

# ESTABLISHMENT CENSUS REPORT, 2010



**Labour Market Information Division  
Department of Employment  
Ministry of Labour and Human Resources**

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#### Foreword

The Labour Market Information & Research Division (LMIRD) of the Department of Employment, Ministry of Labour & Human Resources (MoLHR) has published the Establishment Census (EC) 2010 report. The statistics collected are based on the information gathered from Census conducted from 1<sup>st</sup> – 21<sup>st</sup> December 2010 by 100 enumerators along with 9 Supervisors and a field coordinator.

The main objective of the census is to collect comprehensive information on the total human resources available at the given time. Further it also captures the number of existing establishments and its potential to provide employment to the increasing number of youths in the country. At the same time it will also inform us on the problems hampering the growth of business and thereby employment and the aspirations of the business establishments.

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

We would like to extend our sincere thanks and appreciation to all the Regional Trade and Industry offices, representatives of the business communities and to all individuals who actually took part in the census.

We also wish to receive valuable comments and suggestions for the improvement of the report in future.

**Minister**  
**Ministry of Labour and Human Resources**

**Executive Summary**

The Ministry of Labour & Human Resources is responsible for the formulation of the National Human Resource (HR) Policy and Plans as well as in the implementation of the programs to accelerate the Human Resource development.

The Ministry of Labour and Human Resources launched the Establishment Census 2010 from 1<sup>st</sup> December to 21<sup>st</sup> December, 2010 to generate statistics that would be useful in guiding the development of Human Resource policy and plans.

The questionnaire was designed strictly to capture the data pertaining to all kinds of establishments in the country. It is mainly targeted to collect the existing & emerging skills in the labour market of private and corporate sectors. The data on the emerging skill needs were collected for the period of five years coinciding with the end of 10<sup>th</sup> Five Year Plan. The questionnaire also captured the additional information on the establishments and the kind of raw materials and equipments they use. The data on this will mainly help the Labour Inspectors to gauge the degree of Occupational Health & Safety (OHS) practices prevailing in the companies.

***Establishments***

The total number of establishments covered during the Establishment Census 2010 was 7474 of which 95.9% are owned by Bhutanese and 3.8% by foreigners. 97% of the total establishments are owned by the Private sector followed by Government (2%) and 0.1% and 0.3% by foreigner and Joint venture between Bhutanese and foreigner respectively. Thimphu Dzongkhag has largest number of establishments (2224) followed by Chukha (965) & Sarpang (632).

***Growth of Establishments by year of operation***

According to the census there were only 4 establishments in the private sector between the years 1940 – 1950. There is an erratic growth in the private sector establishments from early 60s till 2001 and after.

### ***Major Economic Activity***

There are 14 major economic activities classified by the nature of establishments, of which the wholesale and retail trade establishment has the highest share (56.4%) followed by hotels and restaurants (23.7%) and Manufacturing (8%). The lowest (0.2%) is in the Public Administration and defense; Compulsory social security.

### ***Establishments by category of investment***

The micro or cottage industry forms 92 % share followed by small (4%), large (1.9%) and the medium (0.8%). Both micro/cottage and large capital investments are mostly owned by the private sector followed by public corporation and Joint venture between Bhutanese and the foreigners.

### ***Staff turnover by reasons***

The key reasons for the staff turnover are reported highest in the category of reasons viz. Resignation (26%) followed by Job hopping (25%) and others. Thimphu Dzongkhag (43%) is reported to have experienced the highest staff turnover with the lowest in Gasa Dzongkhag (0%).

### ***Establishments with future plans for expansion***

The 46.1% of the establishments have future plans to expand against 53.9% of establishments that have no plan to expand. The private sector has the highest plan of future expansion (97.5%) followed by Government owned establishments (2.1%). The lowest plan for future expansion is 0.1% in the category of Foreign Control.

### ***Establishments' main constraints for future expansion***

The three major constraints faced by the establishments according to the census are competition from other firm (25.7%) followed by lack of demand for goods and services (19.5%) and Land (15.9%).

### ***Existing Skills in the private & corporate sectors***

There are 31,390 existing employees in the private, government, foreign control and joint venture between foreigner and Bhutanese across all four status of employment (regular, casual, contract & self employed). Out of the total 31,390 there are 24,881 Bhutanese employees and 6,509 foreigners. For every 100 Bhutanese employees there are 26 foreigners. However, the day



workers across the borders are not included. The number of foreign workers is less owing to the fact that the census could only partially cover the construction sectors.

## **CHAPTER ONE**

### **Introduction**

The Establishment Census 2010 (EC2010) was conducted with an objective of collecting information on number of establishments, major economic activity, number of employees, staff turnover with reasons, etc. The field work was carried out from 1<sup>st</sup> December, 2010 with 100 enumerators, 9 supervisors and a field coordinator. It took 21 days (field work – data collection) to capture all the data based on the schedule (questionnaire) designed. The total number of establishments covered in this census is 7474.

The Establishment Census 2010 was aimed at furnishing the following objectives to:

1. Guide National HRD Policy.
2. Develop establishment profiles for labour inspection.
3. Expansion plans of the establishments thereby indicating the employment generation potential.
4. Statistics on existing Bhutanese and foreign workers by status of employment in the three types of establishment viz. service, trade and industry.
5. Future demand for skills in the private and corporate sectors.
6. Develop sampling frame for the future establishment surveys.

### **Definition:**

#### **Establishment**

Establishment means an economic unit, generally at a single physical location, where business is conducted or where services or industrial operations are performed. It is usually engaged in one predominant type of economic activity.

Establishments having more than one activity, e.g. a proprietor owning pan shop, bar, grocery, pastry, telephone booth, hardware etc. under one business entity should be considered as one establishment except for different physical location.

#### Trade investment classification:

<u>Category</u>	<u>Investment Range</u>
a) Large	More than Nu. 10 Million
b) Medium	between Nu. 5.1 – 10 Million
c) Small	between Nu. 1 – 5 Million
d) Micro	Less than Nu. 1 Million

#### Type of Legal organization:

1. **Individual proprietorship:** An owner who fully owns his business with all legal rights.
2. **Partnership and cooperatives:** A business or an entity owned by group of individuals for the production of goods or services with common goals. e.g. Cooperative farming in Trongsa, milk processing unit in Shingkar in Bumthang, orange association at Pangbang in Zhemgang, etc.
3. **Private Limited Company:** More than 50% of the share owned by private undertaking. (Tashi Commercial Corporation, Jigme Mining Corporation, etc.)
4. **Public Limited Company:** More than 50% of the share owned by government. (e.g. BoB, PCAL, RICBL, etc)

#### Ownership:

1. **Privately owned:** All private business entities owned by private individual.
2. **Government owned:** All business entities owned by government sectors.
3. **Foreign Control:** Business entities owned by foreign individuals (FDI) (e.g. Amankora, Uma Resort)

4. **Joint Venture:** Business entities owned by Bhutanese and foreign individual. (e.g. Taj Tashi, Druk PNB, etc)

**Nationality of ownership:**

1. **Bhutanese:** Business entities owned by Bhutanese citizen
2. **Foreigner:** Business entities owned by foreign individual

**Main Activity:** refers to the specific activity performed by the firms for the production of goods or services.

**Occupation:** Occupation means the type of work done during the reference period by the persons employed (or the kind of work done previously if unemployed), irrespective of the industry or the status in employment of the person. It provides description of a person's job.

**Regular:** those who work in the establishment regularly or permanently for pay or profit

**Casual:** Are those who work off and on with no fixed period.

**Contract:** Are those who work only for the specified period of time.

**Small family business:** A business owned and operated by immediate family members, with less than 10 employees including any family members actually employed.

**Family members:** Husband, wife, children, parents, grandparents, brothers and sisters.

**Mechanical with power:** Machinery equipments and apparatus, with moving parts, requiring non-manual energy sources for their operation including petroleum products, electricity, gas, solar, wind.

**Mechanical manual:** Machinery equipment and apparatus with moving loom

**Hand tools:** Equipment items, usually small, such as hammer, saw and spade operated by hands or feet.

**Power tools:** Equipment items comprise, usually small, such as saws and cutters requiring energy source like petroleum products, electricity, gas etc. for their operation.

**Electronic equipment:** Machinery, tools, equipment and apparatus driven or controlled in part or total by computer technology.

**Coverage**

The census covered all 20 dzongkhags except for some far flung places like Merak & Sakteng in Trashigang, Lingzhi, Soe, Naro in Thimphu Dzongkhag and Sangbaykha Dungkhag in Haa etc.

The census mainly covered the following trade and industry establishments:

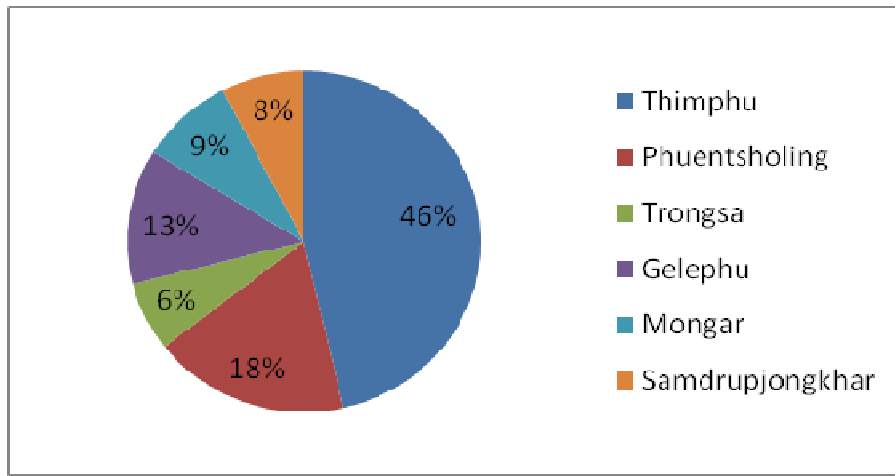
1. Micro, Retail & Wholesale Trades
2. Hotels and Restaurants Trade
3. Transport Storage and Communication Services
4. Financial Institutions, Real Estate, Renting and Business activities
5. Production and manufacturing activities
6. Constructions etc.

The table 1 shows the number of establishments by region. There are six trade regions spread across the country. Thimphu region has the highest number of establishments with 46.4% followed by Phuentsholing region with 18% and Trongsa region has the lowest with 6.6% of the total establishments. 95.9% of the total establishments are owned by Bhutanese nationals.

**Table 1: Establishments by trade region and nationality of ownership, 2010**

Sl. No.	Trade Region	Establishments		Total
		Bhutanese	Foreigner	
1	Thimphu	3431	38	3469
2	Phuentsholing	1242	105	1347
3	Trongsa	485	6	491
4	Gelephu	876	81	957
5	Mongar	636	8	644
6	Samdrupjongkhar	505	61	566
	<b>Total</b>	<b>7175</b>	<b>299</b>	<b>7474</b>

**Figure 1: Percentage share of establishments by trade region, 2010**



### Limitations

Despite the fact that census enjoyed the optimum coverage it still had to forgo certain industrial establishments in the construction sector. The most of the small and medium class constructions were forgone due to lack of formal offices. Most of the construction companies, especially the small class contractors operate their businesses from their own living quarters. The supervisors and the enumerators of the Establishment Census 2010 could not locate and capture the required information. On other hand they could not cover the far flung places like the ones mentioned above.

### CHAPTER TWO

#### Establishment Details

The Establishment Census 2010 has covered 312 establishments more as compared to the census 2008.

Table 2 depicts the distribution of establishments in the country by Dzongkhags. Thimphu has the highest number of establishments (29.8%), followed by Chukha Dzongkhag (12.9%) and the least is in Gasa Dzongkhag (0.2%).

**Table 2: Establishments by Dzongkhag, 2010**

Sl. No	Dzongkhag	Establishments	%
1	Bumthang	212	2.8
2	Chukha	965	12.9
3	Dagana	180	2.4

4	Gasa	17	0.2
5	Haa	115	1.5
6	Lhuntse	75	1.0
7	Mongar	261	3.5
8	Paro	602	8.1
9	Pemagatshel	144	1.9
10	Punakha	154	2.1
11	Samdrupjongkhar	422	5.6
12	Samtse	382	5.1
13	Sarpang	632	8.5
14	Thimphu	2224	29.8
15	Trashigang	241	3.2
16	Trashiyangtse	67	0.9
17	Trongsa	153	2.0
18	Tsirang	145	1.9
19	Wangdiphodrang	357	4.8
20	Zhemgang	126	1.7
<b>Total</b>		<b>7474</b>	<b>100</b>

Table 3 provides information on number of establishments by major economic activity. Wholesale and Retail trade; Repair of motor vehicles, Motorcycles and personal and household goods has the highest number of establishments - owing to individual and family businesses (56.5%) followed by Hotel and Restaurant (23.7%) and least in Public Administration and Defense.

**Table 3: Establishments by nature of major economic activity, 2010**

Sl. No	Major Economic Activity	Establishments
1	Agriculture, Hunting and Forestry	26
2	Mining and Quarrying	22
3	Manufacturing	598
4	Electricity, Gas and Water Supply	40
5	Construction	82
6	Wholesale and Retail trade; Repair of motor vehicles, Motorcycles and personal and household goods	4216

7	Hotels and Restaurants	1768
8	Financial Intermediation	63
9	Real Estate, Renting and Business Activities	315
10	Public Administration and Defense; Compulsory Social Security	12
11	Education	19
12	Health and social work	17
13	Other community, Social and Personal Service Activities	296
<b>Total</b>		<b>7474</b>

Table 4 shows the distribution of establishments by ownership and size of investments. Most of the establishments are owned by private (97.5%) of which (92.9%) have invested in micro scale establishments and 9 establishments are foreign control.

**Table 4: Establishments by ownership and investments, 2010**

Sl. No	Ownership	Investment				Total
		Micro	Small	Medium	Large	
1	Privately owned	6775	346	52	116	<b>7289</b>
2	Government owned	121	10	5	18	<b>154</b>
3	Foreign control	8	0	0	1	<b>9</b>
4	Joint venture between Foreigner & Bhutanese	13	1	0	8	<b>22</b>
<b>Total</b>		<b>6917</b>	<b>357</b>	<b>57</b>	<b>143</b>	<b>7474</b>

**Figure 4: Establishments by size of investment in percentage, 2010**

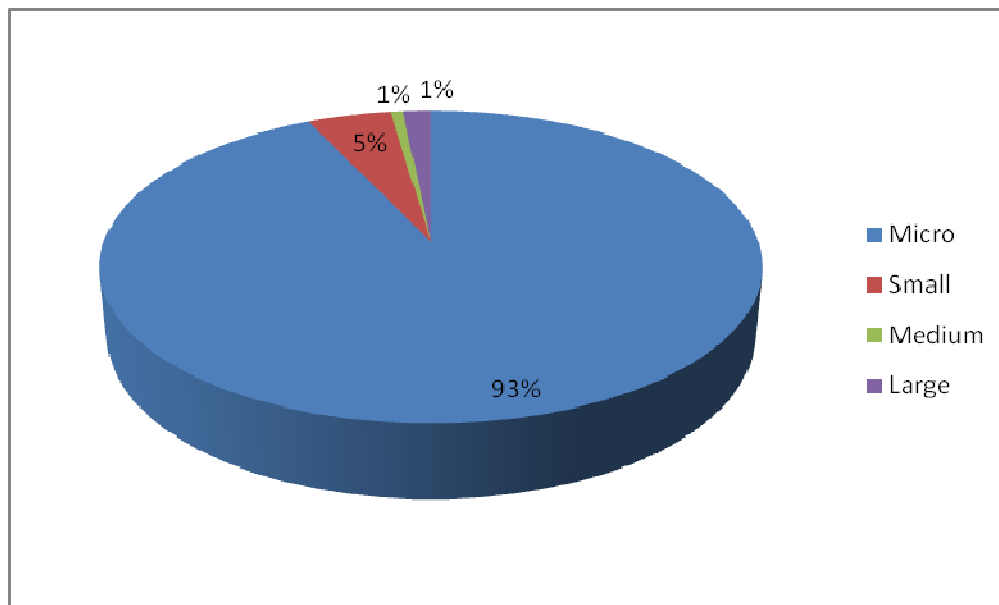




Table 5 depicts the establishments by type of legal organization with Individual Proprietorship (95.5%) - mostly investing in Micro Scale (93.5%) and least is Private Limited Company (0.9%).

**Table 5: Establishments by type of legal organization and investments, 2010**

Sl. No	Legal Organization	Investments				Total
		Micro	Small	Medium	Large	
1	Individual Proprietorship	6675	323	43	100	<b>7141</b>
2	Partnership and Cooperatives	125	17	6	12	<b>160</b>
3	Private Limited Company	39	10	6	13	<b>68</b>
4	Public Limited Company	78	7	2	18	<b>105</b>
<b>Total</b>		<b>6917</b>	<b>357</b>	<b>57</b>	<b>143</b>	<b>7474</b>

**Figure 5: Establishments by type of Legal Organization, 2010**

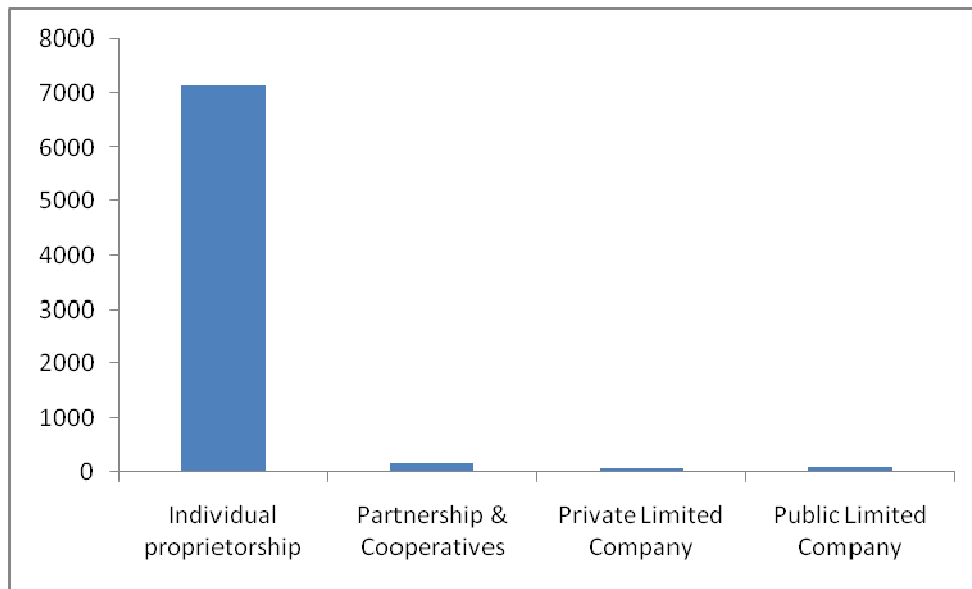


Table 6 gives information that most of the establishments are owned by the Bhutanese national i.e. out of 7,474 establishments 7,175 are owned by Bhutanese (95.9%) and a very few numbers around 286 (3.8%) of the establishments are owned by foreign nationals, decreased by 47 establishments as compared to the Establishment Census report 2008.

**Table 6: Establishments by nationality of ownership, 2010**

Sl. No	Ownership	Establishments
1	Bhutanese	7188
2	Foreigner	286
<b>Total</b>		<b>7474</b>

**Figure 6: Establishments by nationality of ownership in percentage, 2010**

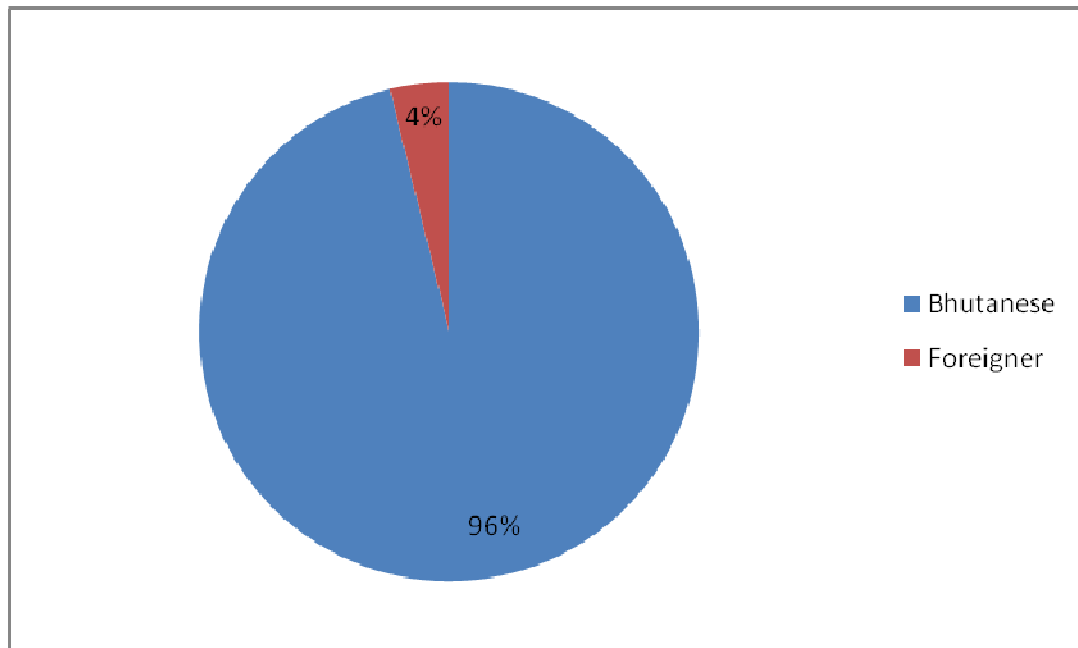


Table 7 shows the different legal organizations like Individual Proprietorship, Partner & Cooperatives, Private Ltd. and Public Ltd. Company by major economic activity. There are 7,141 establishments by Individual proprietorships followed by Partnership & Cooperatives with 160 establishments and the least is Public Ltd. Company with 105 establishments.

**Table 7: Establishments by major economic activity and type of legal organization, 2010**

Sl. No	Major Economic Activity	Legal Organization				Total
		Individual proprietorship	Partnership & Cooperatives	Private Limited Company	Public Limited Company	
1	Agriculture, Hunting and Forestry	20	2	1	3	26
2	Mining and Quarrying	12	4	5	1	22
3	Manufacturing	552	23	11	12	598
4	Electricity, Gas and Water Supply	13	6	2	19	40
5	Construction	70	5	7	0	82
6	Wholesale and Retail Trade; Repair of motor vehicles, Motorcycles and personal and household goods	4150	48	12	6	4216
7	Hotels and Restaurants	1701	31	14	22	1768
8	Financial Intermediation	6	18	4	35	63
9	Real Estate, Renting and Business Activities	294	13	6	2	315
10	Public Administration and Defense; Compulsory Social Security	8	1	1	2	12
11	Education	17	0	2	0	19
12	Health and Social Work	14	2	1	0	17
13	Other Community, Social and Personal Service Activities	284	7	2	3	296
	<b>Total</b>	<b>7141</b>	<b>160</b>	<b>68</b>	<b>105</b>	<b>7474</b>

Table 8 shows that major economic activities are mostly privately owned (7289) followed by Government (154) and 9 foreign controls.

**Table 8: Establishments by major economic activity and ownership, 2010**

Sl. No	Major Economic Activity	Ownership				Total
		Privately owned	Government owned	Foreign control	Joint venture between Bhutanese & Foreigner	
1	Agriculture, Hunting and Forestry	24	2	0	0	26
2	Mining and Quarrying	22	0	0	0	22
3	Manufacturing	583	12	0	3	598
4	Electricity, Gas and Water Supply	16	21	0	3	40
5	Construction	76	2	2	2	82
6	Wholesale and Retail Trade; Repair of motor vehicles, Motorcycles and personal and household goods	4187	24	3	2	4216
7	Hotels and Restaurants	1724	39	3	2	1768
8	Financial Intermediation	18	38	0	7	63
9	Real Estate, Renting and Business Activities	309	5	0	1	315
10	Public Administration and Defense; Compulsory Social Security	8	2	0	2	12
11	Education	17	2	0	0	19
12	Health and Social Work	16	1	0	0	17
13	Other Community, Social and Personal Service Activities	289	6	1	0	296
<b>Total</b>		<b>7289</b>	<b>154</b>	<b>9</b>	<b>22</b>	<b>7474</b>

**Table 9: Establishments by major economic activity and Dzongkhag, 2010**

Dzongkhag	Major Economic Activity											
	Agriculture, Hunting and Forestry	Mining and Quarrying	Manufacturing	Electricity, Gas and Water Supply	Construction	Wholesale and Retail Trade; Repair of motor vehicles, Motorcycles and personal and household goods	Hotels and Restaurants	Financial Intermediation	Real Estate, Renting and Business Activities	Public Administration and Defense; Compulsory Social Security	Education	Health and Social Work
Bumthang	1	0	15	1	1	118	59	2	3	0	1	1
Chukha	0	3	61	4	16	481	265	5	70	3	3	2
Dagana	0	0	5	4	1	111	54	0	4	0	1	0
Gasa	0	0	0	0	0	14	1	1	1	0	0	0
Haa	0	0	21	3	0	71	14	3	2	0	0	0
Lhuntse	0	0	7	2	0	56	7	2	0	0	0	0
Mongar	1	0	23	2	4	173	43	5	4	0	1	0
Paro	1	1	56	1	1	339	143	1	27	1	2	1
Pemagatshel	0	1	9	0	0	83	40	5	2	0	0	0
Punakha	1	1	19	1	0	90	33	3	3	0	0	0
S/Jongkhar	10	2	29	1	9	223	83	6	37	0	2	2
Samtse	1	3	20	3	14	204	119	1	4	1	0	2
Sarpang	1	1	48	3	4	347	168	2	34	0	2	1
Thimphu	6	7	200	5	11	1282	469	5	94	7	4	7
Trashigang	2	0	9	3	5	164	41	5	7	0	0	0
T/Yangtse	0	0	8	2	0	31	21	3	1	0	0	0
Trongsa	0	1	6	1	9	62	63	2	4	0	0	1
Tsirang	0	0	15	2	0	73	33	3	15	0	2	0
W/Phodrang	1	2	39	1	5	225	75	5	3	0	0	0
Zhemgang	1	0	8	1	2	69	37	4	0	0	1	0
<b>Total</b>	<b>26</b>	<b>22</b>	<b>598</b>	<b>40</b>	<b>82</b>	<b>4216</b>	<b>1768</b>	<b>63</b>	<b>315</b>	<b>12</b>	<b>19</b>	<b>17</b>

**Table 10: Establishments by legal organization and Dzongkhag, 2010**

Sl. No	Dzongkhag	Type of Legal organization				Total
		Individual proprietorship	Partnership and Cooperatives	Private Limited Company	Public Limited Company	
1	Bumthang	200	5	3	4	212
2	Chukha	929	20	9	7	965
3	Dagana	173	2	0	5	180
4	Gasa	16	0	0	1	17
5	Haa	108	0	1	6	115
6	Lhuntse	70	3	0	2	75
7	Mongar	243	12	2	4	261
8	Paro	597	3	0	2	602
9	Pemagatshel	135	3	0	6	144
10	Punakha	147	5	2	0	154
11	Samdrupjongkhar	406	4	5	7	422
12	Samtse	362	7	4	9	382
13	Sarpang	608	13	7	4	632
14	Thimphu	2129	50	27	18	2224
15	Trashigang	223	11	4	3	241
16	Trashiyangtse	60	5	0	2	67
17	Trongsa	143	5	0	5	153
18	Tsirang	137	6	0	2	145
19	Wangdiphodrang	343	4	4	6	357
20	Zhemgang	112	2	0	12	126
<b>Total</b>		<b>7141</b>	<b>160</b>	<b>68</b>	<b>105</b>	<b>7474</b>

**Table 11: Establishments by Ownership and Dzongkhag, 2010**

Sl. No.	Dzongkhag	Ownership				Total
		Privately owned	Government owned	Foreign control	Joint venture between Foreigner & Bhutanese	
1	Bumthang	204	5	2	1	212
2	Chukha	952	8	1	4	965
3	Dagana	173	5	0	2	180
4	Gasa	16	1	0	0	17
5	Haa	109	6	0	0	115
6	Lhuntse	70	5	0	0	75
7	Mongar	248	13	0	0	261
8	Paro	597	3	0	2	602
9	Pemagatshel	137	3	0	4	144
10	Punakha	150	4	0	0	154
11	Samdrupjongkhar	409	12	0	1	422
12	Samtse	374	8	0	0	382
13	Sarpang	624	4	2	2	632
14	Thimphu	2190	31	1	2	2224
15	Trashigang	230	10	0	1	241
16	Trashiyangtse	60	7	0	0	67
17	Trongsa	147	6	0	0	153
18	Tsirang	139	6	0	0	145
19	Wangdiphodrang	347	6	3	1	357
20	Zhemgang	113	11	0	2	126
<b>Total</b>		<b>7289</b>	<b>154</b>	<b>9</b>	<b>22</b>	<b>7474</b>

Table 12 shows increasing trend on number of establishments by year of operation and also depicts the socio-economic development in the country. Most of the major economic activities have taken place after 2001, meaning more establishments came into operation.

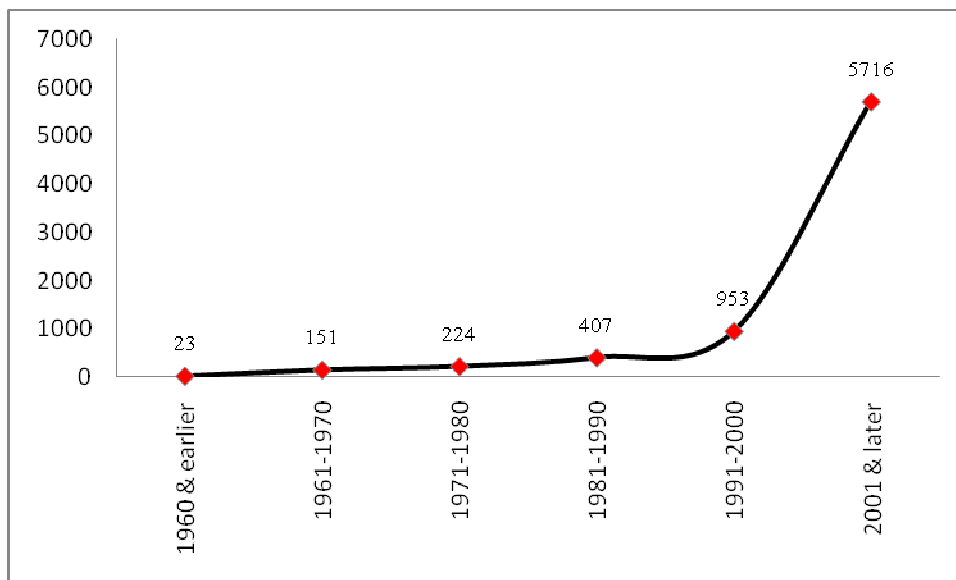
**Table 12: Establishments by Dzongkhag and year of operation, 2010**

Sl. No.	Dzongkhag	Year of Operation						Total
		1960 & earlier	1961-1970	1971-1980	1981-1990	1991-2000	2001 & later	
1	Bumthang	0	1	5	22	33	151	212
2	Chukha	8	57	31	55	117	697	965
3	Dagana	0	2	2	11	27	138	180
4	Gasa	0	0	2	0	1	14	17
5	Haa	0	1	2	8	17	87	115
6	Lhuntse	0	1	3	7	19	45	75
7	Mongar	0	2	8	17	28	206	261
8	Paro	2	2	12	19	82	485	602
9	Pemagatshel	0	3	13	8	19	101	144
10	Punakha	0	1	0	6	32	115	154
11	Samdrupjongkhar	2	23	36	34	56	271	422
12	Samtse	1	7	16	20	70	268	382
13	Sarpang	6	28	53	45	53	447	632
14	Thimphu	2	8	15	52	207	1940	2224
15	Trashigang	2	7	11	27	58	136	241
16	Trashiyangtse	0	1	2	7	10	47	67
17	Trongsa	0	1	2	20	21	109	153
18	Tsirang	0	2	2	4	21	116	145
19	Wangdiphodrang	0	1	8	32	58	258	357
20	Zhemgang	0	3	1	13	24	85	126
	<b>Total</b>	<b>23</b>	<b>151</b>	<b>224</b>	<b>407</b>	<b>953</b>	<b>5716</b>	<b>7474</b>



**Table 13: Establishments by ownership and year of operation, 2010**

Sl. No	Year of Operation	Ownership				Total
		Privately owned	Government owned	Foreign control	Joint venture between Foreigner & Bhutanese	
1	1960 & earlier	20	3	0	0	23
2	1961-1970	140	11	0	0	151
3	1971-1980	200	19	1	4	224
4	1981-1990	383	22	0	2	407
5	1991-2000	924	25	2	2	953
6	2001 & later	5622	74	6	14	5716
<b>Total</b>		<b>7289</b>	<b>154</b>	<b>9</b>	<b>22</b>	<b>7474</b>

**Figure 13: Trend of establishments by year of operation, 2010**

**Table 14: Establishments by type of legal organizations and year of operation, 2010**

Sl. No	Year of Operation	Type of Legal organization				Total
		Individual Proprietorship	Partnership and Cooperatives	Private Limited Company	Public Limited Company	
1	1960 & earlier	19	2	1	1	<b>23</b>
2	1961-1970	138	4	0	9	<b>151</b>
3	1971-1980	195	12	3	14	<b>224</b>
4	1981-1990	372	13	6	16	<b>407</b>
5	1991-2000	904	22	12	15	<b>953</b>
6	2001 & later	5513	107	46	50	<b>5716</b>
<b>Total</b>		<b>7141</b>	<b>160</b>	<b>68</b>	<b>105</b>	<b>7474</b>

Table 15 shows the staff turnover by major economic activity. The highest staff turnover is in wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods followed by hotel and restaurant.

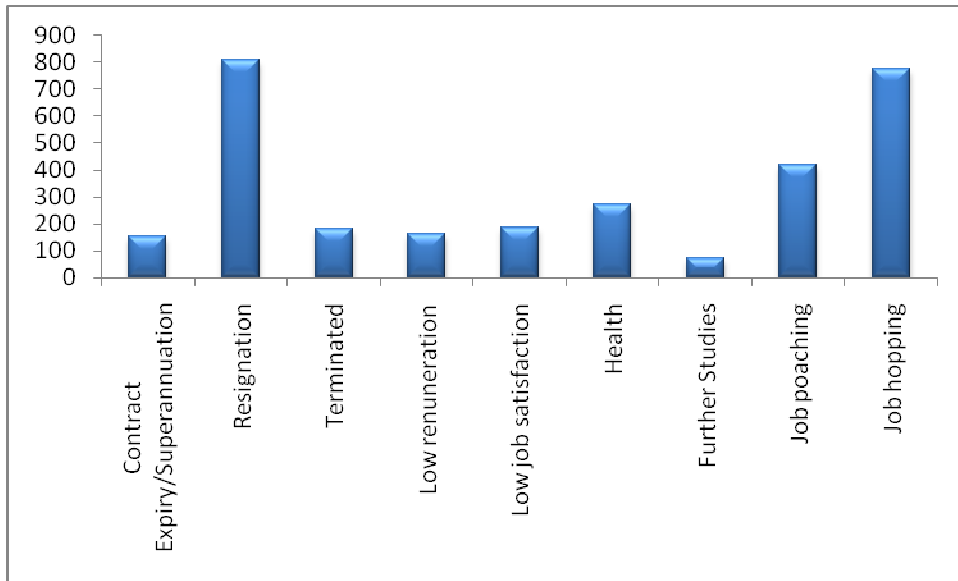
**Table 15: Staff turnover by major economic activity, 2010**

Sl. No	Major Economic Activity	Total	Staff turnover
1	Agriculture, hunting and forestry	26	4
2	Mining and Quarrying	22	7
3	Manufacturing	598	91
4	Electricity, Gas and water supply	40	13
5	Construction	82	18
6	Wholesale and Retail Trade; Repair of motor vehicles, Motorcycles and personal and household goods	4216	600
7	Hotels and Restaurants	1768	244
8	Financial intermediation	63	27
9	Real estate, renting and business activities	315	52
10	Public administration and defense; compulsory social security	12	0
11	Education	19	3
12	Health and social work	17	1
13	Other community, social and personal service activities	296	41
14	Private households with employed persons	0	0
<b>Total</b>		<b>7474</b>	<b>1101</b>

**Table 16: Staff turnover by reasons and Dzongkhag, 2010**

Sl. No	Dzongkhag	Reasons								
		Contract Expiry/ Superannuation	Resignation	Terminated	Low remuneration	Low job satisfaction	Health	Further Studies	Job poaching	J hop
1	Bumthang	0	19	16	6	15	20	2	27	
2	Chukha	23	156	36	50	23	63	4	57	1
3	Dagana	0	2	3	0	3	0	0	0	
4	Gasa	0	0	0	0	0	0	0	0	
5	Haa	3	6	2	15	2	2	1	16	
6	Lhuntse	1	6	0	0	1	0	1	0	
7	Mongar	2	18	3	1	4	2	0	10	
8	Paro	12	109	31	7	14	32	8	12	1
9	Pemagatshel	2	0	0	0	0	0	0	1	
10	Punakha	3	8	1	0	1	4	0	0	
11	S/Jongkhar	2	8	5	5	2	4	1	13	
12	Samtse	33	18	2	2	4	13	0	32	
13	Sarpang	16	28	11	9	26	18	2	13	
14	Thimphu	47	383	53	54	82	104	52	230	3
15	Trashigang	1	8	4	3	8	3	2	1	
16	T/Yangtse	1	0	0	0	0	0	0	4	
17	Trongsa	3	14	10	12	0	5	0	1	
18	Tsirang	3	7	0	0	0	1	0	1	
19	W/Phodrang	0	15	5	0	2	1	1	4	
20	Zhemgang	0	4	2	0	0	0	0	0	
<b>Total</b>		<b>152</b>	<b>809</b>	<b>184</b>	<b>164</b>	<b>187</b>	<b>272</b>	<b>74</b>	<b>422</b>	<b>7</b>

**Figure 16: Staff turnover by reasons, 2010**



**Table 17: Staff turnover by major occupation, 2010**

Sl. No	Major Occupation	Reasons							
		Contract Expiry/ Superannuation	Resignation	Terminated	Low remuneration	Low job satisfaction	Health	Further Studies	Job poaching
1	Legislators, Senior Officials and Managers	7	32	5	1	10	4	3	12
2	Professionals	9	24	12	1	4	1	4	11
3	Technicians and Associate Professionals	13	46	7	13	4	4	1	64
4	Clerks	2	60	21	4	6	5	10	21
5	Service Workers and Shop and Market Sales Workers	61	395	63	85	106	188	38	186
6	Skilled Agricultural and Fishery Workers	1	42	23	3	13	12	1	16
7	Craft and related Workers	18	47	22	18	16	9	1	46
8	Plant and Machine Operators and Assemblers	24	41	4	2	17	1	3	29
9	Elementary Occupations	14	85	20	21	7	33	2	11
10	Occupation not stated	3	37	7	16	4	15	11	26
<b>Total</b>		<b>152</b>	<b>809</b>	<b>184</b>	<b>164</b>	<b>187</b>	<b>272</b>	<b>74</b>	<b>422</b>

**Figure 17: Staff turnover by major occupation, 2010**

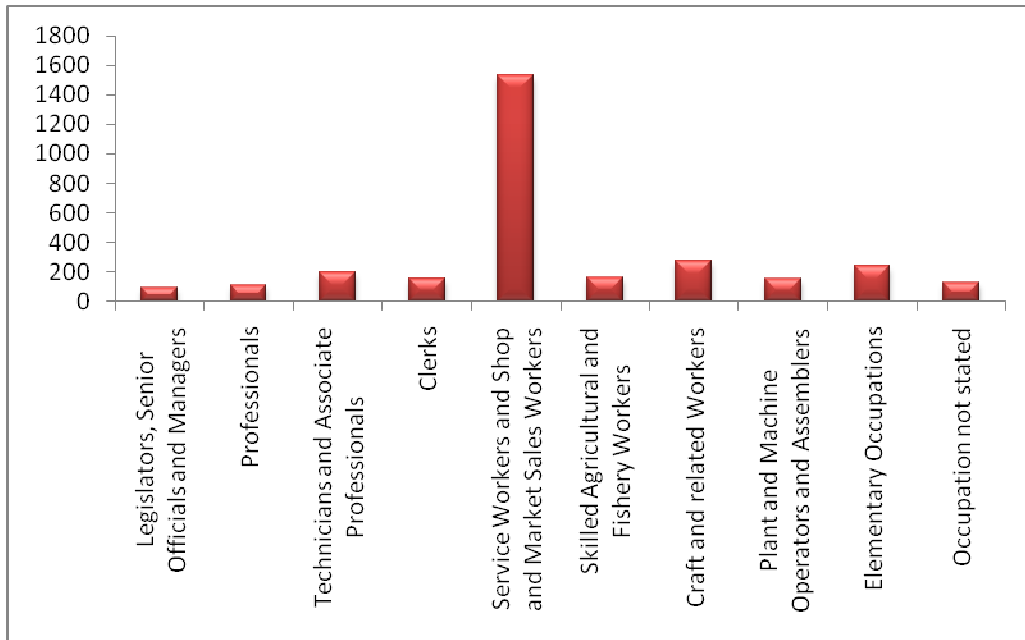


Table 18 shows more than 40% of all establishments by ownership and plans to expand their business.

**Table 18: Establishments by ownership with future plan for expansion, 2010**

Sl. No	Ownership	Total	Plan to expand	Ownership (%)
1	Privately owned	7289	3365	97.5
2	Government owned	154	63	2.1
3	Foreign control	9	4	0.1
4	Joint Venture between foreigner & Bhutanese	22	12	0.3
<b>Total</b>		<b>7474</b>	<b>3444</b>	<b>100</b>

**Table 19: Establishments by major economic activity with future plan of expansion, 2010**

Sl. No	Major Economic Activity	Total	Plan to expand
1	Agriculture, hunting and forestry	26	15
2	Mining and Quarrying	22	10
3	Manufacturing	598	274
4	Electricity, Gas and water supply	40	18
5	Construction	82	31
6	Wholesale and Retail Trade; Repair of motor vehicles, Motorcycles and personal and household goods	4216	1981
7	Hotels and Restaurants	1768	787
8	Financial intermediation	63	28
9	Real estate, renting and business activities	315	149
10	Public administration and defense; compulsory social security	12	5
11	Education	19	10
12	Health and social work	17	5
13	Other community, social and personal service activities	296	131
14	Private households with employed persons	0	0
<b>Total</b>		<b>7474</b>	<b>3444</b>

**Table 20: Establishments by nationality of ownership with future plan of expansion, 2010**

Sl. No	Nationality of Ownership	Total	Plan to expand
1	Bhutanese	7188	3309
2	Foreigner	286	135
<b>Total</b>		<b>7468</b>	<b>3444</b>

**Table 21: Establishments by main constraints to expansion by nationality of ownership, 2010**

Sl. No	Main Constraints to expand	Total	Nationality of Ownership	
			Bhutanese	Foreigner
1	Lack of skilled manpower	<b>740</b>	705	35
2	Poor labour legislation	<b>292</b>	283	9
3	Lack of demand for goods & services	<b>1145</b>	1110	35
4	Scarcity of raw materials	<b>110</b>	104	6
5	Credit constraints	<b>402</b>	386	16
6	Foreign exchange regulation	<b>109</b>	108	1
7	Competition from other firms	<b>1504</b>	1444	60
8	Land	<b>930</b>	887	43
9	Other reasons	<b>631</b>	611	20
<b>Total</b>		<b>5863</b>	<b>5638</b>	<b>225</b>

Table 22 indicates the main constraints faced by the establishments for the expansion.

**Table 22: Establishments by main constraints to expansion by ownership, 2010**

Sl. No	Main Constraints to expand	Ownership				Total
		Private owned	Government owned	Foreign control	Joint venture between Bhutanese & Foreigners	
1	Lack of skilled manpower	725	13	1	1	<b>740</b>
2	Poor labour legislation	286	5	0	1	<b>292</b>
3	Lack of demand for goods & services	1117	24	1	3	<b>1145</b>
4	Scarcity of raw materials	104	4	0	2	<b>110</b>
5	Credit constraints	388	13	0	1	<b>402</b>
6	Foreign exchange regulation	104	5	0	0	<b>109</b>
7	Competition from other firms	1461	36	3	4	<b>1504</b>
8	Land	906	23	0	1	<b>930</b>
9	Other reasons	616	12	2	1	<b>631</b>
<b>Total</b>		<b>5707</b>	<b>135</b>	<b>7</b>	<b>14</b>	<b>5863</b>



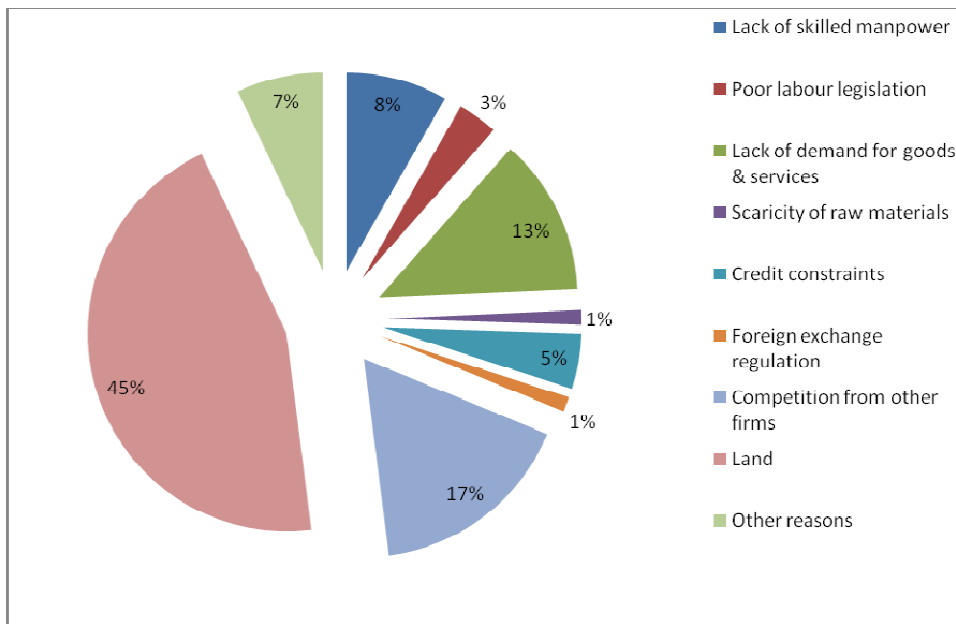
**Table 23: Establishments by main constraints to expansion by type of legal organization, 2010**

Sl. No	Main Constraints to expand	Type of Legal Organization				Total
		Individual proprietorship	Partnership & Cooperatives	Private Limited Company	Public Limited Company	
1	Lack of skilled manpower	714	14	4	8	740
2	Poor labour legislation	285	2	0	5	292
3	Lack of demand for goods & services	1089	27	13	16	1145
4	Scarcity of raw materials	102	5	0	3	110
5	Credit constraints	374	15	8	5	402
6	Foreign exchange regulation	102	4	0	3	109
7	Competition from other firms	1430	36	15	23	1504
8	Land	889	14	10	17	930
9	Other reasons	608	14	3	6	631
<b>Total</b>		<b>5593</b>	<b>131</b>	<b>53</b>	<b>86</b>	<b>5863</b>

Table 24: Establishments by main constraints to expansion by Dzongkhag, 2010

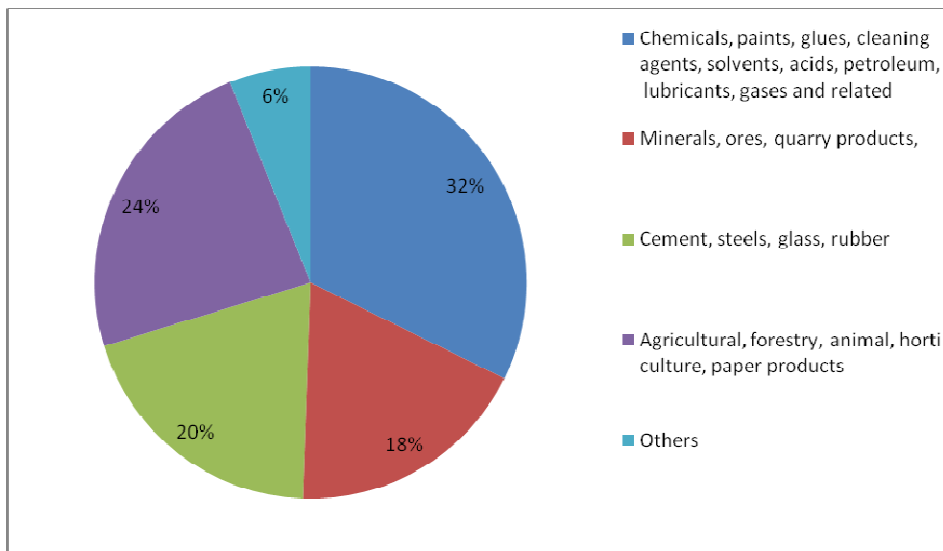
Sl. No	Dzongkhag	Main constraints								
		Lack of skilled manpower	Poor labour legislation	Lack of demand for goods & services	Scarcity of raw materials	Credit constraints	Foreign exchange regulation	Competition from other firms	Land	Other reason
1	Bumthang	18	11	32	1	16	4	47	111	19
2	Chukha	101	34	129	19	46	17	193	524	96
3	Dagana	21	8	43	4	7	2	34	102	16
4	Gasa	1	0	0	0	0	0	1	5	2
5	Haa	8	5	19	3	5	2	21	63	11
6	Lhuntse	9	3	3	1	3	2	4	27	5
7	Mongar	25	11	41	4	11	2	51	144	23
8	Paro	60	18	79	16	26	10	112	308	44
9	Pemagatshel	13	10	21	1	14	4	25	81	14
10	Punakha	20	5	31	1	9	2	34	84	14
11	S/Jongkhar	48	17	68	5	31	8	83	218	29
12	Samtse	34	14	59	3	18	3	87	222	33
13	Sarpang	57	21	92	9	40	4	156	351	42
14	Thimphu	219	92	366	27	126	36	442	1213	186
15	Trashigang	30	6	36	5	13	2	59	135	19
16	T/Yangtse	4	1	9	2	3	0	13	31	8
17	Trongsa	8	6	19	2	8	1	25	73	11
18	Tsirang	13	4	18	1	6	3	28	66	10
19	W/Phodrang	29	19	60	2	18	6	65	197	32
20	Zhemgang	22	7	20	4	2	1	24	77	17
<b>Total</b>		<b>740</b>	<b>292</b>	<b>1145</b>	<b>110</b>	<b>402</b>	<b>109</b>	<b>1504</b>	<b>4032</b>	<b>631</b>

**Figure 24: Main constraints to the expansion of establishment, 2010**



**Table 25: Establishments by kind of raw materials used and ownership, 2010**

Sl. No	Kind of raw materials	Ownership				Total
		Privately owned	Government owned	Foreign control	Joint Venture between Foreigner & Bhutanese	
1	Chemicals, paints, glues, cleaning agents, solvents, acids, petroleum, lubricants, gases and related	133	4	1	0	138
2	Minerals, ores, quarry products,	74	4	0	0	78
3	Cement, steels, glass, rubber	81	2	0	1	84
4	Agricultural, forestry, animal, horticulture, paper products	96	3	1	1	101
5	Others	26	0	0	0	26
<b>Total</b>		<b>410</b>	<b>13</b>	<b>2</b>	<b>2</b>	<b>427</b>

**Figure 25: Kind of raw materials used for production, 2010**

**Table 26: Establishments by kind of raw materials used and legal organization, 2010**

Sl. No	Kind of raw materials	Legal Organization				Total
		Individual proprietorship	Partnership & Cooperatives	Private Limited Company	Public Limited Company	
1	Chemicals, paints, glues, cleaning agents, solvents, acids, petroleum, lubricants, gases and related	130	4	3	1	138
2	Minerals, ores, quarry products,	73	2	1	2	78
3	Cement, steels, glass, rubber	79	3	1	1	84
4	Agricultural, forestry, animal, horticulture, paper products	95	3	1	2	101
5	Others	25	1	0	0	26
<b>Total</b>		<b>402</b>	<b>13</b>	<b>6</b>	<b>6</b>	<b>427</b>

Table 27: Type of raw materials used in major economic activity, 2010

Sl. No	Major Economic Activity	Chemicals, paints, glues, cleaning agents, solvents, acids, petroleum, lubricants, gases and related	Minerals, ores, quarry products,	Cement, steels, glass, rubber	Agricultural, forestry, animal, horticulture, paper products	O
1	Agriculture, hunting and forestry	0	0	0	1	
2	Mining & quarrying	1	1	1	1	
3	Manufacturing	11	7	7	7	
4	Electricity, gas & water supply	2	1	1	1	
5	Construction	1	0	1	2	
6	Wholesale & retail trade;	87	52	55	63	
7	Hotels & restaurants	25	14	16	21	
8	Financial intermediation	0	1	0	0	
9	Real estate, renting & business activities	3	0	0	1	
10	Public administration & defense;	0	0	0	0	
11	Education	1	0	0	0	
12	Health & social work	0	0	0	0	
13	Other community, social & personal service activities	7	2	3	4	
14	Private households with employed persons	0	0	0	0	
<b>Total</b>		<b>138</b>	<b>78</b>	<b>84</b>	<b>101</b>	

**Table 28: Equipments and Machineries used in major economic activity, 2010**

Sl. No	Major Economic Activity	Mechanical with power	Mechanical without power	Hand tools with power	Hand tools without power	Electronic equipment	Other	Total
1	Agriculture, hunting and forestry	1	0	1	1	0	0	3
2	Mining & quarrying	1	1	1	1	1	0	5
3	Manufacturing	13	11	12	12	5	1	54
4	Electricity, gas & water supply	1	1	1	1	0	0	4
5	Construction	0	0	1	0	1	0	2
6	Wholesale & retail trade;	97	78	84	78	41	4	382
7	Hotels & restaurants	31	26	30	26	13	2	128
8	Financial intermediation	1	0	0	0	0	0	1
9	Real estate, renting & business activities	3	0	2	2	1	1	9
10	Public administration & defense;	0	3	0	0	0	0	3
11	Education	0	0	0	0	1	0	1
12	Health & social work	0	0	0	0	0	0	0
13	Other community, social & personal service activities	4	4	5	6	4	0	23
14	Private households with employed persons	0	0	0	0	0	0	0
<b>Total</b>		<b>152</b>	<b>124</b>	<b>137</b>	<b>127</b>	<b>67</b>	<b>8</b>	<b>615</b>

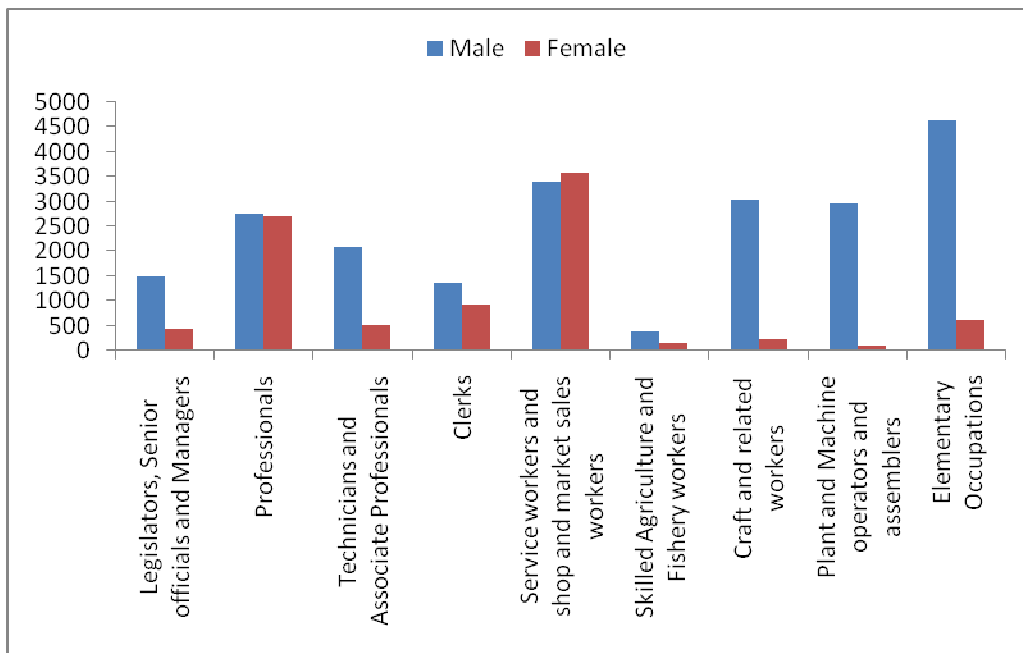
**Table 29: Number of employee by major occupation and nationality- Bhutanese & Foreigners, 2010**

Sl. No	Major Occupation	Bhutanese				Total	Foreigners			
		Regular	Casual	Contract	Self employed		Regular	Casual	Contract	Self employed
1	Legislators, senior officials and managers	1457	29	39	158	1683	186	27	10	17
2	Professionals	1715	65	126	3142	5048	129	79	46	125
3	Technicians and Associate Professionals	2014	121	52	33	2220	151	196	24	0
4	Clerks	1963	73	44	28	2108	79	59	5	4
5	Service workers and shop and market sales	3094	199	90	2391	5774	797	216	31	110
6	Skilled Agricultural and Fishery workers	362	33	16	31	442	54	18	4	2
7	Craft and related workers	1587	154	52	59	1852	619	717	77	6
8	Plant and machine operators and assemblers	1780	249	59	20	2108	186	750	21	1
9	Elementary occupation	2967	392	89	45	3493	271	1438	33	6
10	Armed forces	0	0	0	0	0	0	0	0	0
11	Not stated	111	7	0	35	153	9	2	1	3
<b>Total</b>		<b>17050</b>	<b>1322</b>	<b>567</b>	<b>5942</b>	<b>24881</b>	<b>2481</b>	<b>3502</b>	<b>252</b>	<b>274</b>



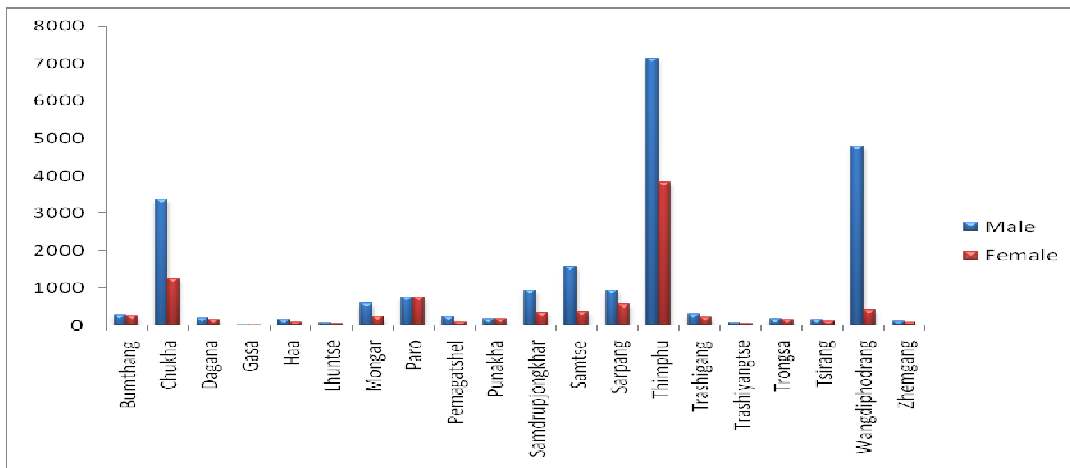
**Table 30: Number of employees by major occupation and sex, 2010**

Sl. No	Major Occupation	Sex		Total
		Male	Female	
1	Legislators, Senior officials and Managers	1482	449	<b>1931</b>
2	Professionals	2751	2704	<b>5455</b>
3	Technicians and Associate Professionals	2092	510	<b>2602</b>
4	Clerks	1375	922	<b>2297</b>
5	Service workers and shop and market sales workers	3398	3590	<b>6988</b>
6	Skilled Agriculture and Fishery workers	375	144	<b>519</b>
7	Craft and related workers	3032	240	<b>3272</b>
8	Plant and Machine operators and assemblers	2971	98	<b>3069</b>
9	Elementary Occupations	4630	627	<b>5257</b>
<b>Total</b>		<b>22106</b>	<b>9284</b>	<b>31390</b>

**Figure 30: Number of employee by major occupation and sex, 2010**

**Table 31: Number of employees by Dzongkhag and sex, 2010**

Sl. No	Dzongkhag	Sex		Total
		Male	Female	
1	Bumthang	280	255	535
2	Chukha	3376	1257	4633
3	Dagana	205	157	362
4	Gasa	7	14	21
5	Haa	161	94	255
6	Lhuntse	82	60	142
7	Mongar	596	247	843
8	Paro	762	761	1523
9	Pemagatshel	240	107	347
10	Punakha	180	182	362
11	Samdrupjongkhar	941	344	1285
12	Samtse	1583	369	1952
13	Sarpang	940	567	1507
14	Thimphu	7143	3817	10960
15	Trashigang	296	213	509
16	Trashiyangtse	77	65	142
17	Trongsa	173	160	333
18	Tsirang	168	122	290
19	Wangdiphodrang	4786	404	5190
20	Zhemgang	110	89	199
<b>Total</b>		<b>22106</b>	<b>9284</b>	<b>31390</b>

**Figure 31: Number of employees by Dzongkhag and sex, 2010**

**Table 32: Number of employees by major occupation and monthly salary, 2010**

Sl. No	Major Occupation	Monthly Salary					
		<1000	1000-1999	2000-2999	3000-3999	4000-4999	5000-5999
1	Legislators, Senior officials and Managers	2	8	35	83	88	416
2	Professionals	16	109	183	268	219	1092
3	Technicians and Associate Professionals	1	19	30	332	215	863
4	Clerks	105	25	25	186	279	1048
5	Service workers and shop and market sales workers	66	520	1360	1569	889	1904
6	Skilled Agriculture and Fishery workers	4	25	43	180	70	124
7	Craft and related workers	2	29	74	438	432	1839
8	Plant and Machine operators and assemblers	0	4	10	126	326	1940
9	Elementary Occupations	19	286	238	860	1781	1442
<b>Total</b>		<b>215</b>	<b>1025</b>	<b>1998</b>	<b>4042</b>	<b>4299</b>	<b>10668</b>

**Table 33: Number of employees by occupation and nationality, 2010**

Sl. No.	Occupation	Bhutanese				Foreign			
		Regular	Casual	Contract	Self employed	Regular	Casual	Contract	e
1	Legislators	0	1	0	0	0	0	0	
2	Senior Govt. Officials	24	0	2	0	1	0	0	
3	Senior officials of political party organizations	0	0	1	0	0	0	0	
4	Senior Officials of Employees' workers	11	0	0	0	1	0	0	
5	Senior Officials of humanitarian	8	0	0	0	0	0	0	
6	Directors & chief executives	251	1	7	24	8	1	1	
7	Production & operation managers	117	0	2	2	4	1	0	
8	Finance & administration managers	129	5	1	2	13	0	2	
9	Personnel & industrial relations managers	2	0	0	0	1	0	0	
10	Sales and marketing managers	142	1	3	29	57	6	1	
11	Advertising & public relation managers	4	0	0	0	0	0	0	
12	Supply & Distributor Manager	30	0	0	0	0	13	0	
13	Computing services managers	9	0	0	2	2	0	0	
14	Research & development managers	7	0	4	1	0	0	0	
15	Other specialized managers	3	0	0	0	1	0	0	
16	Manager in agriculture	7	0	0	1	0	0	0	
17	Manager in manufacturing	147	3	4	9	15	0	2	

**Table 33(Contd.): Number of employees by occupation and nationality, 2010**

18	Manager in construction	40	3	1	4	6	0	0	0
19	Manager in retail & wholesale trade	82	6	2	26	33	1	1	1
20	Managers of restaurants & hotels	100	3	3	38	23	4	0	2
21	Manager in transportation	35	1	0	2	3	1	0	0
22	General Managers of business services firms	155	4	1	7	7	0	0	0
23	General managers in personal care, cleanings, repairs	13	1	0	4	2	0	0	0
24	Other general managers	145	0	8	11	10	0	3	2
25	Meteorologists]	2	0	0	0	0	0	0	0
26	Asst Clinical Officer	16	0	7	0	1	0	1	0
27	Geologist	1	0	0	0	0	0	0	0
28	Statisticians	1	0	0	0	0	0	0	0
29	Analyst	8	0	0	0	2	0	0	0
30	Computer Programmers/ICT officer	90	1	4	0	1	1	1	0
31	Other computing professionals	4	0	0	0	0	0	0	0
32	Architect	8	0	1	1	0	0	0	0
33	Civil engineer	65	3	3	1	8	25	3	0
34	Electrical Engineer	204	2	2	5	4	4	0	0
35	Electronic & telecommunications engineers	2	0	0	0	0	0	2	0
36	Mechanical Engineer	137	10	2	1	9	10	2	0
37	Chemical Engineer	3	0	0	0	0	0	0	0
38	Mining Engineer	4	0	1	0	0	1	0	0
39	Cartographers & surveyors	11	3	0	2	0	13	0	0
40	Bio Medical Engineer	17	0	0	5	3	0	0	0

**Table 33(Contd.): Number of employees by occupation and nationality, 2010**

41	Botanist/entomologist	0	0	1	0	0	0	0	0
42	Bacteriologist, pharmacologists & related professionals	3	0	0	0	0	0	0	0
43	Agronomists and related professionals	1	0	0	0	0	1	0	0
44	Medical doctors	40	0	1	0	1	0	1	0
45	Pharmacist	3	0	1	0	4	1	0	0
46	ANM/GNM/Nurse	11	0	0	0	0	3	0	0
47	College/High Schoolteacher	6	0	44	0	2	0	26	0
48	Lower Secondary School Teacher	36	0	35	2	10	0	2	0
49	Primary education teaching professionals	16	0	0	0	0	0	0	0
50	Pre-primary education teaching professionals	19	0	0	0	0	0	0	0
51	Asst. Dzongkhag Education Officer (ADEO)	5	0	2	0	0	0	0	0
52	Other teaching professionals not elsewhere classified	21	0	0	0	0	0	0	0
53	Accountant/Charter Account	443	16	10	15	36	13	1	0
54	Businessman	385	23	9	3108	48	7	8	12
55	Lawyers	4	0	0	1	0	0	0	0
56	Judges	1	0	0	0	0	0	0	0
57	Other legal professionals	18	0	0	0	0	0	0	0
58	Archivists & curators	2	0	0	0	0	0	0	0
59	Librarian	12	0	1	0	0	0	0	0
60	Economists	1	0	0	1	0	0	0	0
61	Philologists, translators and interpreters	5	4	0	0	0	0	0	0
62	Psychologists	7	0	0	0	0	0	0	0
63	Journalist	27	0	0	0	0	0	0	0
64	Artist/craftsman	11	0	2	0	0	0	0	0
65	Composers, musicians and singers	6	0	0	0	0	0	0	0

**Table 33(Contd.): Number of employees by occupation and nationality, 2010**

66	Choreographers and dancers	32	4	0	0	0	0	0	0
67	Film, stage & related actors & directors	35	0	0	0	0	0	0	1
68	Religion professionals	18	0	0	0	0	0	0	0
69	Chemical & Physical science technicians	40	9	2	1	3	9	0	0
70	Civil engineering technicians	137	39	0	1	3	32	3	0
71	Auto Electrician	215	5	0	2	10	11	3	0
72	Electronics & telecommunications engineering technicians	57	0	0	0	0	0	0	0
73	Mechanic	591	21	12	6	97	97	11	0
74	Mining and metallurgical technicians	1	0	0	0	0	0	0	0
75	Technical drafters	2	0	0	0	1	0	0	0
76	Other physical science & engineering technicians	12	0	0	0	0	0	0	0
77	Computer Technician	202	0	2	2	1	0	0	0
78	Photographers, image & sound recording equipment controllers	21	0	0	3	6	0	0	0
79	Broadcasting & telecommunications equipment controllers	45	0	0	0	0	0	0	0
80	X-ray Technicians	3	0	0	0	0	0	0	0
81	Other optical & electronic equipment controllers	3	0	1	0	0	0	0	0
82	Air traffic controllers	2	0	0	0	0	0	0	0
83	Life science technicians	5	0	0	0	0	0	0	0
84	Agronomy and forestry technician	4	0	0	0	0	0	0	0
85	Agriculture Extn. Officer/Deputy Ranger/DFO	21	1	1	0	1	0	0	0
86	Sanitarians	3	0	14	0	0	0	0	0
87	Dental Asst.	4	0	0	0	1	0	0	0
88	Pharmaceutical assistants	5	0	0	0	0	0	0	0
89	Nursing associate professionals	1	0	0	0	0	0	0	0
90	Midwifery associate professionals	2	0	0	0	0	0	0	0

**Table 33(Contd.): Number of employees by occupation and nationality, 2010**

91	Other teaching associate professionals	2	0	0	1	0	0	0
92	Securities & finance dealers & brokers	43	1	0	0	2	2	0
93	Development officer (RICBL)	12	0	0	0	0	0	0
94	Estate agents	1	0	11	1	0	0	0
95	Consulter	3	3	0	0	0	0	0
96	Technical and commercial sales representatives	22	0	0	0	0	1	0
97	Buyers	2	0	0	0	0	0	0
98	Auctioneers	2	0	0	0	0	0	0
99	Marketing officer	78	2	0	3	4	0	1
100	Broker	3	0	0	0	0	0	0
101	Clearing & forwarding agents	4	0	0	0	0	1	0
102	Contact paid worker/Contractor	44	21	4	11	15	28	4
103	Administrative & related associate professionals	308	6	5	2	7	13	0
104	Legal & related business associate professionals	5	0	0	0	0	1	0
105	Statistical & mathematical associate professionals	9	0	0	0	1	1	0
106	Other administrative associate professionals	7	0	0	0	0	0	0
107	Custom & border inspectors	2	6	0	0	0	0	0
108	Government tax & excise officials	1	0	0	0	0	0	0
109	License officer	6	2	0	0	0	0	0
110	Investigating Officer	1	0	0	0	0	0	0
111	Decorators and commercial designers	12	0	0	0	1	0	2
112	BBS programmer	22	0	0	0	0	0	0
113	Dzongkhag dancers	52	5	0	1	0	0	0
114	Athletes & related workers	5	0	0	0	0	0	0
115	Bench clerk/clerk	38	0	1	0	0	5	1
116	Word processing & related operators	3	0	0	0	0	0	0
117	Data entry operator/Data operator/Data puncher	6	3	0	0	0	3	0
118	Calculating machine operators	7	0	0	0	0	0	0
119	Dispatcher/Office Asst/PA	845	30	26	6	45	50	3



**Table 33(Contd.): Number of employees by occupation and nationality, 2010**

120	Accounting & book keeping clerks	30	1	0	0	0	0	0	0
121	Land Record clerk	2	0	0	1	0	0	0	0
122	Production clerks	2	0	0	1	0	0	0	0
123	Library and filing clerks	1	0	1	0	0	0	0	0
124	mail carriers & sorting clerks	298	1	1	0	0	0	0	0
125	Magazine Editor	31	1	0	0	0	0	0	0
126	Cashiers & ticket issuers	246	8	5	11	11	0	1	4
127	Teller	93	1	2	1	0	0	0	0
128	Bet bookmakers and croupiers	1	0	0	0	1	0	0	0
129	Bill, debt & related cash collectors	116	3	0	0	11	0	0	0
130	Receptionists & information clerks	233	21	5	8	8	0	0	0
131	Telephone switchboard operators	52	4	4	0	3	1	0	0
132	Flight attendants & travel stewards	0	1	0	0	0	14	0	0
133	Transport conductors	26	0	0	0	0	17	0	0
134	Cultural & trekking guide	31	2	0	0	0	0	0	0
135	House keeper	255	1	9	0	37	8	1	0
136	Chef/Cook	525	19	26	46	165	101	10	5
137	Waiters & bartenders	440	25	21	141	174	38	4	7
138	Babysitter	3	1	0	0	0	0	0	0
139	Customer care	13	0	1	2	1	0	0	0
140	House keeper/maid	148	30	4	14	40	8	1	4
141	Hairdressers, barbers, beauticians and related workers	99	4	2	32	42	0	2	2
142	Companions and valets	0	0	1	0	0	0	0	0
143	Astrologer	1	0	0	0	0	0	0	0
144	Fire fighter	81	0	0	0	0	0	0	0
145	Constable	0	1	0	1	0	1	0	0
146	Protective services workers not elsewhere classified	1	0	0	0	0	0	0	0

**Table 33(Contd.): Number of employees by occupation and nationality, 2010**

147	Shop salespersons	1488	118	26	2183	342	29	13
148	Stall & market salespersons	2	0	0	1	1	0	0
149	Field crop & vegetable growers	75	0	6	0	0	0	0
150	Gardener	34	4	0	0	0	2	0
151	Farmer	2	0	0	2	0	0	0
152	Forestry workers & loggers	251	29	9	29	54	16	4
153	Mines Inspector	3	5	0	0	0	0	1
154	Blaster	4	0	0	0	4	6	0
155	Mason	95	74	9	2	12	125	18
156	Builders, traditional materials	2	0	0	0	0	0	0
157	Bricklayers, stonemasons & tile setters	1	0	0	0	0	0	0
158	Concrete placers, concrete finishers & terrazzo workers	3	1	0	0	211	6	0
159	Carpenter	76	18	4	1	38	73	32
160	Roofers	2	0	0	0	0	0	0
161	Plasterers	1	0	0	0	2	0	1
162	Insulators	4	0	0	0	1	0	0
163	Plumbers & pipe fitter	146	15	2	0	3	75	0
164	Building and related electricians	14	0	0	0	0	0	0
165	Painter	67	1	5	0	20	12	6
166	Lacquerers & spray painters	1	0	0	0	1	0	0
167	Metal molders & core makers	9	0	0	0	1	0	0
168	Welder & flame-cutters	120	4	4	0	59	144	5
169	Sheet-metal workers	2	1	0	0	0	0	0
170	Structural metal preparers & erectors	3	0	0	0	0	0	0
171	Riggers & cable splicer	11	0	1	0	44	120	0
172	Blacksmith	7	0	0	0	0	3	0
173	Toolmakers, metal pattern makers and metal markers	0	0	0	0	1	1	0

**Table 33(Contd.): Number of employees by occupation and nationality, 2010**

174	Machine-tool setter- operators	2	0	1	0	0	0	0
175	Metal grinders, polishers & tool sharpeners	8	0	0	0	0	0	0
176	Automobile Mechanic	59	1	0	3	4	2	3
177	Other machinery mechanics & fitters	0	0	0	0	10	0	0
178	Electrical mechanics & fitters	2	0	0	0	0	1	0
179	Mobile repairer	20	1	0	1	4	0	0
180	Radio & television servicers	0	0	0	1	0	0	0
181	Telegraph & telephone installers	5	0	0	0	1	0	0
182	Cable Operator/Lineman	436	28	12	5	46	78	8
183	Acoustical musical instrument makers and tuners	2	0	0	0	2	0	1
184	Goldsmith	9	1	0	6	3	0	0
185	Potters & related clay & abrasive formers	1	0	0	1	2	0	0
186	Glass formers, cutters, grinders and finishers	0	0	0	0	2	0	0
187	Handicraft workers in textile, leather & related materials	2	0	0	0	0	0	0
188	Handicraft workers in textile, leather and related materials	1	0	0	0	0	0	0
189	Printing engravers and etchers	1	0	0	0	0	0	0
190	Binder	34	0	0	0	26	0	0
191	Silk screen, block & textile printers	1	0	0	0	0	0	0
192	Butcher	3	0	0	0	0	0	0
193	Bakery girl	35	1	0	4	4	0	0
194	F&B tester	48	0	2	0	1	0	0
195	Cabinetmakers and related workers	1	0	1	1	1	0	0
196	Basketry weavers, brush makers and related workers	11	0	0	0	0	0	0
197	Fabricator	0	0	0	0	4	9	0
198	Hand weavers, knitters & other hand textile products makers	4	0	0	1	0	0	0

**Table 33(Contd.): Number of employees by occupation and nationality, 2010**

199	Tailors	110	3	8	31	98	8	2	0
200	Fur tailors and related workers	1	0	0	0	0	0	0	0
201	Textile pattern makers and cutters	3	0	1	0	0	0	0	0
202	Upholsterers and related workers	12	0	0	0	0	0	0	0
203	Pelt dressers, tanners and fell mongers	73	0	0	0	0	0	0	0
204	Cobbler	133	0	2	2	14	0	0	0
205	Bar bender	0	0	0	0	0	38	0	0
206	Rod bender	0	0	0	0	0	9	0	0
207	Rod Fitter	0	0	0	0	0	6	0	0
208	Xerox operators	0	0	0	0	0	1	0	0
209	Mining plant operators	1	34	0	0	0	66	0	0
210	Mineral ore stone treating plant operators	1	0	0	0	3	0	0	0
211	Driller	12	3	0	0	38	281	0	0
212	Ore smelting, metal converting and refining furnace operator	1	0	0	0	3	0	0	0
213	Metal melters, casters and rolling-mill operators	2	0	0	0	0	0	0	0
214	Metal heat-treating plant operators	2	0	0	0	0	0	0	0
215	metal drawers and extruders	1	0	0	0	0	0	0	0
216	Glass & ceramics kiln operators	5	0	0	0	1	0	0	0
217	Other glass and ceramics plant operators	6	0	0	0	0	0	0	0
218	Sawmill, wood panel & related wood-processing plant operator	8	0	0	2	5	0	2	0
219	Crushing, grinding & mixing equipment operators	10	11	0	0	2	40	1	0
220	Cooking, roasting & related heat-treating plant operators	121	0	0	0	8	7	7	0
221	Filtering and separating equipment operators	1	0	0	0	0	0	0	0
222	Petroleum-refining plant operators	1	0	0	0	0	0	0	0
223	Other chemical-processing plant operators	3	0	0	0	5	0	0	0
224	Power-generating plant operators	35	2	0	0	0	14	0	0

**Table 33(Contd.): Number of employees by occupation and nationality, 2010**

225	Steam turbine, boiler & engine operators	15	0	7	0	0	0	0
226	Other power-generating & related plant operators	92	0	1	0	0	0	0
227	Machine Operator	249	17	14	1	23	10	7
228	Cement & other mineral processing machine operators	0	0	0	0	3	0	0
229	Ammunition & explosive products machine operators	2	0	0	0	0	0	0
230	metal finishers, platters & coaters	8	0	0	0	0	0	0
231	Photographic products machine operators	14	0	0	0	0	0	0
232	Tyre making & vulcanizing machine operators	2	0	0	1	2	0	0
233	Wood products machine operators	1	0	0	0	0	0	0
234	Printing machine operators	4	2	0	0	5	0	0
235	Paper & paperboard products machine operators	1	0	0	0	0	0	0
236	Weaving & knitting machine operators	3	0	0	0	0	0	0
237	Mechanical machinery assemblers	4	0	0	0	0	0	0
238	Other stationary machine operators and assemblers	2	0	0	0	0	0	0
239	Motorcycle drivers	2	0	0	0	0	0	0
240	Car/taxi driver	297	1	1	11	3	2	0
241	Bus driver	317	11	4	4	12	0	4
242	Heavy Truck Driver	313	144	9	0	44	200	0
243	Earth-moving & related machinery operators	0	0	0	1	3	5	0
244	Crane/Dozer/excavator operator	247	24	23	0	26	125	0
245	Street vendors	1	0	0	0	0	0	0
246	Door-to-door and telephone salespersons	1	0	0	0	0	0	0
247	Shop workers	3	0	0	3	0	0	0
248	Domestic helpers & cleaners	17	0	1	0	10	7	1
249	Helpers and cleaners in offices and hotels/dish washers	316	41	13	16	69	31	1
250	Launderer	41	1	2	0	6	2	1

**Table 33(Contd.): Number of employees by occupation and nationality, 2010**

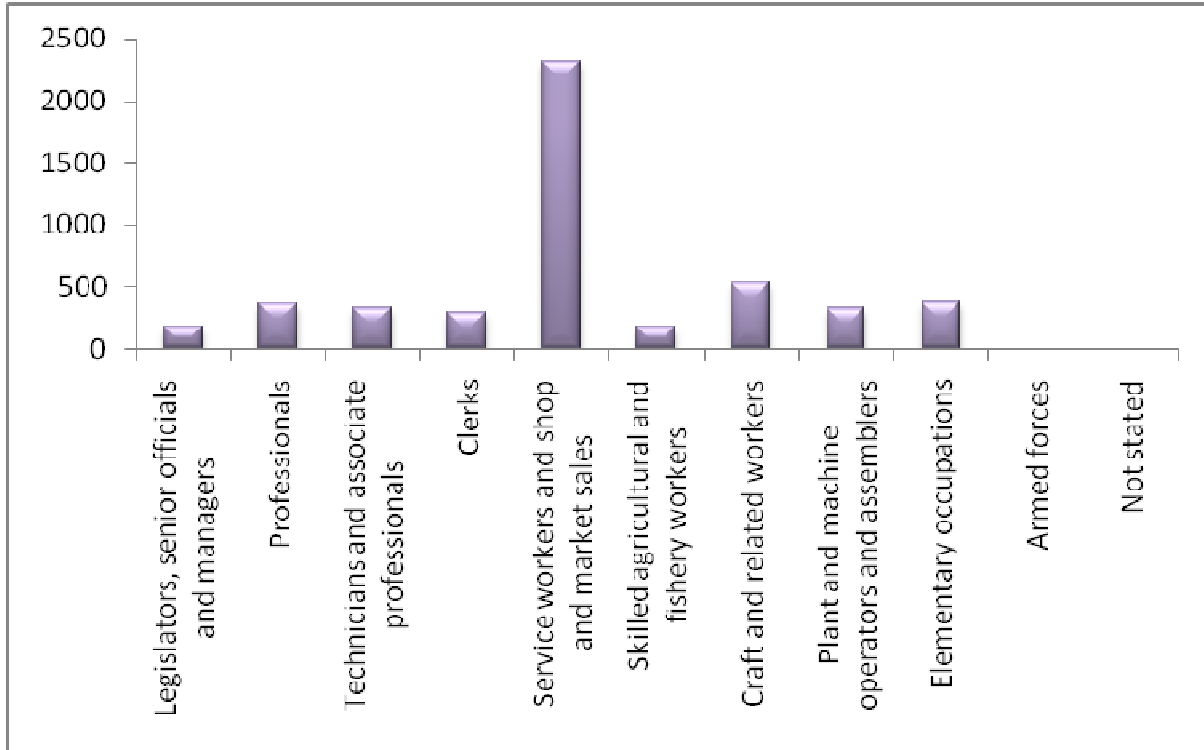
251	Caretaker	128	3	7	3	5	0	0	1	1
252	Window cleaners	2	0	1	0	1	0	0	0	
253	Messengers, package & luggage porters & deliverers	80	5	8	2	1	4	0	0	1
254	Gate keeper/ night guard	1265	28	21	0	19	11	0	0	13
255	Private security guards	25	31	4	0	1	1	0	0	6
256	Vending machine money collectors and meter readers	7	3	0	0	0	0	0	0	1
257	Sweepers & related labourers	145	5	10	0	35	42	4	1	2
258	Fetching water	2	0	0	0	0	0	0	0	
259	Mining and related labourers	1	0	0	0	0	0	0	0	
260	Foreman/Labourer	672	141	14	6	72	287	4	1	11
261	Building construction labourers	2	65	1	0	0	1042	0	0	11
262	Assembling labourers	2	0	0	0	0	0	0	0	
263	Packing/Helper	213	72	1	6	51	13	22	1	3
264	Hand & pedal vehicle drivers	39	0	6	4	1	0	0	0	5
265	Drivers & operators of animal drawn vehicles & machinery	15	0	0	0	0	0	0	0	1
266	Factory workers/Butter lamp maker	0	0	0	5	1	0	0	0	
<b>Total</b>		<b>17051</b>	<b>1322</b>	<b>567</b>	<b>5941</b>	<b>2481</b>	<b>3502</b>	<b>252</b>	<b>274</b>	<b>31</b>

**Table 34: Future skill requirements by major occupation, 2010-2012**

Sl. No	Major Occupation	2010			2011			2012	
		R	C	Ct	R	C	Ct	R	C
1	Legislators, senior officials and managers	23	0	0	93	2	26	31	2
2	Professionals	12	1	3	233	7	20	84	0
3	Technicians and associate professionals	15	0	1	216	2	13	71	1
4	Clerks	13	0	1	188	20	10	54	0
5	Service workers and shop and market sales	138	3	17	1446	48	63	535	24
6	Skilled agricultural and fishery workers	8	0	1	111	2	18	30	1
7	Craft and related workers	33	0	4	327	12	14	119	1
8	Plant and machine operators and assemblers	5	0	0	127	5	128	47	8
9	Elementary occupations	11	0	3	255	4	10	77	2
10	Armed forces	0	0	0	0	0	0	0	0
11	Not stated	0	0	0	0	0	0	0	0
<b>Total</b>		<b>258</b>	<b>4</b>	<b>30</b>	<b>2996</b>	<b>102</b>	<b>302</b>	<b>1048</b>	<b>39</b>

Note: R - Regular, C – Casual &amp; Ct - Contract

**Figure 34: Future skill requirements by major occupation, 2010 - 2012**





**Table 35: Future skill requirements by occupation, 2010 - 2012**

Sl. No.	Occupation	2010			2011			2012		
		Regular	Casual	Contract	Regular	Casual	Contract	Regular	Casual	C
1	Legislators	0	0	0	3	0	0	0	0	
2	Senior Officials of Employees' workers	1	0	0	0	0	0	0	0	
3	Directors & chief executives	0	0	0	19	0	7	2	0	
4	Production & operation managers	0	0	0	12	0	1	4	0	
5	Finance & administration managers	0	0	0	10	0	6	5	0	
6	Sales and marketing managers	2	0	0	6	2	2	2	0	
7	Supply & Distributor Manager	0	0	0	0	0	0	1	0	
8	Computing services managers	0	0	0	0	0	0	0	2	
9	Manager in manufacturing	0	0	0	10	0	0	3	0	
10	Manager in construction	10	0	0	2	0	5	2	0	
11	Manager in retail & wholesale trade	1	0	0	4	0	0	1	0	
12	Managers of restaurants & hotels	4	0	0	15	0	5	6	0	
13	Manager in transportation	0	0	0	2	0	0	1	0	
14	General Managers of business services firms	3	0	0	8	0	0	4	0	
15	Other general managers	2	0	0	2	0	0	0	0	
16	Asst Clinical Officer	0	0	0	1	0	1	0	0	
17	Analyst	0	0	0	2	0	0	1	0	
18	Computer Programmers/ICT officer	2	0	2	18	0	0	19	0	
19	Architect	0	0	0	47	0	0	0	0	
20	Civil engineer	3	1	0	25	1	1	3	0	

**Table 35 (Contd.): Future skill requirements by Occupation, 2010-2012**

21	Electrical Engineer	0	0	1	3	0	2	4	0	0
22	Mechanical Engineer	0	0	0	4	0	0	6	0	0
23	Chemical Engineer	0	0	0	3	0	0	0	0	0
24	Mining Engineer	0	0	0	2	0	0	1	0	0
25	Cartographers & surveyors	0	0	0	1	0	0	0	0	0
26	Medical doctors	1	0	0	1	0	0	0	0	0
27	Dentist	0	0	0	1	0	0	1	0	0
28	Pharmacist	0	0	0	3	0	0	4	0	0
29	College/High Schoolteacher	0	0	0	7	0	4	0	0	0
30	Lower Secondary School Teacher	0	0	0	2	0	9	2	0	0
31	Primary education teaching professionals	0	0	0	2	0	1	1	0	1
32	Pre-primary education teaching professionals	0	0	0	3	0	0	0	0	0
33	Other teaching professionals not elsewhere classified	0	0	0	0	1	0	0	0	0
34	Accountant/Charter Account	4	0	0	75	3	1	32	0	1
35	Personal & careers professionals	0	0	0	1	0	0	0	0	0
36	Businessman	1	0	0	5	0	0	2	0	0
37	Lawyers	0	0	0	3	0	0	0	0	0
38	Other legal professionals	0	0	0	1	0	0	0	0	0
39	Librarian	0	0	0	1	0	0	1	0	0
40	Economists	0	0	0	1	0	0	0	0	0

**Table 35 (Contd.): Future skill requirements by Occupation, 2010-2012**

41	Psychologists	0	0	0	1	0	0	0	0	0	1
42	Artist/craftsman	0	0	0	10	2	0	5	0	0	17
43	Composers, musicians and singers	1	0	0	0	0	0	0	0	0	1
44	Choreographers and dancers	0	0	0	10	0	0	1	0	0	11
45	Film, stage & related actors & directors	0	0	0	0	0	1	1	0	1	3
46	Chemical & Physical science technicians	0	0	0	4	0	0	2	0	0	6
47	Civil engineering technicians	0	0	0	0	0	0	1	0	0	1
48	Auto Electrician	1	0	0	9	0	0	0	1	0	11
49	Electronics &telecommunications engineering technicians	0	0	0	4	1	0	0	0	1	6
50	Mechanic	6	0	0	102	0	0	33	0	2	143
51	Technical drafters	0	0	0	1	0	0	0	0	0	1
52	Other physical science & engineering technicians	0	0	1	0	0	0	0	0	0	1
53	Computer Technician	0	0	0	15	0	0	0	0	0	15
54	Photographers, image & sound recording equipment controllers	1	0	0	3	0	0	2	0	0	6
55	Broadcasting & telecommunications equipment controllers	1	0	0	0	0	0	2	0	0	3
56	X-ray Technicians	0	0	0	0	0	0	1	0	0	1
57	Other optical & electronic equipment controllers	0	0	0	2	0	0	0	0	0	2
58	Agronomy and forestry technician	0	0	0	1	0	0	2	0	0	3
59	Agriculture Extn. Officer/Deputy Ranger/DFO	0	0	0	0	0	0	2	0	0	2
60	Sanitarians	0	0	0	0	0	1	0	0	0	1

**Table 35(Contd.): Future skill requirements by occupation, 2010 - 2012**

61	Pharmaceutical assistants	0	0	0	0	1	0	3	0	0	4
62	Other teaching associate professionals	0	0	0	2	0	0	0	0	0	2
63	Securities & finance dealers & brokers	0	0	0	8	0	0	0	0	0	8
64	Estate agents	0	0	0	0	0	3	0	0	2	5
65	Consulter	0	0	0	0	0	2	0	0	2	4
66	Technical and commercial sales representatives	0	0	0	0	0	0	1	0	0	1
67	Buyers	0	0	0	1	0	0	0	0	0	1
68	Marketing officer	4	0	0	22	0	1	4	0	0	31
69	Contact paid worker/Contractor	0	0	0	14	0	5	3	0	2	24
70	Administrative & related associate professionals	1	0	0	10	0	1	8	0	0	20
71	Statistical & mathematical associate professionals	0	0	0	0	0	0	1	0	0	1
72	Custom & border inspectors	0	0	0	1	0	0	0	0	0	1
73	Other government associate professionals	0	0	0	2	0	0	1	0	0	3
74	Decorators and commercial designers	1	0	0	6	0	0	2	0	0	9
75	BBS programmer	0	0	0	6	0	0	1	0	0	7
76	Dzongkhag dancers	0	0	0	3	0	0	2	0	0	5
77	Bench clerk/clerk	0	0	0	2	0	0	1	0	0	3
78	Data entry operator/Data operator/Data puncher	0	0	0	1	0	0	0	0	0	1
79	Dispatcher/Office Asst/PA	7	0	0	41	0	5	15	0	0	68
80	Land Record clerk	0	0	0	0	0	0	2	0	0	2

**Table 35 (Contd.): Future skill requirements by Occupation, 2010-2012**

81	Stock clerks	0	0	0	1	0	0	0	0	0	1
82	mail carriers & sorting clerks	0	0	0	3	0	0	1	0	0	4
83	Magazine Editor	0	0	0	1	0	0	0	0	0	1
84	Cashiers & ticket issuers	2	0	0	41	0	2	3	0	0	48
85	Teller	1	0	0	27	20	1	0	0	0	49
86	Bill, debt & related cash collectors	0	0	0	8	0	0	5	0	1	14
87	Receptionists & information clerks	3	0	1	62	0	2	25	0	1	94
88	Telephone switchboard operators	0	0	0	1	0	0	2	0	0	3
89	Transport conductors	0	0	0	0	0	0	1	0	0	1
90	Cultural & trekking guide	0	1	4	6	4	4	15	2	2	38
91	House keeper	5	0	1	84	0	6	33	0	3	132
92	Chef/Cook	33	1	0	356	17	16	127	9	4	563
93	Waiters & bartenders	35	0	2	305	6	13	101	5	10	477
94	Babysitter	0	0	0	5	0	1	0	1	0	7
95	House keeper/maid	5	0	0	28	0	3	18	0	2	56
96	Hairdressers, barbers, beauticians and related workers	1	0	0	49	1	1	9	0	0	61
97	Other personal services workers not elsewhere classified	0	0	5	1	0	0	0	0	0	6
98	Fire fighter	0	0	0	1	0	0	0	0	0	1
99	Shop salespersons	59	1	5	611	20	19	231	7	20	973
100	Gardener	0	0	0	4	0	1	3	0	0	8

**Table 35 (Contd.): Future skill requirements by Occupation, 2010-2012**

101	Apiarists and seri culturists	0	0	0	1	0	0	0	0	0	1
102	Forestry workers & loggers	8	0	1	106	2	17	27	1	5	167
103	Mason	0	0	1	15	0	6	0	0	2	24
104	Bricklayers, stonemasons & tile setters	0	0	0	0	0	0	1	0	0	1
105	Concrete placers, concrete finishers & terrazzo workers	0	0	0	0	0	0	1	0	0	1
106	Carpenter	0	0	0	63	0	3	11	0	12	89
107	Insulators	0	0	0	0	0	0	0	0	2	2
108	Plumbers & pipe fitter	0	0	0	4	0	0	10	0	0	14
109	Painter	8	0	0	32	2	0	12	0	0	54
110	Metal molders & core makers	0	0	0	1	0	0	0	0	0	1
111	Welder & flame-cutters	4	0	0	27	0	0	18	0	0	49
112	Sheet-metal workers	1	0	0	0	0	0	0	0	0	1
113	Blacksmith	0	0	0	1	0	0	0	0	0	1
114	Metal grinders, polishers & tool sharpeners	0	0	0	1	0	0	1	0	0	2
115	Automobile Mechanic	1	0	0	23	0	0	3	0	0	27
116	Mobile repairer	0	0	0	4	0	0	0	0	0	4
117	Cable Operator/Lineman	3	0	0	34	8	1	19	0	1	66
118	Goldsmith	1	0	0	0	0	0	0	0	0	1
119	Potters & related clay & abrasive formers	0	0	0	1	0	0	0	0	0	1
120	Binder	0	0	0	8	0	0	10	0	0	18

**Table 35(Contd.): Future skill requirements by occupation, 2010 – 2012**

121	Butcher	0	0	0	1	0	0	0	0	0	1
122	Bakery girl	0	0	0	4	0	0	0	0	0	4
123	F&B tester	2	0	0	9	0	2	2	0	2	17
124	Wood working machine setter-operators	0	0	0	2	0	0	0	0	0	2
125	Fabricator	0	0	0	1	0	0	0	0	0	1
126	Hand weavers, knitters & other hand textile products makers	0	0	0	7	0	0	0	0	0	7
127	Tailors	10	0	1	69	2	2	25	1	1	111
128	Embroiderers	0	0	0	1	0	0	0	0	0	1
129	Pelt dressers, tanners and fell mongers	0	0	0	3	0	0	0	0	0	3
130	Cobbler	0	0	1	1	0	0	1	0	0	3
131	Mining plant operators	0	0	0	2	0	0	0	0	0	2
132	Driller	0	0	0	4	0	0	0	0	0	4
133	Sawmill, wood panel & related wood-processing plant operator	0	0	0	12	0	0	1	6	0	19
134	Cooking, roasting & related heat-treating plant operators	0	0	0	2	0	2	0	0	0	4
135	Other chemical-processing plant operators	0	0	0	2	0	0	2	0	0	4
136	Power-generating plant operators	0	0	0	7	0	0	0	0	0	7
137	Machine Operator	1	0	0	30	0	126	21	0	1	179
138	Tyre making & vulcanizing machine operators	0	0	0	0	0	0	1	0	0	1
139	Wood products machine operators	0	0	0	2	0	0	0	0	0	2
140	Printing machine operators	0	0	0	2	0	0	0	0	0	2

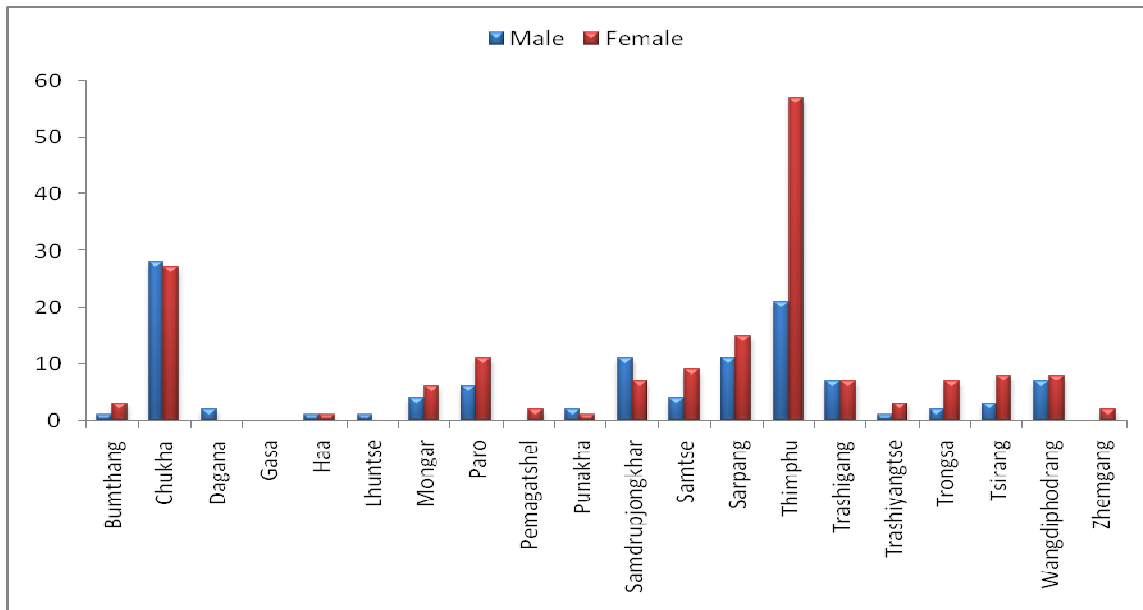
**Table 35 (Contd.): Future skill requirements by Occupation, 2010-2012**

141	Brewers and wine and other beverage machine operators	0	0	0	0	0	0	5	0	0	5
142	Car/taxi driver	1	0	0	11	0	0	7	0	0	19
143	Bus driver	1	0	0	35	5	0	5	2	0	48
144	Heavy Truck Driver	1	0	0	0	0	0	5	0	0	6
145	Crane/Dozer/excavator operator	1	0	0	18	0	0	0	0	0	19
146	Street vendors	0	0	1	0	0	0	0	0	0	1
147	Domestic helpers & cleaners	0	0	0	11	0	0	0	0	0	11
148	Helpers and cleaners in offices and hotels/dish washers	7	0	1	106	0	1	29	2	7	153
149	Launderer	1	0	0	10	0	0	4	0	0	15
150	Caretaker	0	0	0	1	0	0	3	0	0	4
151	Messengers, package & luggage porters & deliverers	0	0	0	3	1	1	0	0	0	5
152	Gate keeper/ night guard	2	0	0	41	0	0	10	0	0	53
153	Vending machine money collectors and meter readers	0	0	0	2	0	0	0	0	0	2
154	Sweepers & related laborers	0	0	0	12	1	0	7	0	0	20
155	Foreman/Laborer	0	0	1	21	1	4	11	0	1	39
156	Packing/Helper	0	0	0	41	0	4	8	0	2	55
157	Hand & pedal vehicle drivers	0	0	0	5	1	0	5	0	0	11
158	Drivers & operators of animal drawn vehicles & machinery	1	0	0	2	0	0	0	0	0	3
<b>Total</b>		<b>258</b>	<b>4</b>	<b>30</b>	<b>2996</b>	<b>102</b>	<b>302</b>	<b>1048</b>	<b>39</b>	<b>93</b>	<b>4872</b>



**Table 36: Number of employees under 18 years of age by Dzongkhag, 2010**

Sl. No	Dzongkhag	Employees under 18 years of age		
		Male	Female	Total
1	Bumthang	1	3	4
2	Chukha	28	27	55
3	Dagana	2	0	2
4	Gasa	0	0	0
5	Haa	1	1	2
6	Lhuntse	1	0	1
7	Mongar	4	6	10
8	Paro	6	11	17
9	Pemagatshel	0	2	2
10	Punakha	2	1	3
11	Samdrupjongkhar	11	7	18
12	Samtse	4	9	13
13	Sarpang	11	15	26
14	Thimphu	21	57	78
15	Trashigang	7	7	14
16	Trashiyangtse	1	3	4
17	Trongsa	2	7	9
18	Tsirang	3	8	11
19	Wangdiphodrang	7	8	15
20	Zhemgang	0	2	2
<b>Total</b>		<b>112</b>	<b>174</b>	<b>286</b>

**Figure 36: Number of employees under 18 years of age by Dzongkhag, 2010**

**Table 37: Establishments by major economic activity and occurrence of accidents, 2010**

Sl. No	Major Economic Activity	Minor injury	Major injury	Fatal	Total
1	Agriculture, Hunting and Forestry	0	0	0	0
2	Mining and Quarrying	0	0	0	0
3	Manufacturing	4	0	0	4
4	Electricity, gas and water supply	0	0	0	0
5	Construction	40	0	0	40
6	Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	41	0	0	41
7	Hotel and restaurants	0	0	0	0
8	Financial Intermediation	0	0	0	0
9	Real estate, renting and business activities	0	0	0	0
10	Public Administration and defense; compulsory social security	0	0	0	0
11	Education	0	0	0	0
12	Health and social work	0	0	0	0
13	Other community, social and personal service activities	0	0	0	0
14	Private households with employed persons	0	0	0	0
15	Extra-territorial organizations and bodies	0	0	0	0
<b>Total</b>		<b>85</b>	<b>0</b>	<b>0</b>	<b>85</b>

**Table 38: Estimated requirements of skilled workmen (with certificates from technical institutes) in 2012 and 2013 and incremental requirements for 2013.**

(Excluding skilled workmen not to be trained at the technical institutes, such as: Barber, Cobbler, Cook, Guard, Semi-skilled/Skilled Labour, Washer man)

Sl. No.	Designation	2012	2013	Incremental requirement for 2013
1	Auto Electrician	18	26	8
2	Auto Mechanic	35	49	14
3	Bar Binder	5	7	2
4*	Binder	225	316	91
5	Bitumen Sprayer	26	37	11
6	Blaster	48	67	19
7	Blaster Helper	145	205	60
8*	Carpenter	815	1147	332
9	Compressor Operator	55	77	22
10	Coordinator	20	28	8
11	Crane Operator	5	7	2
12	D.G. Set Operator	43	61	18
13	Dozer Operator	13	18	5
14	Dresser	5	7	2
15*	Driller	331	465	134
16	Drilling Foreman	16	23	7
17*	Driver (HMT)	326	458	132
18	Dumper Operator	58	81	23
19	Electrical Welder	46	65	19
20*	Electrician	203	287	84
21	Excavator Operator	23	33	10
22	Ferro Printer Operator	5	7	2
23*	Fitter	381	534	153
24	Foreman	127	179	52
25	Gas Welder	20	28	8
26	Lathe Mach. Operator	5	7	2
27	Loader Operator	16	23	7
28	Machine Operator	5	7	2
29*	Mason	861	1212	351
30*	Mechanic	120	169	49
31	Mechanical Fitter	5	7	2
32	Mixer Operator	25	35	10
33*	Operator	413	581	168
34*	Painter	102	144	42

Source: Department of Human Resources, MoLHR

**Table 38 (Contd.): Estimated requirements of skilled workmen (with certificates from technical institutes) in 2012 and 2013 and incremental requirements for 2013.**

Sl. No.	Designation	2012	2013	Incremental requirement for 2013
35*	Plumber	218	307	89
36	Asst. Plumber	36	51	15
37	Poclain Operator	5	7	2
38	Shotcrete Operator	7	10	3
39	Steel Fabricator	46	65	19
40	Tipper Operator	18	26	8
41*	Welder	241	339	98
<b>Total Skilled Workmen</b>		<b>5117</b>	<b>7202</b>	<b>2085</b>

Source: Department of Human Resources, MoLHR

\* - Selected disciplines of skilled Workmen with comparatively larger requirements. If the VTIs are strengthened to accommodate only these 12 disciplines, the enhanced capacity works out to 1723. Requirements of remaining disciplines would need to meet by the Contractors.

Questionnaire



Department of Employment  
Ministry of Labour & Human Resources  
Establishment Census 2010

**CONFIDENTIAL**

**Disclaimer:** The Department would like to request all the respondents to kindly cooperate with our enumerators for this Establishment Census 2010. The data and information collected here are purely meant for the formulation of employment and labour policies and, therefore, shall be kept confidential at all times.

(Jamyang Galey)  
DIRECTOR

Name of the respondent;.....

**Q.1 Establishment ;**

- a. Name of the Establishment : .....
- b. Contact No:..... Email:.....
- c. Location : Dzongkhag .....  
Town/Place.....
- d. Serial No. ....


**Q.2 Nature of Main activity; .....**

**Q.3 Year of operation started;**

**Q.4 Is your business seasonal?**  1 Yes  2 No (Go to Q.5)

**4.1 If Yes, number of months in operations per year;**   Months

**Q.5 Type of Legal organization;**  1 Individual proprietorship  2 Partnership and cooperatives  
 3 Private Limited Company  4 Public Limited Company

**Q.6 Ownership ;**  1 Privately owned  2 Government owned  
 3 Foreign control  4 Joint venture between foreigners & Bhutanese

**6.1 Nationality of ownership;**  1 Bhutanese  2 Foreigner  3 Both

**Q.7 Does the establishment have a parent company?**  1 Yes  2 No (Go to Q.9)

**Q.8 If Yes, Name of parent company;**.....  
**Address;** .....

**Q.9 Does the unit maintain accounts?**  1 Yes  2 No (Go to Q.11)

**Q.10 If Yes, annual accounting period;** From..... to .....

**Q.11 Total initial Investment;**  Nu.

**11.1 Total annual turnover**  Nu.

**Q.12 Existing number of employees in the establishment**

Sl.	Name	Age	Sex 1-M 2-F	Specific Occupation	For office use (Code)	Qualification			Bhutanese (Please tick)				Foreigner (Please tick)				Monthly Salary/ Wage paid	Year of appointment to current post
						Academic	For office use (Code)	Training	For office use (Code)	Regular	Casual	Contract	Self employed/ own account worker	Regular	Casual	Contract		
1																		
2																		
3																		
4																		
5																		
6																		
7																		
8																		
9																		
10																		
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18																		
19																		
20																		
21																		
22																		
23																		

Note: Use additional sheets if required

**Q.12.1 Does the establishment have internal service rule (Ask only if more than four employees in Q. 12)**

1. Yes       2. No

**Q.13 During the last one year, any staff turnover from the Establishment?**

1 Yes

2 No (Go to Q.15)

**Q.14 If 'Yes' write number of staff turnover by main reason**

Sl. No.	Specific Occupation	For office use	Reasons								
			Contract Expiry/Superannuation	Resignation	Terminated	Low remuneration	Low job satisfaction	Health	Further studies	Job poaching	Job hopping
1											
2											
3											
4											
5											
6											
7											
8											
9											
10											
11											
12											
13											
14											

*Note: Use additional sheets if required*

**Q.15 Do you have plans to expand your establishment?**

1 Yes

2 No (Go to Q.17)

**Q.16 If 'Yes' in Q.15, choose the following reasons;**

- 1 Increased demand for the goods/services
- 2 Product differentiation
- 3 Easy access to credit facilities
- 4 Easy availability of skilled manpower
- 5 Easy availability of raw materials
- 6 Availability of FDI
- 7 Any other reasons (specify).....


**Q.17 If 'No' in 15, what is the main constraints to expansion?**

- 1 Lack of skilled manpower
- 2 Poor labour legislation
- 3 Lack of demand for goods and services
- 4 Scarcity of raw materials
- 5 Credit constraints
- 6 Foreign exchange regulation
- 7 Competition from other firms
- 8 Land
- 9 Any other reasons (specify).....


Q.18 Emerging skill needs (vacancies), during the period, (2010-2012)

Sl. No.	Specific Occupation	For official use (Code)	Qualification	2010			2011			2012			Proposed monthly salary	Years of experience required
				Regular	Casual	Contract	Regular	Casual	Contract	Regular	Casual	Contract		
1														
2														
3														
4														
5														
6														
7														
8														
9														
10														
11														
12														
13														
14														
15														
16														
17														
18														
19														
20														
21														
22														
23														

Note: Use additional sheets if required



*(Ask Q.19 -Q.23 only for Manufacturing, Construction and Service sectors otherwise end interview)*

**Q.19 Does this establishment use any raw materials or substances for production?**

1 Yes     2 No ( Go to Q.21)

**Q.20 If 'Yes' in Q.19, specify the kind of raw materials and substances used in production (last one year)**

- 1 Chemicals, paints, glues, cleaning agents, solvents, acids, petroleum, lubricants, gases & related
- 2 Minerals, ores, quarry products (boulders, sand, marble, etc)
- 3 Cement, steel, glass, rubber
- 4 Agricultural, forestry, animal, horticulture, paper products
- 5 Others, specify.....

**Q.21 Current equipments and machineries used;**

- 1 Mechanical with power
- 2 Mechanical without power (manual)
- 3 Hand tools with power
- 4 Hand tools without power (manual)
- 5 Electronic equipment
- 6 Others, specify.....

**Q.22 Any accident occurred in your company within the past one year**

1 Yes     2 No (END interview)

**Q.23 If 'Yes' in Q.22, results of accident;**

- 1 Fatal
- 2 Minor injury
- 3 Major injury

**Interview Status;**

1 Complete

2 Incomplete  Reason.....

Enumerator's name:.....	Signature:.....	Date:.....
Supervisor's name:.....	Signature:.....	Date:.....