had been more or less consistent, with not much significant difference. However, in 2013, male Labour Force Participation Rate is higher compared to 2012, 2011 and 2010.
4. While the male participation rate is showing a positive trend in 2013, the case is not the same for the female workforce. The labour force participation rate for female aged 15-44 years has also shifted downward in 2013, and the overall female LFPR has dropped from 63.2 in 2012 to 58.9 in 2013.

Note: Labour force participation rate for women do not form "M" shape as normally observed in other countries since those who are on maternity leave are still considered to be economically active in Bhutan.

CHAPTER 2 – EMPLOYMENT

Employment Policies and Effort to Combat Unemployment

The policy of the government is to provide gainful employment to all its citizens of the country and offer high priority to the youths to equip them with hard skills for better employability in the labour market.

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 the total 335,870 employed people in Bhutan in 2013, 54.3 percent comprised of male employees and the remaining 45.7 percent were female.

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

Year	No. of Employed Persons			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	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
2010	165,900	155,000	320,900	97.3	96	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
2013	182,387	153,483	335,870	97.8	96.3	97.1

Source: Labour Force Surveys, MoLHR



Source: Labour Force Surveys, MoLHR

Chart 2.1 above shows the employment rate for male and female from 1998- 2013, indicating that employment trend has been in favour of male.

Table 2.2 shows the number of employed persons by area of residence. The highest number of employed persons in both urban and rural areas is between the age group of 25-29 years and the lowest number of employed persons are in the age group of 85 years and above.

Table 2.3 (below Table 2.2) shows the nature of employment in the Bhutanese labour market. Most of the employed persons are contributing family workers. Only 20.4% of the total employed are regular paid employees. The table also depicts that more number of males are either paid employees or employers against more number of females as family workers.

Table 2.2: Employed persons by age group, area of residence and sex, 2013

Age	Both Areas			Urban			Rural		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	3,751	3,553	7,304	376	736	1,112	3,375	2,816	6,191
20-24	14,954	18,324	33,278	3,739	5,337	9,076	11,215	12,987	24,202
25-29	28,784	27,256	56,040	11,882	9,637	21,519	16,902	17,619	34,521
30-34	28,030	23,053	51,083	11,934	6,773	18,707	16,096	16,280	32,376
35-39	23,902	20,226	44,128	9,213	5,240	14,453	14,689	14,986	29,675
40-44	20,524	14,672	35,196	7,109	2,814	9,923	13,415	11,858	25,273
45-49	16,597	14,120	30,717	5,008	1,874	6,882	11,590	12,247	23,837
50-54	15,594	12,904	28,498	3,689	1,188	4,877	11,906	11,716	23,622
55-59	10,283	8,219	18,502	1,504	610	2,114	8,778	7,609	16,387
60-64	9,021	5,486	14,507	855	243	1,098	8,166	5,244	13,410
65-69	4,721	3,496	8,217	239	112	351	4,482	3,383	7,865
70-74	3,297	1,391	4,688	222	61	283	3,075	1,330	4,405
75-79	1,859	532	2,391	24	14	38	1,835	518	2,353
80-84	697	245	942	101	22	123	596	222	818
85+	373	6	379	0	6	6	373	0	373
Total	182,387	153,483	335,870	55,895	34,667	90,562	126,493	118,815	245,308

Source: Labour Force Survey 2013, MoLHR

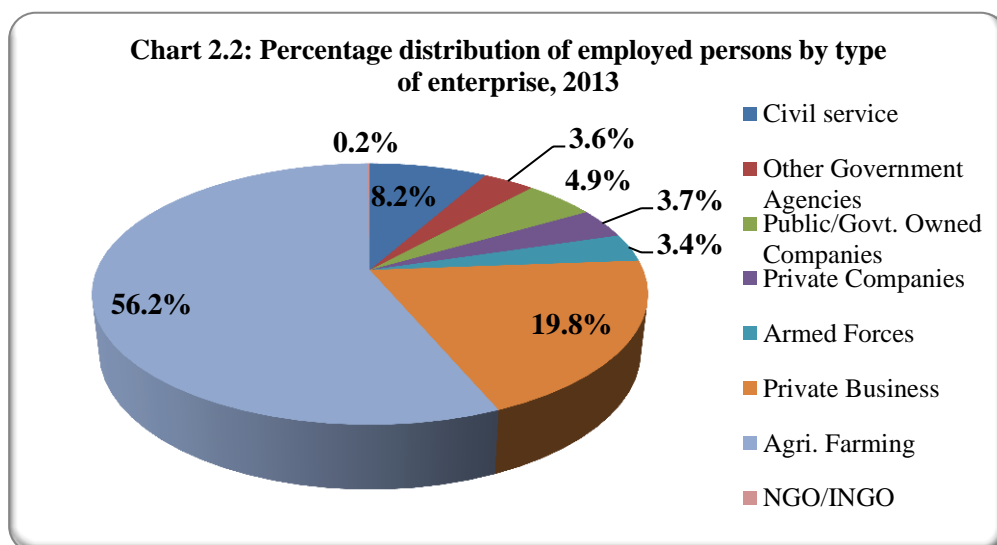
Table 2.3: Employment by sex and area of residence, 2013

Table 2.3 (a): Employment status by sex and nature of employment, 2013								
Sex	Nature of Employment							Total
	Regular paid employee	Casual paid employee	Contract/Piece paid employee	Own account worker (Non agriculture)	Own account worker (Agriculture)	Family worker (Non-agriculture)	Family worker (Agriculture)	
Male	64,343	4,559	4,579	21,460	46,754	2,179	38,513	182,387
Female	22,037	3,596	2,037	22,731	41,195	6,022	55,863	153,483

Table 2.3 (b): Employment status by area of residence and nature of employment, 2013

Area	Nature of Employment							Total
	Regular paid employee	Casual paid employee	Contract/Piece paid employee	Own account worker (Non agriculture)	Own account worker (Agriculture)	Family worker (Non-agriculture)	Family worker (Agriculture)	
Rural	28,768	4,946	3,984	23,745	86,325	4,156	93,385	245,310
Urban	57,612	3,212	2,634	20,443	1,626	4,044	991	90,560
Total	86,379	8,159	6,617	44,189	87,590	8,202	94,376	335,870

Source: LabourForce Survey 2013, MoLHR



Source: Labour Force Survey 2013, MoLHR

Of the total **335,870** employed persons, 56.2 percent are engaged in agriculture farming, followed by private businesses and civil servants with 19.8 and 13.5 percents respectively. The majority of employed persons are in age group 20-49 years, forming 74.6 percent of the total labour force.

Table 2.4: Number of employed persons by age group, type of enterprise and sex, 2013

Age	Civil Service		Other Government Agencies		Public/ Government Owned Companies		Private Companies		Armed Forces		Private Business		Agri. Farming		NGO/INGO		Total		Grand total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
15-19	14	0	102	93	35	69	336	121	54	0	392	805	2,818	2,465	0	0	3,751	3,553	7,304
20-24	1,347	1,270	442	418	910	810	1,870	487	346	274	2,404	4,037	7,624	10,994	11	34	14,954	18,324	33,278
25-29	3,895	3,134	1,030	716	2,807	1,497	2,796	1,091	1,920	205	6,747	8,065	9,532	12,446	57	103	28,784	27,257	56,041
30-34	4,652	1,961	1,662	507	2,158	936	2,077	461	2,938	139	5,609	5,898	8,854	13,083	80	68	28,030	23,053	51,083
35-39	3,045	1,052	1,830	634	2,073	505	981	184	2,316	58	4,588	5,926	9,026	11,845	44	23	23,903	20,227	44,130
40-44	2,524	499	1,730	423	1,545	272	687	58	1,822	0	3,768	3,388	8,425	10,020	23	12	20,524	14,672	35,196
45-49	1,877	157	1,181	204	1,438	303	483	61	931	23	2,716	2,061	7,925	11,289	46	23	16,597	14,121	30,718
50-54	1,243	228	429	55	845	29	416	35	403	11	2,665	1,580	9,547	10,954	45	11	15,593	12,903	28,496
55-59	479	58	348	0	178	0	127	0	122	0	1,401	705	7,628	7,456	0	0	10,283	8,219	18,502
60-64	11	0	154	0	34	0	92	0	6	0	1,550	803	7,174	4,683	0	0	9,021	5,486	14,502
65-69	0	0	14	0	77	0	23	0	0	0	313	106	4,294	3,389	0	0	4,721	3,495	8,216
70-74	0	0	34	0	0	0	0	0	0	0	427	49	2,835	1,343	0	0	3,296	1,392	4,688
75-79	0	0	0	0	0	0	0	0	0	0	411	14	1,448	518	0	0	1,859	532	2,391
80-84	0	0	0	0	0	0	0	0	0	0	101	0	596	245	0	0	697	245	942
85+	0	0	0	0	0	0	0	0	0	0	0	6	373	0	0	0	373	6	379
Total	19,087	8,359	8,956	3,050	12,100	4,421	9,888	2,498	10,858	710	33,092	33,443	88,099	100,730	306	274	182,386	153,485	335,870

Source: Labour Force Survey 2013, MoLHR

Table 2.5: All employed persons by major economic activity and nature of employment, 2013-Bhutan

Major Economic Activity	Nature of Employment							Total
	Regular paid employee	Casual paid employee	Contract/ piece paid worker	Own-account workers (Non-agriculture)	Own-account workers (Agriculture)	Family workers (Non-agriculture)	Family workers (Agriculture)	
Agriculture and forestry	513	2,463	190	4,049	87,549	105	94,376	189,245
Mining and quarrying	1,274	100	0	0	0	0	0	1,374
Manufacturing	6,629	1,631	1,732	8,152	119	2,385	0	20,648
Electricity, gas & water supply	3,981	24	23	0	11	0	0	4,039
Construction	6,557	674	1,779	1,603	77	54	0	10,744
Wholesale and retail trade	4,263	633	276	16,925	0	3,820	0	25,917
Hotels and restaurants	2,754	390	33	5,892	0	1,472	0	10,541
Transport and communications	5,080	1,074	661	5,202	0	177	0	12,194
Financial intermediation	2,782	23	50	11	0	0	0	2,866
Real estate, renting & business activities	2,847	88	224	868	0	60	0	4,087
Public administration & defense	28,067	92	303	156	75	0	0	28,693
Education	12,199	191	645	153	0	0	0	13,188
Health & social work	9,182	728	690	1,059	119	23	0	11,801
Private households with employed persons	251	48	11	119	0	106	0	535
Total	86,379	8,159	6,617	44,189	87,950	8,202	94,376	335,870

Source: Labour Force Survey 2013, MoLHR

CHAPTER 3 – UNEMPLOYMENT

Changes in Unemployment Rates and the Unemployment Structure

The major cause of unemployment in the country is due to mismatch in the supply and demand of labour in the labour market. 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 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:

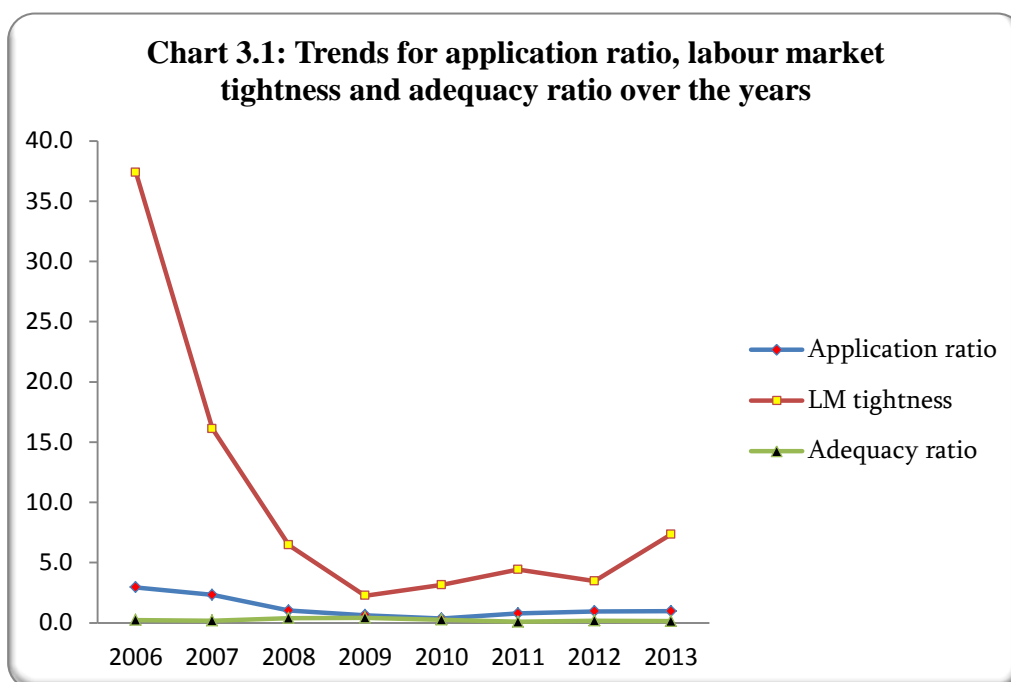
The number of referral flows is given by:

$$E = kU,$$

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.”

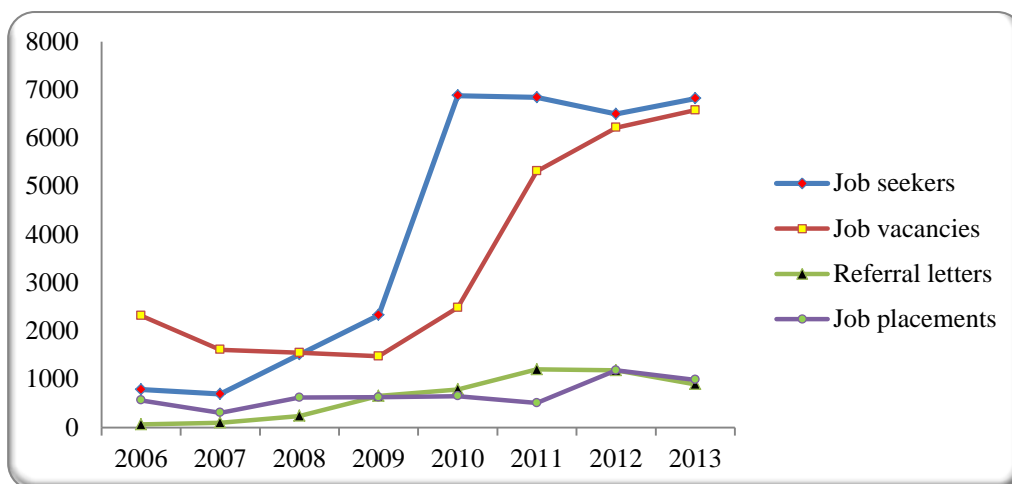


Labour market tightness for Bhutan has immensely declined from 37.4 in 2006 to 7.3 in 2013 (as seen in Chart 3.1) which indicates that the number of referrals issued has sharply increased. The increase in number of referrals is mainly due to increased availability of job opportunities and issuance of referral letters to the job seekers by Employment Services Division, and drastic improvements in employment facilitation services.

Application ratio has declined from 2.9 in 2006 to 1.0 in 2013 due to rapid growth in number of job seekers.

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

Chart 3.2: Trends of Job Seekers, Job Vacancies, Referral Letters and Job Placements over the years



In 2006, the number of job vacancies used to greatly exceed the number of job seekers but by 2010, the number of job seekers has increased sharply corresponding to increased job vacancies (Chart 3.2). Since 2008, the number of job seekers has been more than the number of job vacancies. However, the referral flows have been marginally low, although they have been on the constant rise.

Chart 3.2 clearly shows that the effort of the job seekers to look for jobs is very low as compared to the job vacancies that are available. Since referral flows have been very low, job placements have also been very low.

The following table shows the unemployment rate over the years. The Labour Force Survey 2013 estimated the unemployment rate for Bhutan to be 2.9 percent. Unemployment rate for Bhutanese male and female for the year 2013 is at 2.2 and 3.7 percent respectively. That is, for every 1000 male, 22 are found unemployed. Similarly for every 1000 female, 37 are found unemployed.

Table 3.1: Unemployment trends 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	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
2013	4,016	5,900	9,916	2.2	3.7	2.9

Source: Labour Force Surveys, MoLHR

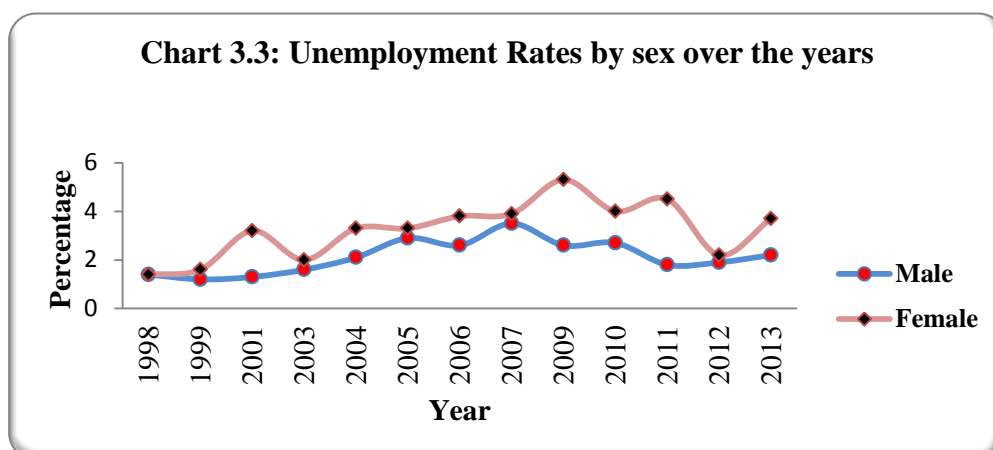


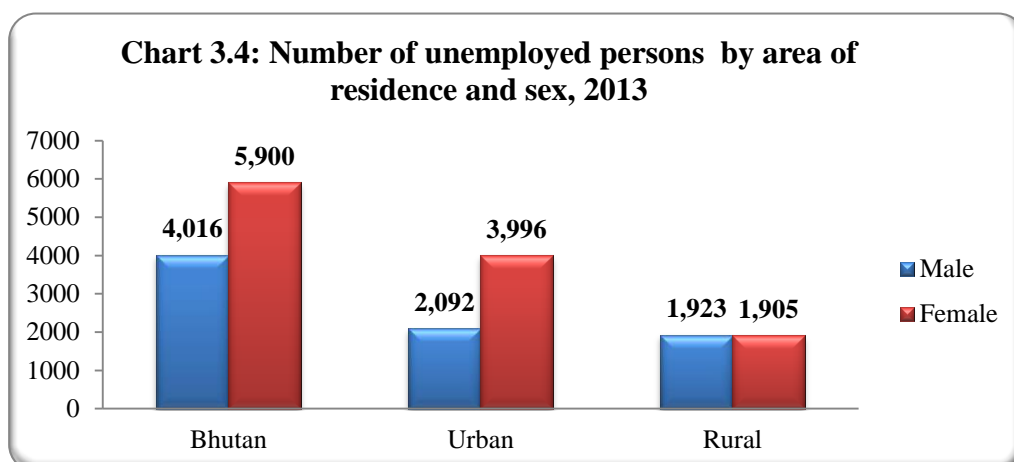
Chart 3.3 compares the rate of unemployment for male and female in Bhutan from 1998-2012. The trend shows that female unemployment rate has always been higher than that of male, and although the gap was seen closing in 2012, however, it widened in 2013 with 1.5 percent difference between male and female.

Not only has unemployment rate been biased of gender but also by area of residence. For 2013, unemployment rate is found to be higher in the urban (6.3%) than in the rural (1.5%) (as seen in Table 3.2) indicating that both male and female unemployment rates are high in urban.

Table 3.2: Distribution of unemployed persons by area of residence and sex, 2013

Area of Residence	Number of unemployed persons			Unemployment Rate (%)		
	Male	Female	Total	Male	Female	Total
Bhutan	4,016	5,900	9,916	2.2	3.7	2.9
Urban	2,092	3,996	6,088	3.6	10.3	6.3
Rural	1,923	1,905	3,828	1.5	1.6	1.5

Source: Labour Force Survey 2013, MoLHR



Source: Labour Force Survey 2013, MoLHR

Table 3.3: Unemployed persons by age group, area of residence and sex, 2013

Age	Rural			Urban			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	73	99	172	28	149	177	101	248	349
20-24	776	325	1,101	1,010	1,824	2,834	1,786	2,149	3,935
25-29	824	936	1,760	782	1,266	2,048	1,606	2,202	3,808
30-34	97	251	348	74	388	462	171	639	810
35-39	53	97	150	58	282	340	111	379	490
40-44	0	198	198	69	17	86	69	215	284
45-49	0	0	0	12	59	71	12	59	71
50-54	0	0	0	24	11	35	24	11	35
55-59	100	0	100	13	0	13	113	0	113
60-64	0	0	0	23	0	23	23	0	23
65-69	0	0	0	0	0	0	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	1,923	1,905	3,828	2,093	3,995	6,088	4,016	5,900	9,916

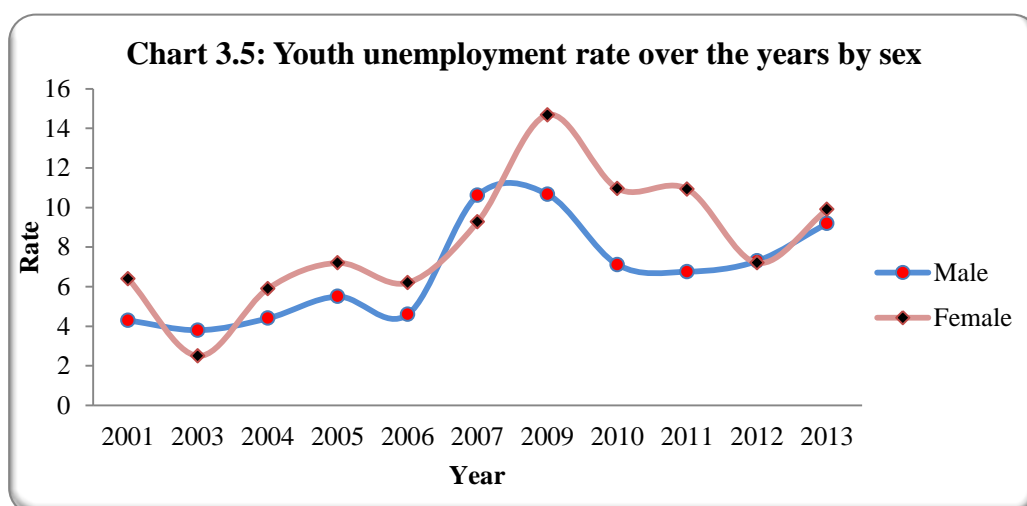
Source: Labour Force Survey 2013, MoLHR

Table 3.3 shows that unemployment is particularly high in the age group 20-24 and 25-29 years for both males and females as most of the job seekers enter the job market in either of the age group after school/college.

Table 3.4: Youth unemployment rate over the years by sex

	2001	2003	2004	2005	2006	2007	2009	2010	2011	2012	2013
Male	4.3	3.8	4.4	5.5	4.6	10.6	10.7	7.1	6.8	7.3	9.2
Female	6.4	2.5	5.9	7.2	6.2	9.3	14.7	11	10.9	7.2	9.9
Total	5.4	3.1	5.3	6.3	9.7	9.9	12.9	9.2	9.3	7.3	9.6

Source: Labour Force Surveys, MoLHR



It can be clearly noted that unemployment rate for female youths has been higher than male youths over the years except for the year 2003 and 2007, as shown in table 3.4 and Chart 3.5. Unemployment rates for both male and female youths have been on the decline since 2009. However, the Labour Force Survey 2013 revealed that unemployment rates for both male and female youths have increased from 7.3 and 7.2 to 9.2 and 9.9 percents respectively, as compared to 2012, hence leading to an increase in overall youth unemployment rate from 7.3 percent to 9.6 percent for the year 2013.

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 outlets as well as from administrative records maintained by relevant agencies.

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 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.

Table 4.1: Top 30 Occupations in Bhutan as per Labour-net (as of 8th January, 2014)

Sl. No.	Occupational Group	Domestic Requirement	Sector
1	Concrete Worker	14,135	Construction
2	Mason	6,778	Construction
3	Carpenter	4,326	Construction
4	Belter	3,635	Construction
5	Other Elementary Worker	3,277	Construction
6	Assembly worker	1,626	Construction
7	Rigger	1,275	Construction
8	Process Worker	1,196	Construction
9	Motor Vehicle Mechanic	1,111	Service
10	Rod Binder	1,087	Construction
11	Welder	960	Construction
12	Packer	867	Construction
13	Labourer	693	Construction & Power
14	Heavy vehicle driver	688	Construction & Power
15	Civil Engineer	651	Construction & Power
16	Electrician	605	Construction & Power
17	Plumber	491	Construction & Power
18	Driller	466	Construction & Power
19	Secondary School Teacher	338	Education
20	Supervisor	322	Construction
21	General Manager	232	Power
22	Mine Worker	200	Construction & Power
23	Sheet metal worker	177	Construction & Power
24	Mining machinery operator	127	Construction & Power
25	Cook	123	Tourism
26	Surveyor	118	Power
27	Spray Painter	113	Construction
28	Sawyer	111	Construction
29	Building Painter	107	Construction
30	Shot firer	104	Construction

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
2013	6,818	6,576	896	989

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	Sectors				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
2013	2,629	1,352	2,560	35	6,576

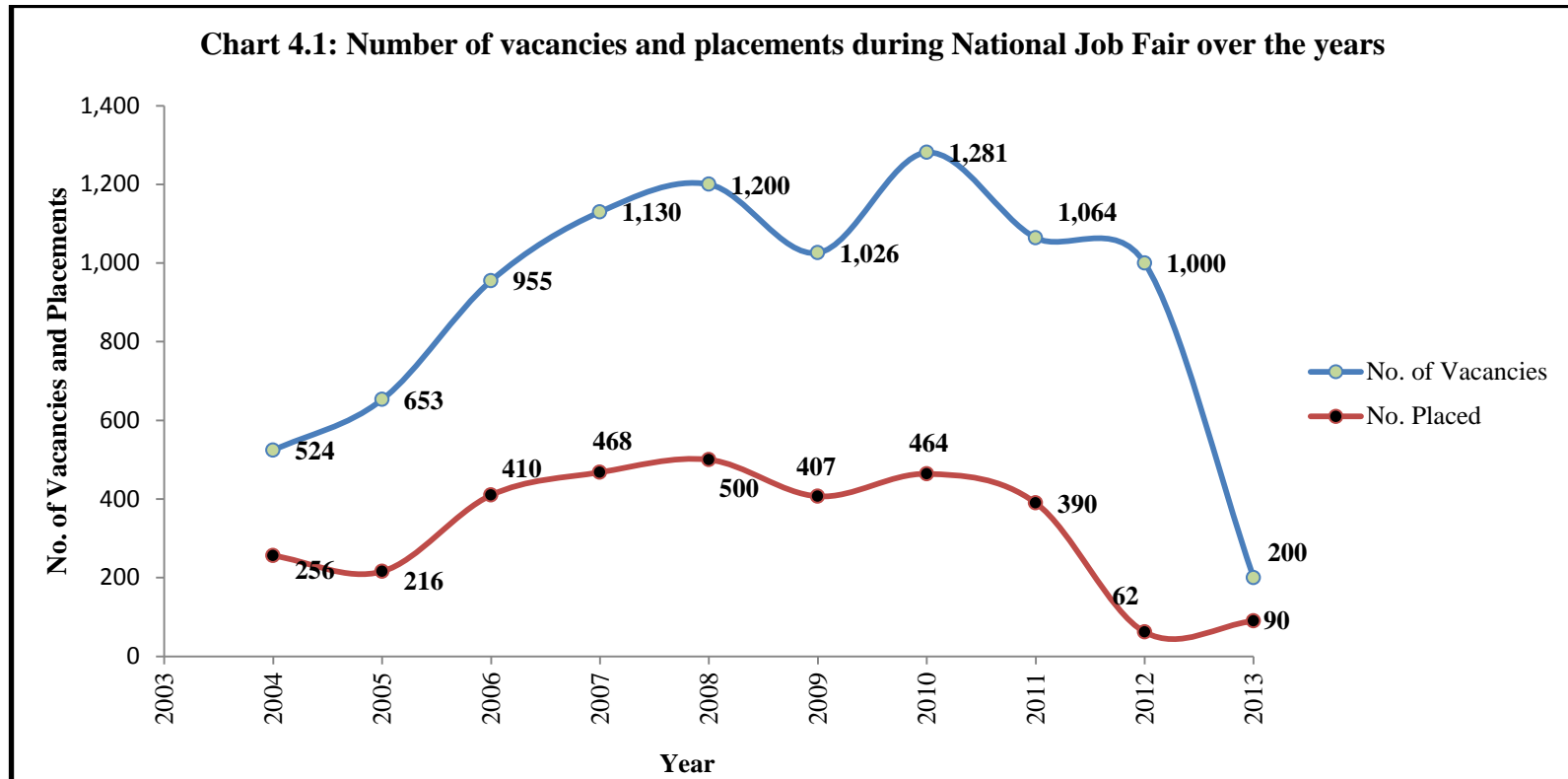
Source: ESD, DoE, MoLHR

Table 4.4: Overall vacancy scenario by sectors and educational attainment, 2013

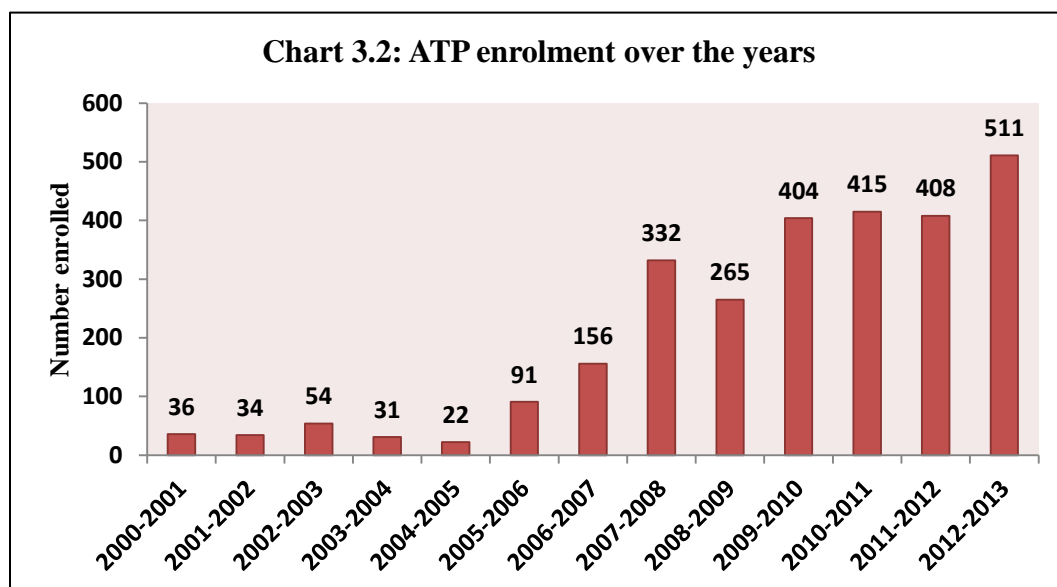
Sl. No	Category	Overall, 2013				Total	
		Corp	Private	Govt	NGOs	(in no.)	(in %)
1	Master	58	32	36	9	135	2.05
2	Technical	116	119	96	2	333	5.06
3	General	145	144	540	19	848	12.90
4	Diploma	114	63	52	1	230	3.50
6	Class XII	167	452	70	1	690	10.49
5	Certificate	96	223	378	0	697	10.60
7	Class X	217	313	270	1	801	12.18
8	IX & Below	175	832	590	1	1598	24.30
9	Uneducated	264	451	528	1	1244	18.92
Total	(in no.)	1352	2629	2560	35	6576	100.00
	(in %)	20.56	39.98	38.93	0.53		

Source: ESD, DoE, MoLHR

The vacancies for the year 2013 constituted mostly from the private sector, 39.98 per cent, followed by government and corporate sectors. The vacancies from the NGOs made up a negligible portion of the overall vacancies. Highest demand (24.30%) in 2013 was in the qualification of Class IX and below, most of the demand being labour intensive with low education qualification. The uneducated lot constituted of 18.92 percent followed by general graduates (12.90%) and Class X qualification with 12.18 percent.



Source: Job Fair, ESD, MoLHR



Source: Apprenticeship Training Program, DoE, MoLHR

Table 4.5: Pre-Employment Engagement Program enrolment over the years

Sl. No	Year	Enrolment	% share
1	July, 2008-2009	1,070	20.68
2	2010	879	16.99
3	2011	337	6.51
4	2012	2,604	50.33
5	2013	284	5.49
	Total	5,174	100

Source: Pre-Employment Engagement Program, DoE, MoLHR

In an effort to help youth keep themselves meaningfully involved while being in the job market, the ministry has introduced various programs. Programs of these sorts enable them to equip themselves with necessary skills, knowledge and experiences which will eventually benefit them in their future.

With the ATP programs showing a positive trend, PEEP, however, has shown a great deal of decline with fewer enrolments in 2013. Another program, UGIP had observed 891 (graduate) enrolments for the same year.

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, Royal Institute of Management, Royal Thimphu College and Department of Adult and Higher Education, Ministry of Education.

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 47.4 percent (55.2% male and 44.2% female) of the 2,407 graduates who attended National Graduate Orientation Program (NGOP) 2013 had obtained BBA, B.Com, BCA and BBM degrees. Therefore, it was felt necessary that the Bhutanese students planning to pursue higher education or training should be guided to make informed choice/decision that would ensure higher employability in the labour market on completion of their studies.

RUB alone constitutes 71.2 percent of the total 13,654 enrolments (both inside and outside Bhutan). Around 2,902 students are expected to complete the undergraduate studies from within the country in 2014, of which 59.2 percent are male and 40.8 percent are female.

Table 5.1: Supply of undergraduates by institutes within Bhutan and sex, 2014

Sl. No.	Institutes	Male	Female	Total	% Share
1	College of Natural Resources	113	17	130	4.5
2	College of Science and Technology	96	39	135	4.7
3	Institute of Science and Technology	123	113	236	8.1
4	Jigme Namgyel Polytechnic	127	43	170	5.9
5	National Institute of Traditional Medicine	10	7	17	0.6
6	Paro College Education	369	243	612	21.1
7	Royal Institute of Health Sciences	58	59	117	4.0
8	Gaeddu College of Business Studies	128	121	249	8.6
9	Samtse College of Education	243	154	397	13.7
10	Sherubtse College	225	195	420	14.5
11	Royal Thimphu College	85	88	173	6.0
12	Royal Institute of Management	140	106	246	8.5
Total		1,717	1,185	2,902	100

Source: RUB, RTC & RIM

Table 5.2: Supply of labour by institutes, course and sex, 2013

College	Programmes	Gender		Total
		Male	Female	
College of Natural Resources	B.Sc. Animal Science	20	0	20
	B.Sc. Forestry	26	5	31
	Dip. Agriculture	24	4	28
	Dip. Animal Science	20	6	26
	Dip. Forestry	23	2	25
	TOTAL	113	17	130
College of Science and Technology	Bachelor of Civil Engineering	42	19	61
	Bachelor of Electrical Engineering	26	6	32
	Bachelor of Electronics and	15	7	22
	Bachelor of IT Engineering	13	7	20
	TOTAL	96	39	135
Institute of Language and Cultural Studies	B.A. Language and Literature	20	35	55
	B.A. Bhutanese and Himalayan Studies	71	59	130
	Dip. Language and Communication Skills	11	12	23
	B.A. Language and Culture (distance programme)	21	7	28
	TOTAL	123	113	236
Jigme Namgyel Polytechnic	Civil	73	19	92
	Electrical	42	11	53
	Mechanical	12	13	25
	TOTAL	127	43	170
National Institute of Traditional Medicine	Bachelors in Traditional Medicine	4	2	6
	Diploma in Traditional Medicine	6	5	11
	TOTAL	10	7	17
Paro College of Education	B.Ed.primary	43	55	98
		82	83	165
	B.Ed. Dzongkha	86	25	111
		75	36	111
	B.Ed.Secondary	32	23	55
		14	18	32
	PGDE	37	3	40
	TOTAL	369	243	612
Royal Institute of Health Sciences	General Nurse Midwife (pre-service)	26	24	50
	Medical Technician (pre-service)	23	21	44
	Health Assistant	9	14	23
	TOTAL	58	59	117

Source: RUB, RTC & RIM

College	Programmes	Gender		Total
		Male	Female	
Gaeddu College of Business Studies	BBA	24	20	44
	B.Com	104	101	205
	TOTAL	128	121	249
Samtse College of Education	B.Ed Primary	26	18	44
	B.Ed Secondary	80	41	121
	PgDE	106	65	171
	PgDGC	15	14	29
	PGDHE	16	16	32
	TOTAL	243	154	397
Sherubtse College	B.A. English-Environmental Studies	6	16	22
	B.A. Economics-Sociology	8	13	21
	B.A. Economics-Environmental Studies	16	16	32
	B.A. Economics-Geography	4	4	8
	B.A. Population Studies-Economics	10	12	22
	B.A. Political Science-Sociology	10	10	20
	B.A. Political Science-History	9	7	16
	B.A. Dzongkha-English	10	16	26
	B.A. Dzongkha-History	11	2	13
	B.A. Dzongkha-Geography	1	6	7
	B.A. English-Geography	8	5	13
	B.Sc. Physical Science (Maths-Physics)	16	4	20
	B.Sc. Physical Science (Maths-Chemistry)	4	11	15
	B.Sc. Physical Science (Physics-Chemistry)	10	5	15
	B.Sc. Life Science	32	9	41
	B.Sc. Computer Science	32	18	50
	B.A. Geography (Hons.)	3	6	9
	PGDEnglish	35	35	70
	TOTAL	225	195	420
	Royal Thimphu College	B.A. English-Environmental Studies	15	35
B.A. Economics-Environmental Studies		12	5	17
B.A. Political Science-Sociology		11	13	24
B.A. Dzongkha-English		9	10	19
BBA		13	17	30
BCA		25	8	33
TOTAL	85	88	173	

Source: RUB, RTC & RIM

College	Programmes	Gender		Total
		Male	Female	
Royal Institute of Management	Post-Graduate Diploma in Public Administration	22	14	36
	Post-Graduate Diploma in National Law	25	16	41
	Post-Graduate Diploma in Financial Management	30	32	62
	Diploma in National Law	12	17	29
	Diploma in Information and Management	19	2	21
	Diploma in Financial Management	32	25	57
	TOTAL	140	106	246
Grand Total	1,717	1,185	2,902	

Source: RUB, RTC & RIM

Table 5.3: Supply of scholarship students by course and sex from outside Bhutan, 2014

Sl. No.	Course	Male	Female	Total
1	B. Architecture	5	1	6
2	B. Dental Surgery	4	4	8
3	B. Medical Lab. Tech	4	2	6
4	B. Sc. Chemistry	1	2	3
5	B. Sc. Physics	1	1	2
6	B. Sc. Physiotherapy	1	0	1
7	B.A Economics and Environmental Studies	3	2	5
8	B.A English & Dzongkha	2	3	5
9	B.A Environmental studies & English	2	2	4
10	B.A Hospitality Management	0	3	3
11	B.A Hospitality Management (Major in Chief)	0	3	3
12	B.A Sociology and Political Science	4	1	5
13	B.A Tourism and Hospitality Management	0	1	1
14	B.Business Administration	2	4	6
15	B.Commerce	3	0	3
16	B.Computer Application	4	1	5
17	B.E Chemical	5	0	5
18	B.E Mechanical	6	0	6
19	B.E Production	2	0	2
20	B.E. Civil Engineering	15	2	17
21	B.E. Electrical	2	0	2
22	B.E.Electronics and Communication	2	0	2

Source: Scholarship and Student Support Division, DAHE, MoE

Sl. No.	Course	Male	Female	Total
23	B.Medical Radio Imaging Technology	1	0	1
24	B.Pharmacy	3	1	4
25	B.Prosthetic Engg	1	0	1
26	B.Sc. Agriculture	6	0	6
27	B.Sc. Biology	2	0	2
28	B.Sc. Biotechnology	0	1	1
29	B.Sc. Forestry	2	1	3
30	B.Sc. Horticulture	1	2	3
31	B.Sc. Maths	2	0	2
32	B.Sc. Nursing	5	4	9
33	B.Sc. Statistics	0	1	1
34	B.Sc.Geology	2	0	2
35	B.Sc.Radiological Technology	0	2	2
36	B.Tech. Mechanical Engineering	0	1	1
37	Fine Arts	1	0	1
38	LLB	4	3	7
39	MBBS	18	1	19
40	Sanskrit	5	2	7
41	Urban Planning	1	0	1
TOTAL		122	51	173

Source: Scholarship and Student Support Division, DAHE, MoE

Table 5.4: Summary of Self-financed Students undergoing tertiary studies outside Bhutan by course and sex (as of Dec. 2013)

Country	India	Thailand	Sri Lanka	Bangladesh	Malaysia	Australia	Total
No. of Stds.	2,757	228	9	8	5	4	3,011

Source: DAHE, MoE

According to the data from Department of Adult and Higher Education, a total of 921 students are currently undergoing tertiary education on scholarship outside Bhutan, of which 44.6 percent of the total scholarship are funded by the Government of India (GoI) followed by the Royal Government of Bhutan (RGoB) with 29.2 (Table 5.2). From these 921 students, 173 students are expected to graduate in 2014 and enter the job market whereby female scholarship graduates of 2014 being only 29.5 percent.

With regard to 3,011 self-financed students studying outside the country, about 91 percent are pursuing tertiary education in India followed by Thailand.

Table 5.5: Number of job seekers registered by educational attainment and sex over the years

Sl. No	Category	2006		2007		2009		2010		2011		2012		2013		Grand Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	
1	PhDs	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	2	0	2
2	Masters	NA	NA	NA	NA	NA	NA	13	12	26	9	45	20	29	18	172
3	Technical Graduates	26	9	29	6	40	24	275	134	337	138	448	268	549	373	2,656
4	General Graduates	44	40	116	54	154	129	616	524	656	523	792	636	809	893	5,986
5	Diploma	104	87	19	16	141	71	12	11	26	27	50	5	3	0	572
6	Class XII	23	46	41	37	372	426	1,371	1,612	1,435	1,365	1,192	1,295	974	1,229	11,418
7	Certificate	164	76	93	109	185	151	173	300	321	274	53	74	203	296	2,472
8	Class X	64	71	66	66	227	292	598	1,006	524	737	485	660	399	659	5,854
9	IX & Below	22	7	20	19	47	16	59	52	118	134	130	102	39	89	854
10	Uneducated	3	0	1	1	31	24	51	59	77	115	67	175	19	200	823
11	Others	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	20	15	35
	Total	450	336	385	308	1,197	1,133	3,168	3,710	3,520	3,322	3,262	3,235	3,046	3,772	30,844

Source: ESD, DoE, MoLHR

Table 5.6: Job seekers projection till 2018

Level of Education	2014	2015	2016	2017	2018	Total
Cl. X studying	15,386	15,537	16,865	16,392	15,919	80,099
Cl. XII studying	8,070	8,939	9,232	9,322	10,119	45,682
Cl. X jobseekers	5,960	6,154	6,215	6,746	6,557	31,632
Cl. XII jobseekers	5,014	5,649	6,258	6,462	6,526	29,909
Degree jobseekers	2,409	2,629	2,849	3,069	3,289	14,245
Jobseekers (60%)	13,383	14,432	15,321	16,277	16,371	75,784
Other Job seekers (40%)	8,922	9,622	10,214	10,851	10,914	50,523
Total Job Seekers	22,305	24,054	25,536	27,129	27,286	126,310

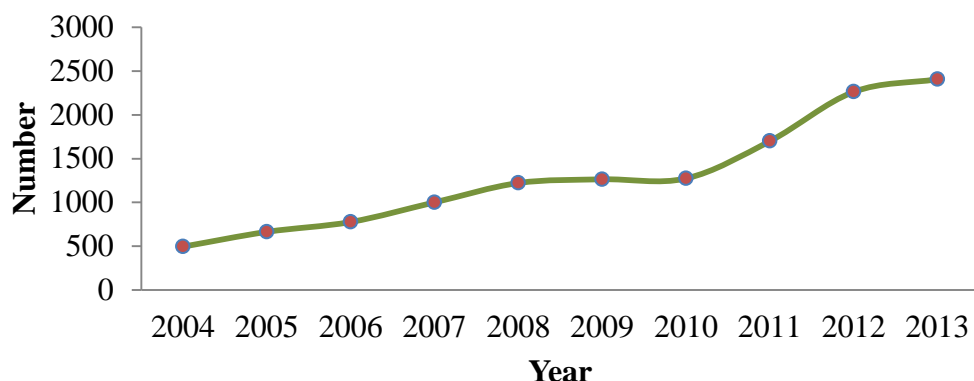
Source: LMID, DoE, MoLHR

Table 5.7: Number of graduates who had attended NGOP by sex over the years

Year	Number of Graduates		Total	% share		
	Male	Female		Male	Female	Total
2004	350	145	495	4.40	2.83	3.79
2005	460	204	664	5.79	3.99	5.08
2006	468	309	777	5.89	6.04	5.95
2007	606	395	1001	7.62	7.72	7.66
2008	819	403	1222	10.30	7.87	9.35
2009	773	491	1264	9.72	9.59	9.67
2010	801	473	1274	10.08	9.24	9.75
2011	986	714	1700	12.40	13.95	13.01
2012	1,340	923	2263	16.86	18.03	17.32
2013	1346	1061	2407	16.93	20.73	18.42
Total	7,949	5,118	13,067	100		

Source: ESD, DoE, MoLHR

Chart 5.1: Number of Graduates who attended NGOP over the years



Source: ESD, DoE, MoLHR

Table 5.8: Number of graduates who attended NGOP by country of study, 2013

Sl. No.	Country	%
1	Australia	0.5
2	Bangladesh	0.2
3	Bhutan	46.0
4	Canada	0.0
5	Cuba	0.1
6	India	51.2
7	South Korea	0.1
8	Malaysia	0.0
9	Philippines	0.0
10	Sri Lanka	0.5
11	Thailand	0.9
12	U.K.	0.1
13	U.S.A	0.3
	Total	100

Source: ESD, DoE, MoLHR

Note: The total number of graduates in the country is expected to be slightly higher than the numbers reflected in the figures above since some graduates voluntarily do not attend the NGOP.

Table 5.9: Number of graduates from Technical Training Institutes (TTIs) and Zorig Chusum by course and institute, 2014

Institute	Course	Gender		Total
		Male	Female	
TTI- Chumey	Carpentry	5	5	10
	Masonry	17	11	28
	Plumbing	7	18	25
	Welding	6	10	16
	Total	35	44	79
TTI- Khuruthang	Electrical	57	23	80
	Mecahnical	17	16	33
	Total	74	39	113
TTI-Rangjung	Electrical NC 2	46	27	73
	Computer Hardware	16	14	30
	Furniture Making	2	5	7
	Automobile Mechanics	8	0	8
	Total	72	46	118
TTI- Samthang	Automobile Mechanics	53	11	64
	Heavy Driving	20		20
	Total	73	11	84
TTI- Serzhong	Carpentry	6	1	7
	Masonry	16	6	22
	Plumbing	9	11	20
	Mechanical	8	13	21
	Electrical	11	6	17
	Upholstery and Design Work	0	6	6
	Total	50	43	93
TTI- Thimphu	Automobile Engineering	25	4	29
	Total	25	4	29
Institute of Zorig Chusum - Thimphu	Lhadri (Painting)	30	0	30
	Patra (Wood Carving)	4	0	4
	Jimzo (Sculpture)	10	0	10
	Lhadri (Painting)	0	16	16
	Tailoring	0	18	18
	Total	44	34	78
Institute of Zorig Chusum - Trashiyangtse	Tsemzo (Tailoring)	0	14	14
	Tsemdrup (Embroidery)	2	0	2
	Lhadri (Painting)	22	6	28
	Patra (Wood Carving)	10	1	11
	Total	34	21	55
Grand Total		407	242	649

Source: DHR, MoLHR

CHAPTER 6 – TRAINING AND EMPLOYMENT

This section contains information on whether trainings affect employment and unemployment.

It is found that 84.7 percent of the total work force was employed without training and the remaining 15.3 percent were employed with training. It does seem that having some form of training would be an added advantage in getting employed. This can be further verified with the fact that 59.5 percent of the total unemployed were without any training while 40.5 percent of them were unemployed with some form of training.

Of the total 9,916 unemployed persons, 40.5 percent (4,015) of them had attended trainings. Among them, 59.5 percent of them were found to be trained in skills development courses.

Table 6.1: Training and Employment by sex, 2013

Employed Persons	Male (%)	Female (%)	Total	
			%	No.
Employed with Training	13.5	4.6	18.2	60,962
Employed without Training	40.8	41.1	81.8	274,908
Total	54.3	45.7	100	335,870

Source: Labour Force Survey 2013, MoLHR

Table 6.2: Training and Unemployment by sex, 2013

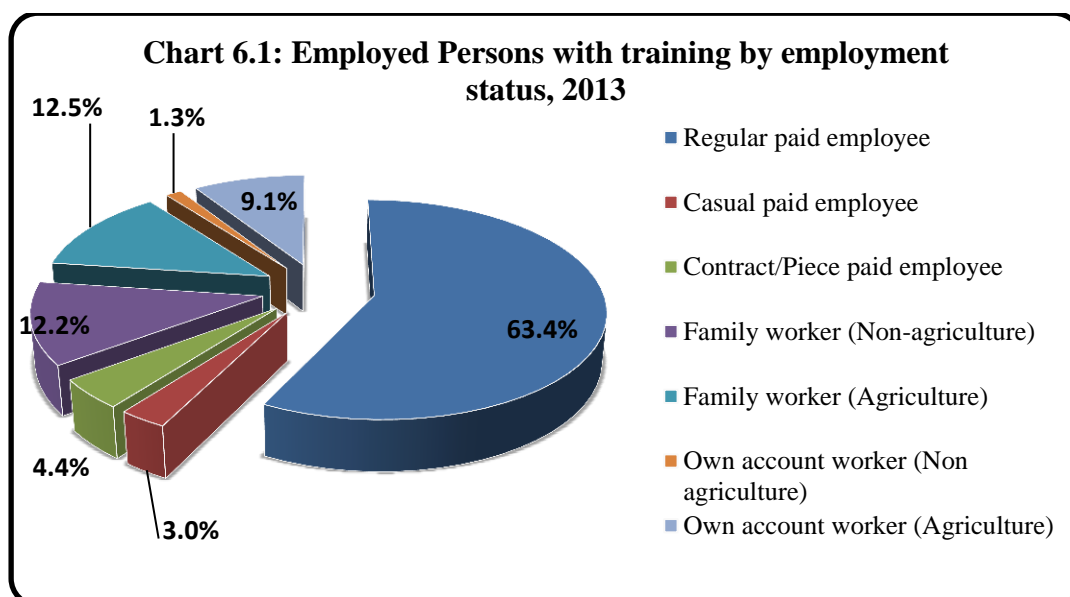
Unemployed persons	Male (%)	Female (%)	Total	
			%	No.
Unemployed with Training	55.3	35.7	40.5	4,015
Unemployed without Training	44.7	64.3	59.5	5,901
Total number of unemployed persons	100	100	100	9,916

Source: Labour Force Survey 2013, MoLHR

Table 6.3: Employed persons with training by nature of employment and sex, 2013

Nature of Employment	Male (%)	Female (%)	Total	
			(%)	No.
Regular paid employee	60.4	49.0	57.5	35,049
Casual paid employee	3.0	2.8	3.0	1,806
Contract/piece paid worker	5.0	2.9	4.4	2,700
Own-account workers (Non-agriculture)	10.7	16.6	12.2	7,442
Own-account workers (Agriculture)	12.2	13.4	12.5	7,622
Family workers (Non-agriculture)	0.6	3.4	1.3	796
Family workers (Agriculture)	8.1	11.9	9.1	5,547
Total	100	100	100	60,962

Source: Labour Force Survey 2013, MoLHR



Source: Labour Force Survey 2013, MoLHR

63.4 percent of the regular paid employees have attended training, followed by farmers with 12.5 percent. The survey also revealed that the least employed person trained was the employer. Of the total 35,049 regular paid employees with training, only 21.7 percent consisted of females against 78.3 percent male.

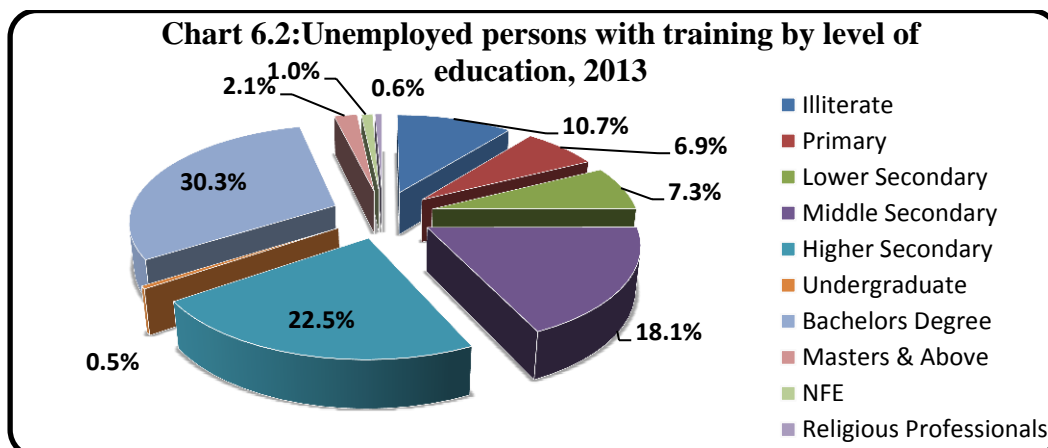
Table 6.4: Unemployed persons with training by educational attainment and sex, 2013

Qualification	Male	Female	Total
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			%	No.
Illiterate	5.3	14.4	10.7	1,063
Nursery	0.0	0.0	0.0	0
Primary	9.2	5.4	6.9	687
Lower Secondary	9.0	6.2	7.3	726
Middle Secondary	13.1	21.4	18.1	1,790
Higher Secondary	22.7	22.3	22.5	2,227
Undergraduate	0.6	0.4	0.5	46
Bachelor Degree	34.2	27.6	30.3	3,001
Masters & Above	4.4	0.6	2.1	209
NFE	0.0	1.7	1.0	103
Religious Professionals	1.6	0.0	0.6	64
Total	100	100	100	9,916

Source: Labour Force Survey 2013, MoLHR

From the total of 4,015 unemployed with training, the highest unemployed are with bachelor degree (30.3%) followed higher and middle secondary educational qualifications (22.5% and 18.1% respectively). The lowest unemployed with training are the religious professionals (0.6%).



Source: Labour Force Survey 2013, MoLHR

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 administrative records maintained by the Department of Employment. The foreign workers statistics have been compiled from the labour-net of the Department of Labour, Ministry of Labour and Human Resources.

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
2013	71	86	157

Source: DoE, MoLHR

Table 7.2: Number of Foreign workers employed in Bhutan by major occupational group, nationality and sex (as of 8th January, 2014)

Major Occupation	Indian			Others			Grand Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Clerical support workers	23	0	23	2	0	2	25	0	25
Craft and related trade workers	35,713	1	35,714	47	2	49	35,760	3	35,763
Elementary Occupation	6,219	45	6,264	18	2	20	6,237	47	6,284
Managers	298	1	299	29	8	37	327	9	336
Plant and machine operators and assemblers	3,005	0	3,005	33	0	33	3,038	0	3,038
Professionals	1,197	93	1,290	111	29	140	1,308	122	1,430
Service and sales workers	166	3	169	10	8	18	176	11	187
Skilled Agricultural, Forestry and Fishery	111	0	111	123	0	1	234	0	112
Technicians and associate professionals	692	7	699	123	17	140	692	24	839
Total	47,424	150	47,574	373	66	440	47,797	216	48,014

Source: Labour-net as of 8th January, 2014