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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 ninth issue of the Labour Market Information Bulletin (LMIB).

The labour market information bulletin has seven chapters comprising of labour Force, Employment, Unemployment, Demand and Supply of labour, Training and Foreign Workers. With all the information compiled from various sources under each chapter, we hope to give our users some idea on the existing labour market scenario in the country.

The labour market information is intended to help individuals and businesses make informed decisions about careers, education, employment, business plans and investments. It also helps people locate the most appropriate training and educational resources.

We hope the report will be useful to all the users in the government; non-government agencies, private/corporate sectors, students, job-seekers, researchers and career counselors

Jamyang Galey
Director
Department of Employment

DEFINITIONS:

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

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

Population growth: It 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.

ABBREVIATIONS:

ATP	-	Apprenticeship Training Programme
DES	-	Direct Employment Scheme
DHR	-	Department of Human Resources
DoE	-	Department of Employment
DoL	-	Department of Labour
ESED	-	Entrepreneurship and Self Employment Division
ESS	-	Employment Skills Scheme
ESD	-	Employment Services Division
GDP	-	Gross Domestic Product
GEP	-	Guaranteed Employment Program
LFS	-	Labour Force Survey
LMIB	-	Labour Market Information Bulletin
LMIRD	-	Labour Market Information & Research Division
MoLHR	-	Ministry of Labour and Human Resources
NHRD	-	National Human Resources Development
NSB	-	National Statistics Bureau
NIZC	-	National Institute for Zorig Chusum
OES	-	Overseas Employment Scheme
PEEP	-	Pre-Employment Engagement Programme
PHCB	-	Population and Housing Census of Bhutan
PPB	-	Population projection of Bhutan
PPP	-	Purchasing Power Parity
RCSC	-	Royal Civil Service Commission
RGoB	-	Royal Government of Bhutan
RIM	-	Royal Institute of Management
RTC	-	Royal Thimphu College
RUB	-	Royal University of Bhutan
TTI	-	Technical Training Institute
UGIP	-	University Graduate Internship Programme
YES	-	Youth Employment Skills Program

INTRODUCTION

The Labour Market Information Bulletin is an annual publication comprising information on the supply and demand for workers both within and outside the country. Basically the report provides information on the type of potential labour force that will enter the labour market and the current labour market scenario.

Generally, the nature of a market is known by three key economic factors viz. demand, supply and 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 potential 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 2014 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	2003	2004	2006	2009	2010	2011	2012	2013	2014
Population distribution by age structure (%)										
1	<15	35.5	31.3	30.8	31.2	30.5	30.5	28.9	29.1	26.3
	15-64	59.5	62.3	60.9	62.6	64	64.1	65.3	65.5	67.1
	65+	5	6.4	8.3	6.3	5.5	5.4	5.8	5.5	6.6
Rural-Urban proportion (%)										
2	Rural	73.6	73.1	72.6	75.5	69.2	68.5	69.5	69.1	69.3
	Urban	26.4	26.9	27.4	24.5	30.8	31.5	30.5	30.9	30.7
Male-Female Proportion (%)										
3	Male	49.7	48	50.7	49.5	48.6	48.8	48.9	49.6	48.6
	Female	50.3	52	49.3	50.5	51.4	51.2	51.1	50.4	51.4
Labour Force Participation Rate (%)										
By area										
4	Rural	66.5	56	63.5	71.9	69.3	70.1	60	67.9	65.7
	Urban	52.3	49.7	57.2	63.2	67	61.2	59.2	59.5	55.3
	By gender									
	Male	72.6	67.5	69.8	72.8	73.6	72.3	65.7	72.1	71.0
	Female	53.6	42.7	53.9	64.6	63.9	67.4	63.2	58.9	54.8
Unemployment rate (%)										
By area										
5	Rural	1.5	2.6	2.5	3	2.6	2.1	1.5	1.5	1.2
	Urban	2.9	2	4.9	7.5	5.1	5.8	3.54	6.3	6.7
By gender										
6	Male	1.6	2.1	2.6	2.6	2.7	1.8	1.9	2.2	1.9
	Female	2	3.3	3.8	5.4	4	4.5	2.2	3.7	3.5
7	Growth rate of GDP per person employed	0.12	0.13	0.14	0.13	0.14	0.14	0.15	0.15	NA
		Nu.25,537.9Mn.	Nu.27,269.5Mn.	(Nu.31,672.8Mn.	Nu.40,650.64Mn.	Nu.45,434.69Mn.	Nu.49,017.39Mn.	Nu.51,503.11 Mn.	Nu.52,556.35Mn.	NA
8	Employment-to-population ratio (%)	61.9	53.2	59.9	65.8	66.3	65.3	63.1	63.5	61.0
9	Proportion of employed people living below \$1(PPP) per day (%)	NA	NA	NA	3.9	1.9	11.7	16.2	14.7	5.1
10	Proportion of own-account and contributing family workers in total employment (%)	13.9	14.5	67.7	74.2	27.3	70.9	53.0	69.9	71.1

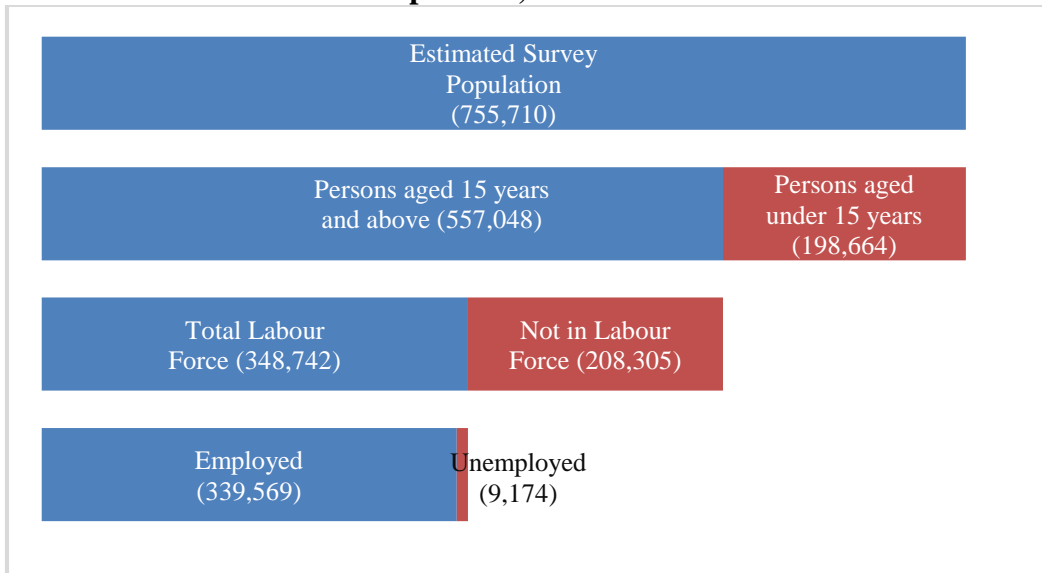
Source: Labour Force Surveys, MoLHR & NSB

CHAPTER 1– LABOUR FORCE

With the estimated population of 755,710, working age population (persons 15 years and above) consist of 73.7 percent. 3.7 percent of the population has educational qualification of bachelors, 46.4 percent had no schooling and 56.6 percent of the employment are in agri-farming.

The following chart illustrates the Labour Force composition of the country as per the Labour Force Survey 2014. The labour force increase by 0.8 percent in 2014 from 345,786 in 2013 and 73.7 percent of the total population are working age population (15 years and above). Of the total working age population, 59.7 percent are not in the labour force mostly contributed by the students 49.2%, followed by 26.9% engaged in household/family duties and 16.4% are old-age.

Chart 1.1: Labour Force composition, 2014



Source: Labour Force Survey 2014, MoLHR

Table 1.1: Population Estimate by age group, gender and area of residence, 2014

Age group	Bhutan			Urban			Rural		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
0-4	30,245	28,552	58,797	10,171	10,225	20,396	20,074	18,327	38,401
5-9	34,023	30,074	64,097	10,777	11,002	21,779	23,245	19,072	42,317
10-14	35,498	40,271	75,770	12,069	12,440	24,509	23,429	27,832	51,261
15-19	38,674	40,730	79,404	11,466	12,729	24,194	27,208	28,001	55,209
20-24	30,406	35,801	66,207	9,014	12,162	21,176	21,392	23,639	45,032
25-29	30,974	38,634	69,608	13,171	16,415	29,586	17,803	22,219	40,022
30-34	27,740	31,281	59,021	11,734	12,666	24,400	16,006	18,616	34,621
35-39	25,904	28,251	54,155	10,343	9,649	19,992	15,561	18,602	34,163
40-44	20,505	22,356	42,861	7,595	6,436	14,031	12,910	15,920	28,830
45-49	20,655	22,195	42,850	6,263	5,565	11,828	14,392	16,630	31,022
50-54	19,093	18,377	37,470	4,431	3,306	7,737	14,662	15,071	29,733
55-59	14,846	13,783	28,629	2,304	2,016	4,320	12,542	11,767	24,309
60-64	14,103	12,826	26,929	1,639	1,350	2,989	12,464	11,476	23,940
65+	24,340	25,574	49,914	2,529	2,879	5,408	21,811	22,695	44,506
Total	367,005	388,705	755,710	113,505	118,839	232,344	253,499	269,866	523,366

Source: Labour Force Survey 2014, MoLHR

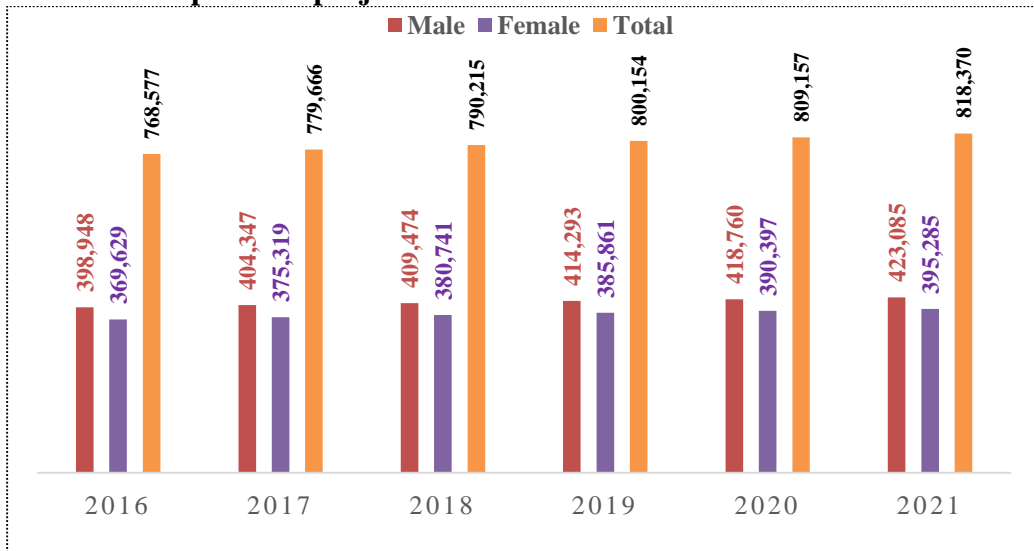
The estimated population of Bhutan in 2014 is 755,710, as per Labour Force Survey 2014 – comprising of 48.6 percent male and 51.4 percent female. Also 69.3 percent of the Bhutanese population is estimated to reside in rural areas and 30.7 percent in urban.

The largest numbers of persons are in the age group 0-34 years, comprising 62.6 percent of the total population indicating Bhutan has a significantly younger population.

The following chart 1.2, shows the population growth projection from 2016-2021, as per the Statistical Yearbook of Bhutan 2014 of the National Statistics Bureau (NSB)

The trend depicts an annual growth of 10,549 persons every year. The projections have been made using the PHCB-2005 data by the National Statistics Bureau keeping the growth rate at 1.3%.

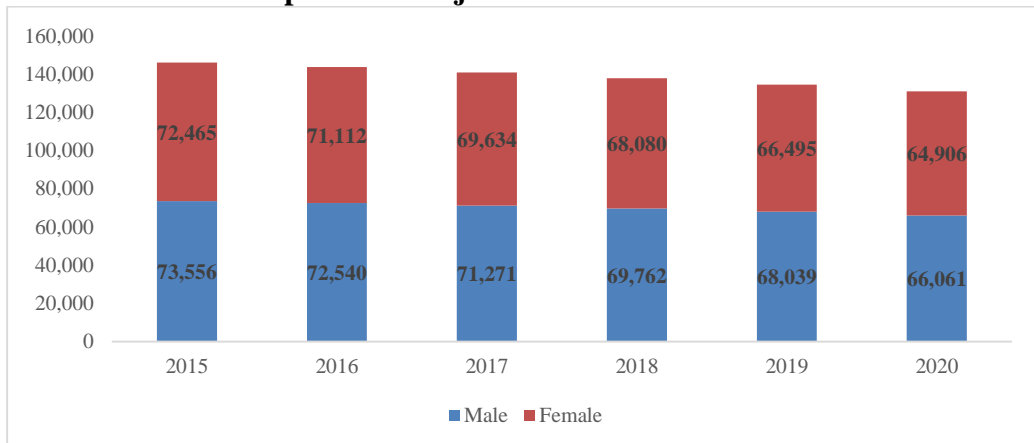
Chart 1.2: Population projection 2016-2021



Source: Population Projection of Bhutan 2005-2030, NSB

The Chart 1.3 illustrates the youth population projection from 2015-2020. The total youth population in 2020 is estimated to be 130,967 consisting of 49.6 percent male and 50.4 percent female.

Chart 1.3: Youth Population Projection



Source: Population Projection of Bhutan 2005-2030, NSB

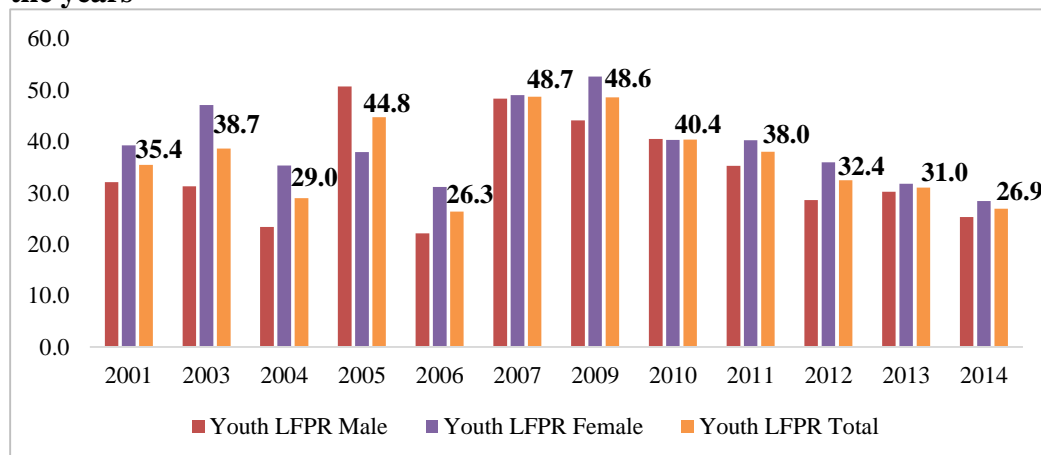
The Labour Force Survey 2014 data revealed age as the main factor contributing to loss in the dynamism of labour market (as depicted in Table 1.2). This variation in labour force participation by age is attributed to the age distribution of the population changing significantly due to changes in factors like fertility, migration and mortality, etc.

Table 1.2: Labour Force Participation Rates (LFPR) by age group, area of residence and gender, 2014

Age group	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	12.4	11.3	11.8	3.0	4.5	3.8	9.6	9.2	9.4
20-24	48.0	57.4	52.9	38.6	36.4	37.3	45.2	50.3	47.9
25-29	86.1	71.0	77.7	89.4	61.8	74.1	87.5	67.1	76.2
30-34	93.1	75.3	83.6	93.7	53.3	72.7	93.4	66.4	79.1
35-39	95.2	83.3	88.7	95.0	48.3	72.4	95.1	71.3	82.7
40-44	94.6	85.9	89.8	96.5	40.6	70.9	95.3	72.9	83.6
45-49	96.2	84.7	90.0	96.7	41.0	70.5	96.3	73.7	84.6
50-54	92.9	82.4	87.6	91.7	38.5	69.0	92.6	74.5	83.7
55-59	94.5	74.3	84.7	86.5	31.9	61.0	93.2	68.1	81.1
60-64	80.4	68.5	74.7	57.5	19.0	40.0	77.7	63.3	70.9
65+	54.5	27.5	40.7	36.0	8.9	21.6	52.6	25.4	38.7
Total	70.7	61.1	65.7	71.7	39.8	55.3	71.0	54.8	62.6

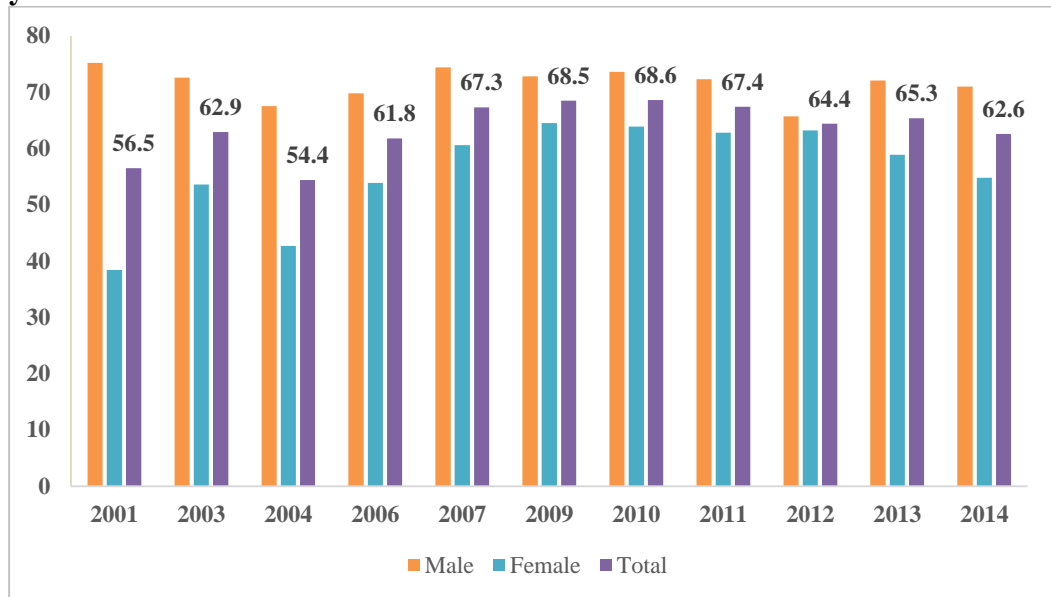
Source: Labour Force Survey 2014, MoLHR

Chart 1.4 Youth Labour Force Participation Rates (LFPR) by gender over the years



Source: Labour Force Surveys, MoLHR

The table above provides an indication of the relative size of the supply of youth labour force over the years. As per the labour force survey 2014, youth population (15-24 years) is estimated at 145,611 constituting 19.3 of the total population. However, youth labour force participation rate has declined to 26.9 percent in 2014 compared to 31.0 percent in 2013.

Chart 1.5: Labour Force Participation Rates (LFPR) by gender over the years

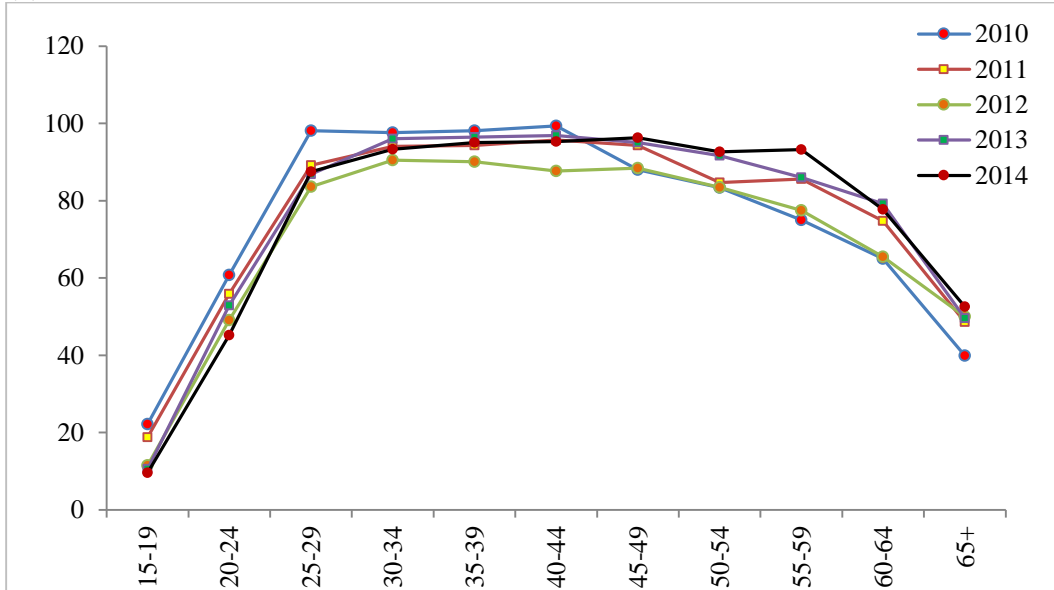
Source: Labour Force Surveys, MoLHR

Chart 1.5 above depicts the trend of labour force participation rates by gender over the years (2001-2014). It is quite evident 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 significantly improved since 2001, having risen from 38.4 percent in 2001 to 67.4 percent in 2011. There was 29.0 percentage point increase for female participation in the labour force, however, the female labour force participation rate has decline since 2012 to 54.8 percent in 2014.

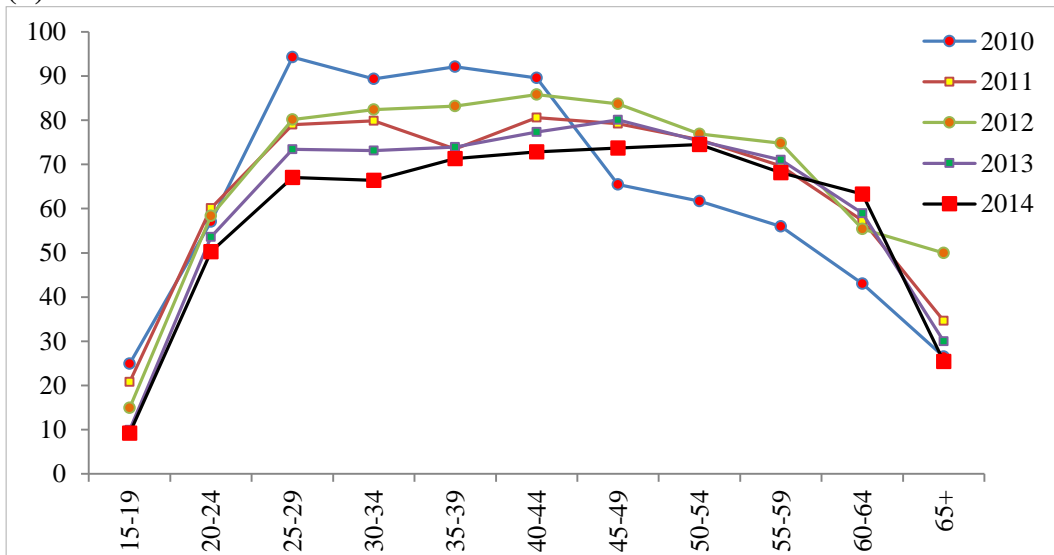
The decline for overall Labour Force Participation rates as compared to 2014 could mainly be attributed to the increase in the number of economically inactive persons in the working age population (15 years and above), mainly due to studies, house/family duties and others.

Chart 1.6: Labour Force Participation Rate (LFPR) by gender and age over the years

(a) Male



(b) Female



Source: Labour Force Surveys, MoLHR

Chart 1.6 (a) and (b) shows the changes in the labour force participation rates by sex and age group from 2010-2014. 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, indicating the fact that those belonging in this age group tend to attend school for longer duration.
3. While the male participation rate is has been more or less consistent over the past five years, the case is not the same for the female workforce. The labour force participation rate for female aged 15-44 years has further declined from 2013, and the overall female LFPR has dropped continuously from 63.2 percent in 2012 to 58.9 percent in 2013 to 54.8 percent in 2014.

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.

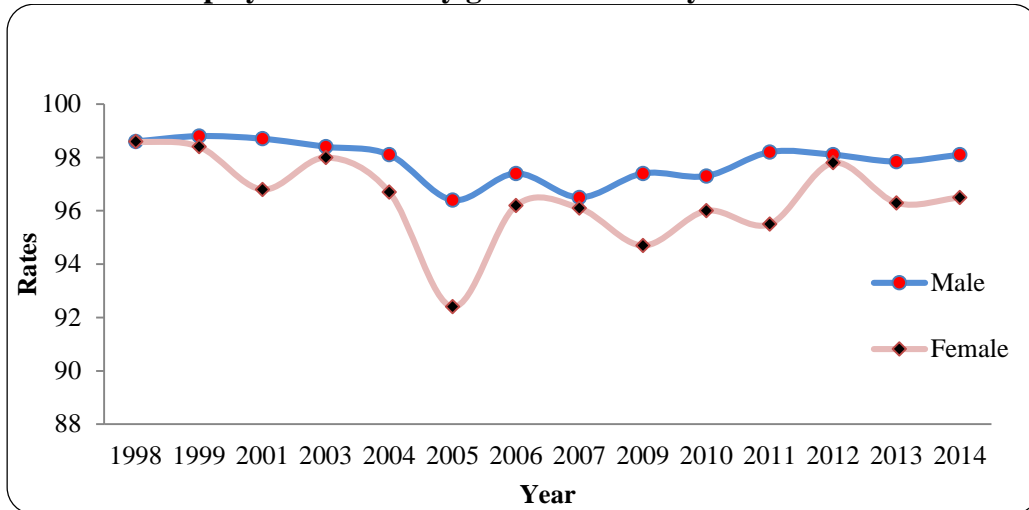
Job seekers are encouraged to take up attachments or internship programs during their transition period from school to world of work.

The table below depicts the number of persons employed and the employment rates since 1998. Out of the total 339,569 employed people in Bhutan in 2014, 54.8 percent comprised of male employees and the remaining 45.2 percent were female.

Table 2.1: Number of employed persons and employment rate by gender 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
2014	186,190	153,378	339,569	98.1	96.5	97.4

Source: Labour Force Surveys, MoLHR

Chart 2.1: Employment Rates by gender over the years

Source: Labour Force Surveys, MoLHR

Table 2.1 above shows the employment rate for male and female from 1998- 2014, indicating that employment trend over the years has been in favour of male.

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 65 years and above are stated in table 2.2.

Looking at 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 female as family workers.

Table 2.2: Employed persons by age group, area of residence and gender, 2014

Age group	Both Areas			Urban			Rural		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	3,262	3,557	6,818	290	393	683	2,972	3,163	6,135
20-24	12,696	15,994	28,690	2,764	3,264	6,028	9,932	12,730	22,663
25-29	25,548	23,284	48,831	10,644	8,190	18,833	14,904	15,094	29,998
30-34	25,583	20,323	45,907	10,884	6,298	17,182	14,699	14,025	28,725
35-39	24,482	20,034	44,516	9,786	4,535	14,321	14,696	15,499	30,195
40-44	19,481	16,234	35,715	7,269	2,560	9,828	12,212	13,674	25,887
45-49	19,861	16,329	36,190	6,024	2,244	8,268	13,838	14,085	27,922
50-54	17,688	13,627	31,315	4,065	1,211	5,275	13,623	12,417	26,040
55-59	13,830	9,375	23,205	1,979	630	2,609	11,851	8,745	20,596
60-64	10,960	8,122	19,082	942	256	1,197	10,018	7,866	17,884
65-69	12,799	6,499	19,299	911	257	1,167	11,888	6,243	18,131
Total	186,190	153,378	339,569	55,556	29,837	85,393	130,634	123,542	254,176

Source: Labour Force Survey 2014, MoLHR

Table 2.3: Nature of employment by gender and area, 2014

Table 2.3 (a): Employment status by sex and nature of employment, 2014										
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)	Don't know		
Male	61,591	6,831	5,317	18,432	44,702	3,274	46,043	0	186,190	
Female	20,845	1,298	2,364	20,341	25,795	7,082	75,649	5	153,378	
Table 2.3 (b): Employment status by area of residence and nature of employment, 2014										
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)	Don't know		
Rural	27,800	5,369	5,322	20,046	69,077	6,662	119,899	0	254,176	
Urban	54,636	2,760	2,358	18,727	1,420	3,694	1,793	5	85,393	
Total	82,436	8,129	7,680	38,773	70,497	10,356	121,692	5	339,569	

Source: Labour Force Survey 2014, MoLHR

Table 2.4: All employed persons by major economic activity and nature of employment, 2014-Bhutan

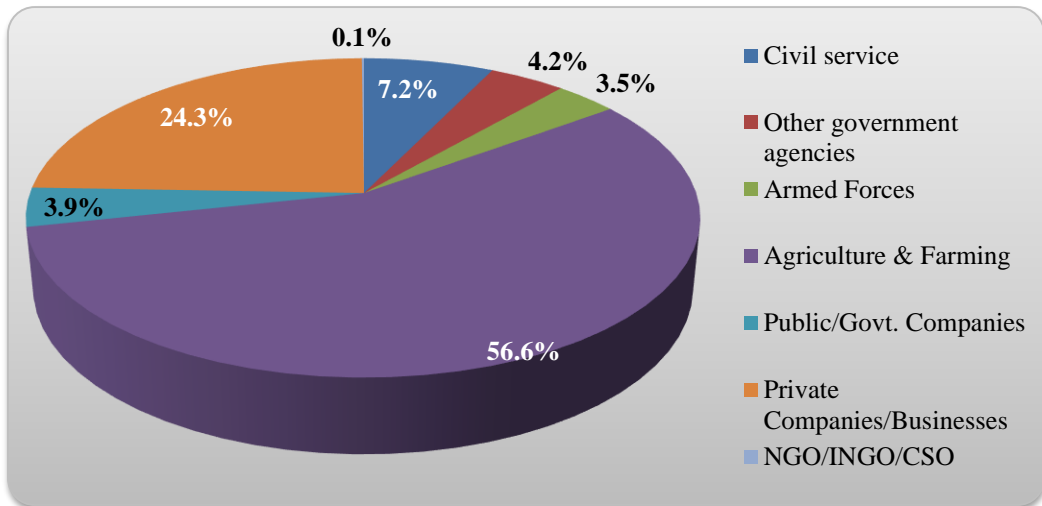
Major economic activity	Nature of employment								Total
	Regular Paid Employee	Casual Paid Employee	Contract /Piece Paid Worker	Own-account Worker (Non-agriculture)	Own-account Worker (Agriculture)	Family Worker (Non-agriculture)	Family Worker (Agriculture)	Don't Know	
Agriculture and Forestry	0	144	68	258	69,964	329	121,518	0	192,281
Mining and Quarrying	2,849	33	157	46	0	0	0	0	3,086
Manufacturing	8,552	2,418	2,163	7,343	170	3,047	164	5	23,863
Electricity, Gas and Water Supply	2,863	22	217	0	12	0	0	0	3,114
Construction	1,989	1,815	1,814	1,009	13	46	0	0	6,686
Wholesale and Automotive Fuel	2,754	241	237	17,640	193	5,352	0	0	26,417
Hotels and Restaurants	3,695	226	391	4,182	12	1,217	9	0	9,733
Transport, Finance and Communications	3,699	1,110	621	4,498	117	65	0	0	10,108
Financial Intermediation	2,544	6	127	0	0	0	0	0	2,677
Real Estate, Renting and Business Activities	1,247	168	70	2,410	0	90	0	0	3,985
Public Administration and Defense Activities	37,852	472	682	17	16	12	0	0	39,051
Education	7,713	162	259	134	0	0	0	0	8,267
Health and Social Work	6,280	1,093	852	1,082	0	176	0	0	9,483
Private Households with Employed Persons	398	218	25	155	0	22	0	0	818
Total	82,436	8,129	7,680	38,773	70,497	10,356	121,692	5	339,569

Source: Labour Force Survey 2014, MoLHR

Table 2.5: Number of employed persons by age group, type of enterprise and gender, 2014

Age Group	Civil service		Other		Armed Forces		Agricultural		Public/govern		Private		NGO/INGO		Total		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
15-19	0	13	52	22	18	0	2,762	2,676	90	9	322	836	0	0	3,245	3,557	6,801
20-24	600	650	459	357	183	90	6,633	9,887	630	450	4,203	4,529	6	30	12,713	15,994	28,707
25-29	2,840	3,076	2,401	958	1,452	116	8,443	9,673	2,075	1,216	8,311	8,167	26	78	25,548	23,284	48,831
30-34	3,810	2,214	1,508	590	2,653	173	8,252	10,335	1,615	715	7,690	6,244	56	52	25,583	20,323	45,907
35-39	2,769	1,187	2,241	456	2,727	170	9,569	12,255	1,330	546	5,834	5,389	13	32	24,482	20,034	44,516
40-44	2,027	528	1,366	301	2,148	0	7,711	11,987	1,522	293	4,707	3,107	0	19	19,481	16,234	35,715
45-49	1,949	382	870	253	1,620	13	9,008	11,966	1,229	224	5,160	3,478	26	13	19,861	16,329	36,190
50-54	1,499	233	1,241	44	442	0	10,188	10,946	796	41	3,491	2,351	30	13	17,688	13,627	31,315
55-59	508	0	817	42	86	0	9,160	8,529	352	43	2,908	762	0	0	13,830	9,375	23,205
60-64	160	0	270	76	13	0	8,083	7,431	187	0	2,234	615	13	0	10,960	8,122	19,082
65+	86	0	61	0	26	0	11,049	5,740	6	0	1,572	759	0	0	12,799	6,499	19,299
Total	16,247	8,283	11,285	3,098	11,367	562	90,856	101,425	9,833	3,537	46,433	36,238	169	236	186,190	153,378	339,569

Source: Labour Force Survey 2014, MoLHR

Chart 2.2: Percentage distribution of employed persons by type of enterprise, 2014

Source: Labour Force Survey 2014, MoLHR

Of the total 339,569 employed persons, 56.6 percent are engaged in agriculture farming, followed by private companies/businesses and civil servants with 24.3 and 7.2 percent respectively. The majority of employed persons are in age group 25-49 years, forming 62.2 percent of the total labour force.

CHAPTER 3 – UNEMPLOYMENT

Changes in Unemployment Rates and the Unemployment Structure

The unemployment in the country is an issue mainly due to mismatch of aspiration and preference of the job seekers 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:

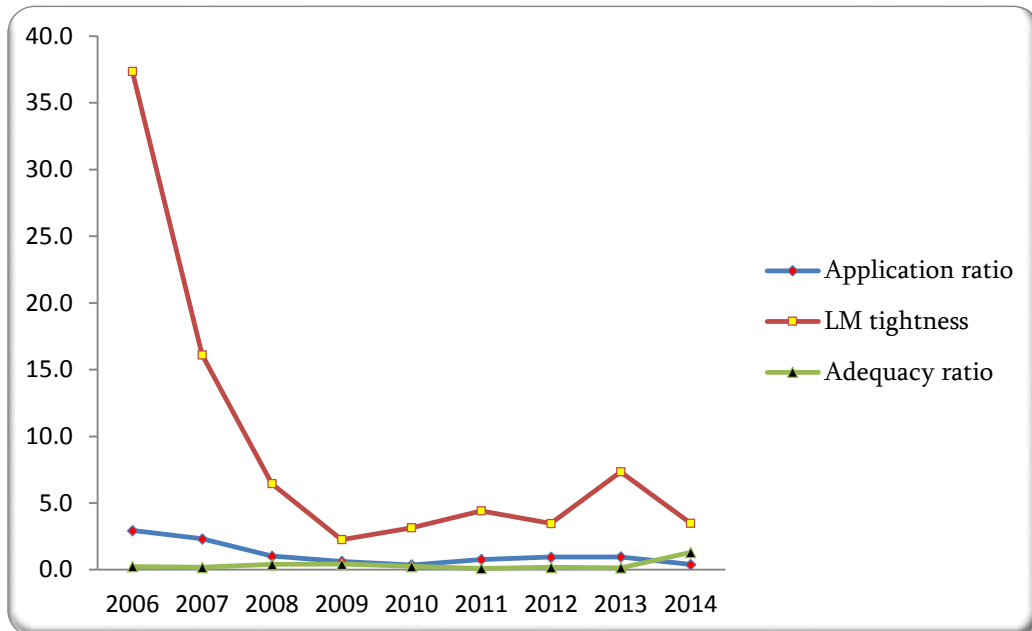
$$E = kU,$$

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.”

Chart 3.1: Trends for application ratio, labour market tightness and adequacy ratio over the years



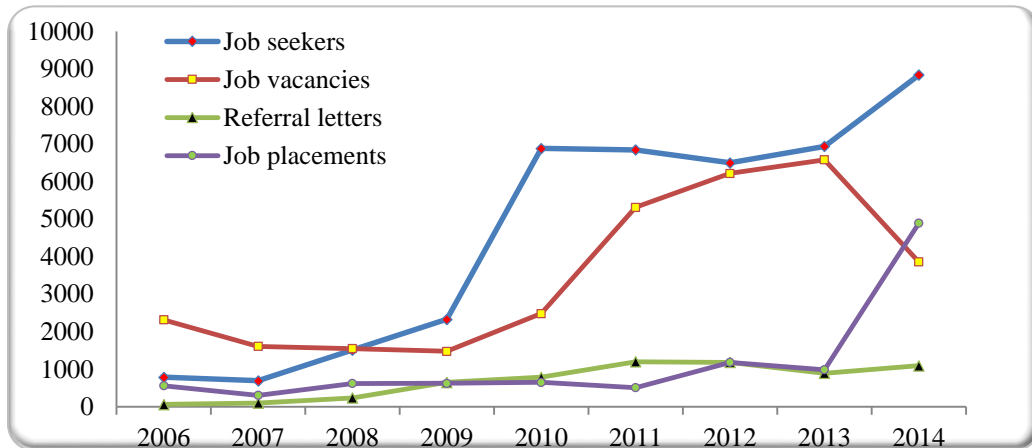
Source: Employment Service Division, DoE, MoLHR

Labour market tightness for Bhutan has vastly declined from 37.4 in 2006 to 7.3 in 2013 and 3.5 in 2014 (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 1.3 in 2014 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.

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) but the effort of the job seekers to look for jobs is still low as compared to the job vacancies that are available. Since 2008, the number of job seekers has been more than the number of job vacancies. However, the referral flows have been marginally low leading to lower job placements as well, although both have been on the constant rise.

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

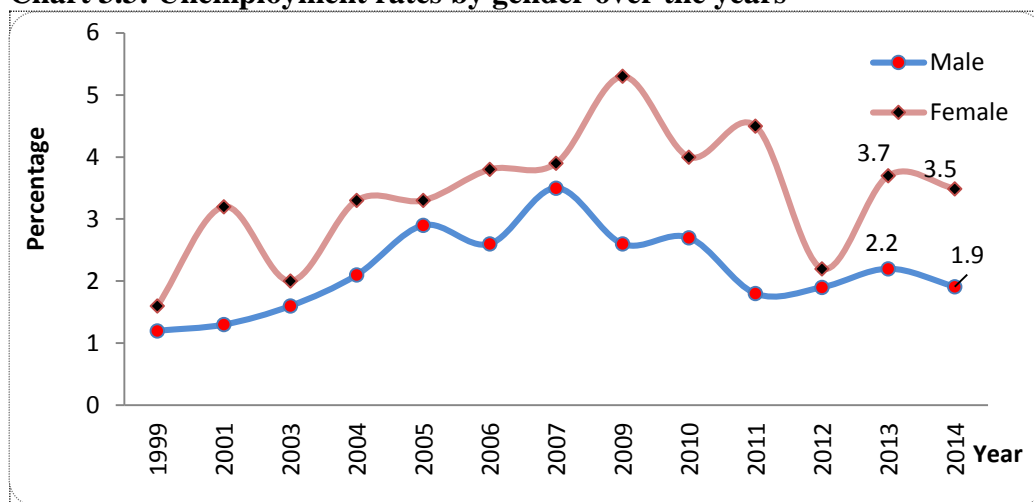
Source: Employment Service Division, DoE, MoLHR

The following table shows the unemployment rate over the years. The Labour Force Survey 2014 estimated the unemployment rate of Bhutan at 2.6 percent. Overall unemployment rate for Bhutanese male and female for the year 2014 is 1.9 and 3.5 percent respectively. That is, for every 1000 male in the labour force, 19 are found unemployed. Similarly for every 1000 female in the labour force, 35 are unemployed.

Table 3.1: Unemployment trends by gender

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
2010	4,600	6,400	11,000	2.7	4	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
2014	3,627	5,546	9,174	1.9	3.5	2.6

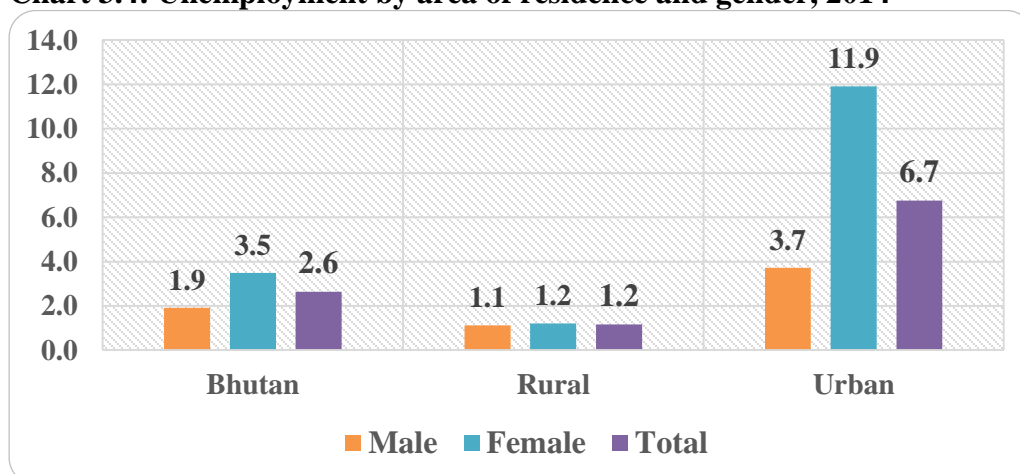
Source: Labour Force Surveys, MoLHR

Chart 3.3: Unemployment rates by gender over the years

Source: Labour Force Surveys, MoLHR

Chart 3.3 compares the rate of unemployment for male and female in Bhutan from 1999-2014. 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 started widening in 2013 and 2014 with a 1.6 percent difference between male unemployment rate and female unemployment rate in 2014.

Not only has unemployment rate been biased of gender but also by area of residence. In 2014, unemployment rate is found to be higher in the urban (6.7%) than in the rural (1.2%) (as shown in Table 3.2) indicating that both male and female unemployment rates are high in urban.

Chart 3.4: Unemployment by area of residence and gender, 2014

Source: Labour Force Survey 2014, MoLHR

The following table, Table 3.2, shows that unemployment is particularly high in the age groups 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, thus making unemployment among youths seem more prominent.

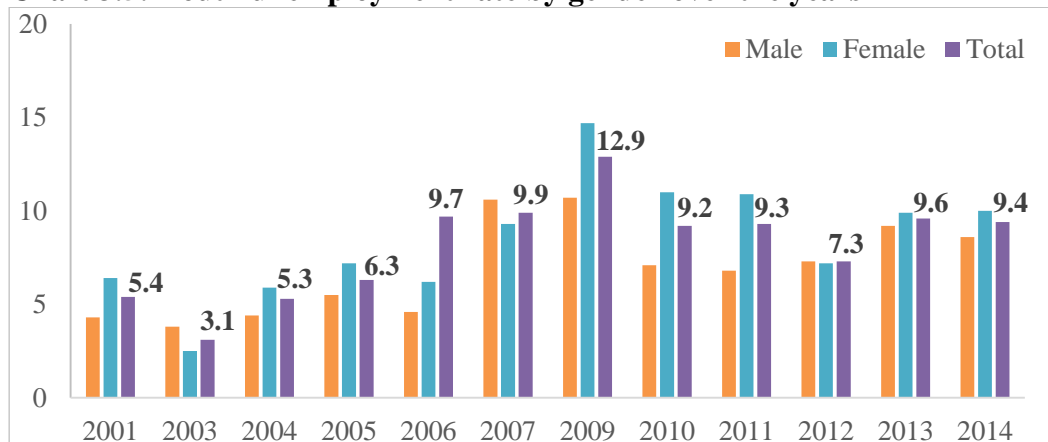
Table 3.2: Unemployed persons by age group, area of residence and gender, 2014

Age group	Bhutan			Urban			Rural		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	459	183	642	54	183	236	406	0	406
20-24	1,039	1,999	3,038	713	1,168	1,881	326	831	1,157
25-29	1,553	2,630	4,183	1,127	1,950	3,077	427	680	1,107
30-34	316	447	763	108	447	556	208	0	208
35-39	153	123	276	37	123	160	117	0	117
40-44	63	54	116	63	54	116	0	0	0
45-49	30	35	65	30	35	65	0	0	0
50-54	0	64	64	0	64	64	0	0	0
55-59	13	13	26	13	13	26	0	0	0
60-64	0	0	0	0	0	0	0	0	0
65+	0	0	0	0	0	0	0	0	0
Total	3,627	5,546	9,174	2,144	4,035	6,180	1,483	1,511	2,994

Source: Labour Force Survey 2013, MoLHR

It can also be clearly noted although that unemployment rates for both male and youths have been on a steady decline since 2009, unemployment rate for female youths continue to remain higher than that of the male youths, as can be seen in Chart 3.5. From the Labour Force Survey 2014, it has been revealed youth unemployment rate has dropped from 9.6 percent in 2013 to 9.4 percent in 2014 and that while unemployment rate for male youths has decreased from 9.2 percent in 2013 to 8.6 percent in 2014, that of the female youths has slightly increased from 9.9 percent in 2013 to 10 percent in 2014.

Chart 3.5: Youth unemployment rate by gender over the years



Source: Labour Force Surveys, MoLHR

CHAPTER 4 – DEMAND FOR LABOUR

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

In the following table, we look at some of the common occupation groups that are in high demand in the current labour market, wherein the requirement gap is currently being 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 13 Occupations in Bhutan as per Labour-net (2014-2015)

Occupation Group	Domestic Requirements	Sector
Building and related trade workers	33,333	Construction
Metal, machinery and related trade workers	3,038	Construction, Power & Manufacturing
Drivers and mobile plant operator	1,093	Construction & Power
Manual Workers	1,810	Construction & Power
Refuse Worker and other elementary workers	754	Construction, Power & Manufacturing
Science and Engineering Professionals	735	Construction & Power
Assemblers	620	Construction, Power & Manufacturing
Business and administration associate professionals	466	Finance
Teaching Professionals	458	Education
Stationary plants and machine operators	356	Power & Manufacturing
Science and engineering associate professionals	215	Construction & Power
Chief executives, senior officials and legislators	161	Construction & Finance
Personal Service Worker	161	Tourism
TOTAL		43,200

Source: Labour Net System, DoL, MoLHR

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	6,937	6,576	896	1,075
2014	8,835	3,859	1,093	4,889

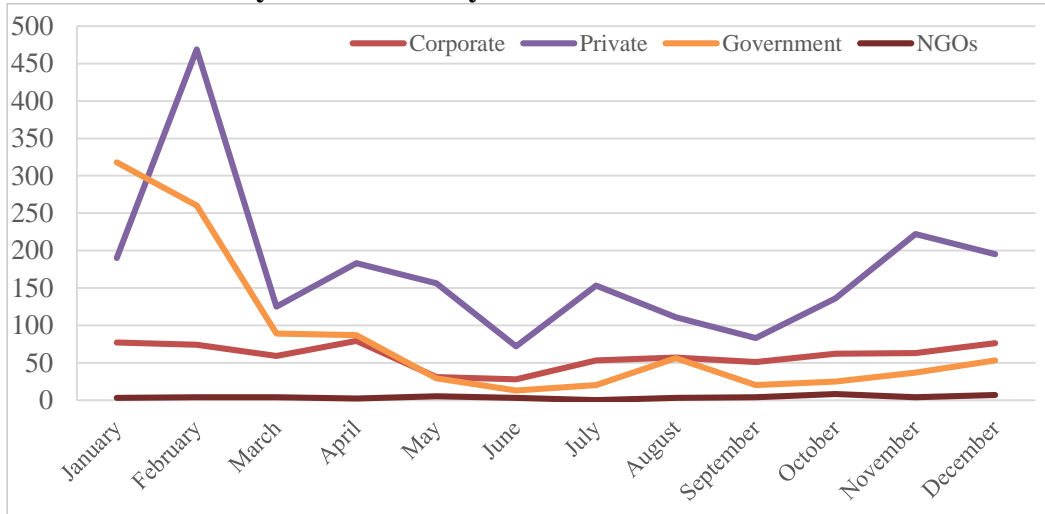
Source: Employment Service Division, DoE, MoLHR

Table 4.3: Vacancy distribution by sectors over the years

Year	Sector				Total
	Private	Corporation	Government	NGO/INGO	
2003	96	316	1,177	6	1,595
2004	201	236	1,408	20	1,865
2005	320	113	1,036	16	1,485
2006	1757	567	278	13	2,615
2007	1,300	311	141	0	1,752
2009	1,004	473	842	49	2,368
2010	1,865	619	3,119	207	5,810
2011	3,964	1,349	2,397	71	7,781
2012	2,929	1,199	2,038	48	6,214
2013	2,629	1,352	2,560	35	6,513
2014	2,095	710	1,007	47	3,859

Source: Employment Service Division, DoE, MoLHR

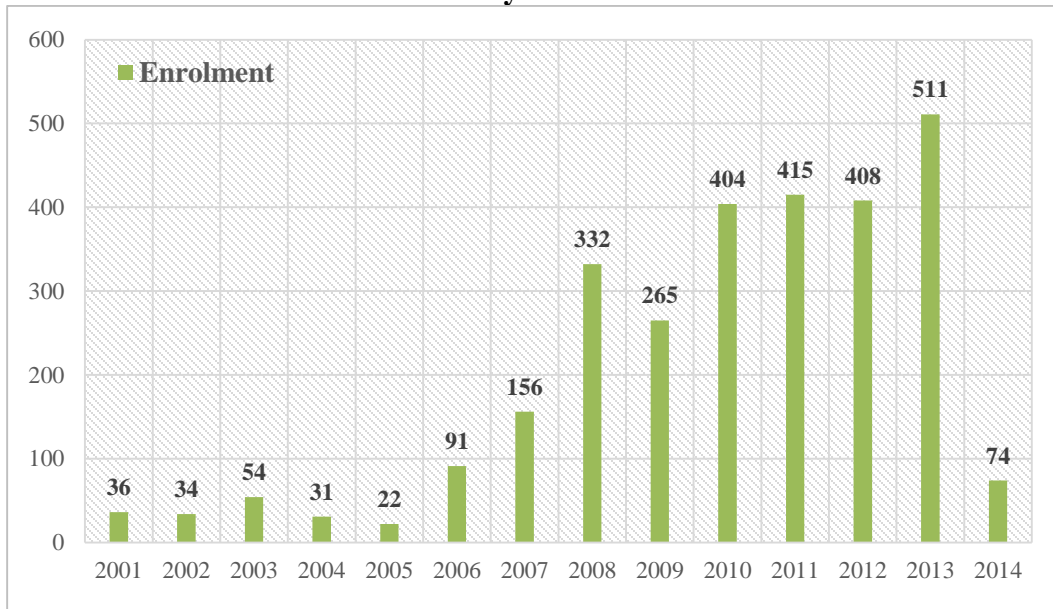
Chart 4.1: Vacancy distribution by sectors in 2014



Source: Employment Service Division, DoE, MoLHR (as of 31st December 2014)

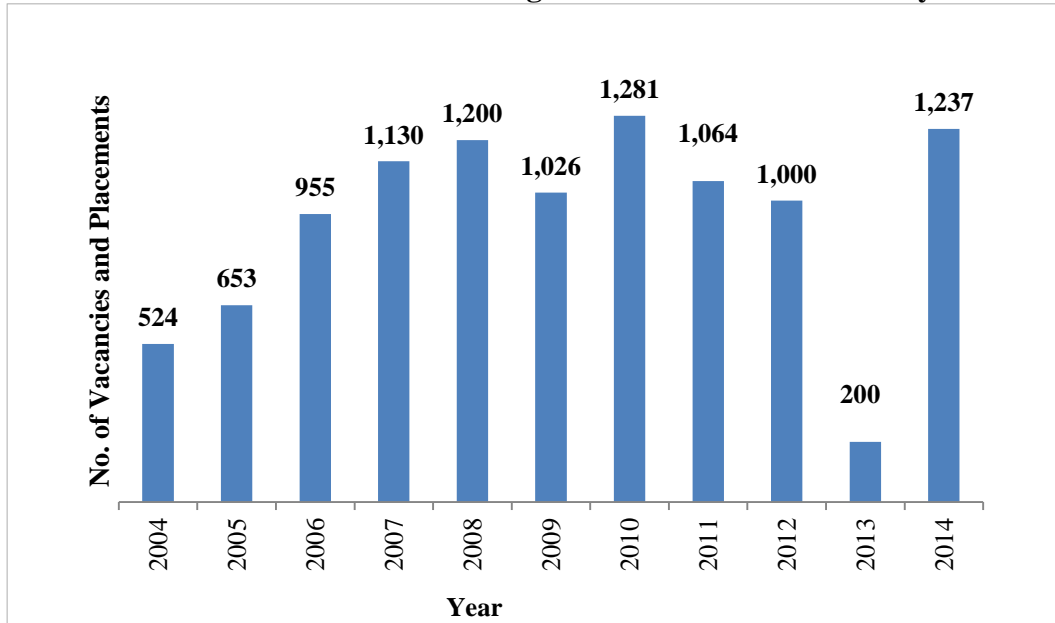
The vacancies for the year 2014 constituted mostly from the private sector, 39.98 per cent, followed by government and corporate sectors. The vacancies from the NGOs made up a negligible portion of the overall vacancies. Highest demand (24.30%) in 2014 was in the qualification of Class IX and below, 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.

Chart 4.2: ATP enrollment over the years



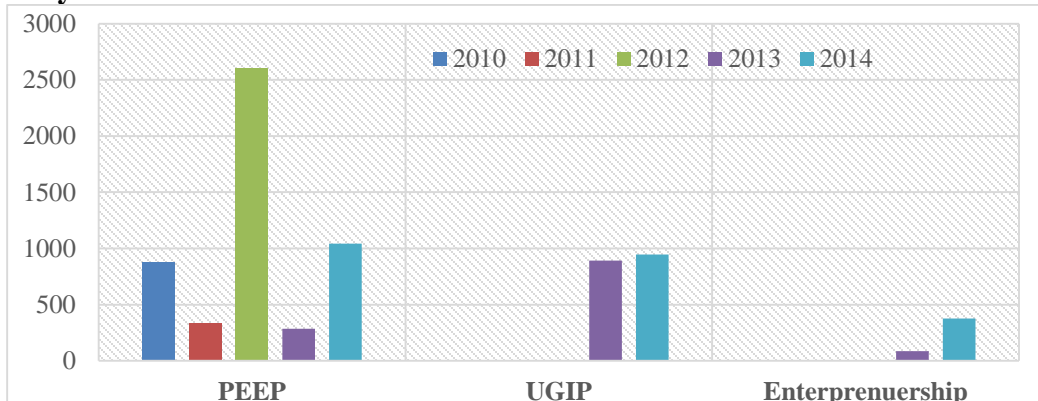
Source: Apprenticeship Training Program, DHR, MoLHR

Chart 4.3: Number of vacancies during National Job Fair over the years



Source: Employment Service Division, MoLHR

Chart 4.4: Job seekers enrolled in Employment Facilitation Programs over the years



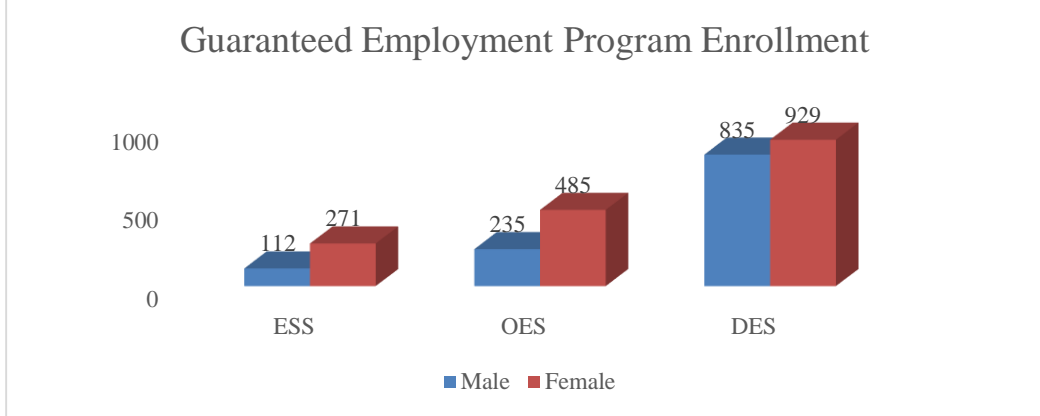
Source: Employment Service Division, DoE, MoLHR

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

With the Apprenticeship Training Programs (ATP) showing a positive trend, Pre-Employment Engagement Program (PEEP), however, has shown a great deal of decline with fewer enrolments in 2013. Another program, University Graduate Internship Program (UGIP) had observed 891 (graduate) enrolments for the same year.

The following chart shows the number of jobseekers enrolled under Guaranteed Employment Program initiated by government and the figures are updated as of May 2015.

Chart 4.5: Job seekers enrollment under Guaranteed Employment Program



Source: Employment Service Division, DoE, MoLHR

CHAPTER 5 – SUPPLY OF LABOUR

The data pertaining to this section has been collected and compiled from the enrolment report maintained by the Royal University of Bhutan, 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, Information Communication Technology (ICT) and general arts subjects in comparison to the demand; almost 72.2 percent (36.3 male and 35.8% female) of the 2,308 graduates who attended National Graduate Orientation Program (NGOP) 2014 had either business, general or ICT degree. 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 more than half of the total enrolments (both inside and outside Bhutan). Around 3,121 students are expected to complete the undergraduate studies from within the country in 2015, of which 58.1 percent are male and 41.9 percent are female.

Table 5.1: Supply of undergraduates by institutes within Bhutan and gender, 2015

SI.No	Name of the Institutes	Male	Female	Total
1	Institute of Language and Cultural Studies	199	142	341
2	College of Science and Technology	97	53	150
3	Gaeddu College of Business Studies	38	76	114
4	College of Natural Resources	281	70	351
5	Sherubtse College	214	206	420
6	Royal Thimphu College	158	183	341
7	National Institute of Traditional Medicine	10	5	15
8	Royal Institute of Health Science	65	71	136
9	Jigme Namgyal Polytechnic	273	102	375
10	Samtse College of Education	183	173	356
11	Paro College of Education	173	130	303
12	Royal Institute of Management	121	98	219
Total		1,812	1,309	3,121

Source: Royal University of Bhutan

Table 5.2: Estimated supply of labour by institutes, course and gender, 2014

College	Programmes	Male	Female	Total
Institute of Language and Cultural Studies	B.A Language and Literature	77	73	150
	B.A.Bhutanese and Himalayan Studies	69	55	124
	Dip.Langauge and Communication Skills	9	5	14
	B.A.Langauge and Culture	44	9	53
	TOTAL	199	142	341
College of Science and Technology	Bachelor of Civil Engineering	34	16	50
	Bachelor of Civil Engineering	27	15	42
	Bachelor of Electronics	18	15	33
	Bachelor of Engineering	18	7	25
	TOTAL	97	53	150
Gaeddu College of Business Studies	B.Com	29	54	83
	BBA	9	22	31
	TOTAL	38	76	114
College of Natural Resources	B.Sc.Animal Science	53	12	65
	B.Sc Forestry	94	5	99
	Dip.Agriculture	39	19	58
	Dip.Animal Science	15	15	30
	Dip.Forestry	57	5	62
	Sustainable Development	23	14	37
	TOTAL	281	70	351
Sherubtse College	B.A.English-Enviromental Studies	7	15	22
	B.A.Economics-Sociology	9	8	17
	B.A.Economics-Enviromental Studies	17	19	36
	B.A.Economics-Geography	12	21	33
	B.A.PopulationStudies-Economics	11	10	21
	B.A.Political Science-Sociology	7	15	22
	B.A.Politial Science and History	9	9	18
	B.A.Dzongkha-English	10	14	24
	B.A.Dzongkha-History	15	1	16
	B.A.Dzongkha-Gography	6	6	12
	B.A.English-Geography	5	13	18
	B.A.Englisg and Media	4	17	21
	B.A.Dzongkha and Media	7	4	11
	B.Sc.Physical Science[Maths-Physics]	12	5	17
	B.Sc.Physical Science[Maths-Chemistry]	12	10	22
	B.Sc.Physical Science[Physics-Cemistry]	12	5	17
	B.Sc.Life Science	25	12	37
	B.Sc.Computer Science	1	5	6
	PGD English	33	17	50
	TOTAL	214	206	420
Royal Thimphu College	B.A English-Enviromental Studies	22	36	58
	B.A.Economic-Enviromental Studies	14	12	26
	B.A.Political Science-Sociology	22	13	35
	B.A.Dzongkha-English	10	12	22
	BBA	20	17	37

Source: Royal University of Bhutan, Royal Thimphu College & Royal Institute of Management

College	Programmes	Male	Female	Total
Royal Thimphu College	BCA	4	11	15
	B.Com	66	82	148
	TOTAL	158	183	341
National Institute of Traditional Medicine	Bachelors of Teaditional Medicine	5	0	5
	Diploma in Traditional Medicine	5	5	10
	TOTAL	10	5	15
Royal Institute of Health Sciences	General Nurse Midwife	24	27	51
	Medical Technician	32	30	62
	Health Assistant	9	14	23
	TOTAL	65	71	136
Paro College of Education	B.Ed.Primary	83	82	165
	B.Ed.Dzongkha	14	17	31
	B.Ed.Secondary	40	27	67
	PGDE	36	4	40
	TOTAL	173	130	303
Samtse College of Education	B.Ed.Primary	15	28	43
	B.Ed.Secondary	76	52	128
	PGDE	81	78	159
	PGDEC	11	15	26
	TOTAL	183	173	356
Jigme Namgyel Polytechnic	Civil	142	43	185
	Electrical	46	16	62
	Mechanical	34	6	40
	Computer,Hard	20	11	31
	Electronic Communicat	5	15	20
	Surveying	26	11	37
	TOTAL	273	102	375
Royal Institute of Management	Post Graduate Diploma in Public Administration	25	11	36
	Post Graduate Diploma in National Law	14	15	29
	Post Graduate Diploma in Financial Management	31	22	53
	Diploma in Financial Management	25	14	39
	Diploma in National Law	11	26	37
	Diploma in Information Management System	15	10	25
	TOTAL	121	98	219
GRAND TOTAL		1,812	1,309	3,121

Source: Royal University of Bhutan, Royal Thimphu College & Royal Institute of Management

Table 5.3: Supply of scholarship students by course and gender from outside Bhutan, 2014-2015

Sl. No.	Course Name	Male	Female	Total
1	B. Veterinary Science and Animal Husbandry	2	0	2
2	MBBS	28	6	34
3	B.Sc. Agriculture	3	0	3
4	B. Veterinary Science	4	0	4
5	LLB	3	0	3
6	B Architecture	7	3	10
7	B.Sc. Dental Surgery	2	7	9
8	B.Sc. Mechanical Engineering	6	1	7
9	B.Tech. Electronic Engineering	0	1	1
10	B.Tech. Geo Informatics	1	0	1
11	B.Tech. Bio-medical Engineering	1	1	2
12	B.Sc. Forestry	1	2	3
13	B.E. Civil Engineering	6	2	8
14	B.E. Electrical Engineering	5	3	8
15	B.E. Electrical and Electronics Engineering	1	1	2
16	B. Pharmacy	3	0	3
17	B.Sc. Horticulture	1	1	2
18	B.Sc. Food Technology	1	1	2
19	B.Sc. Nursing	6	2	8
20	B.Sc. Laboratory Technology	3	1	4
21	B.Sc. Psychology	1	1	2
22	B.Sc. Statistics	1	1	2
23	B.Sc. Microbiology	2	0	2
24	B. Hospitality Management	1	0	1
25	B. Physical Management	1	1	2
26	B. Music	2	2	4
27	B.A. Media Communications and International Relations	0	2	2
28	B.Sc. Acturial Science	1	0	1
29	B.A. Human Resource Management	1	1	2
30	B.A. Tourism Management	0	1	1
31	B.Sc. Construction Management Engineering	0	2	2
32	B.Ed. Special Education	1	0	1
33	B.Ed. Early Childhood Education	1	0	1
34	B.Sc. Mathematics	0	1	1
35	B. Urban and Regional Planning	2	3	5
36	B.A. English	1	1	2
37	B.Sc. Physics	0	1	1
TOTAL		99	49	148

Source: Scholarship and Student Support Division, DAHE, MoE

As per the 2014 data from Department of Adult and Higher Education, about 148 scholarship students will graduate from various universities within the financial year 2014-2015. (See table 5.3)

Chart 5.1: Job seekers projection till 2019



Source: Comprehensive Statistics, MoLHR

Note: The projection does not take into account the backlog of 9,859 unemployed youth currently registered for jobs which may continue over the reporting period if the current unemployment situation continues.

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

Sl. No	Category	2009		2010		2011		2012		2013		2014	
		M	F	M	F	M	F	M	F	M	F	M	F
1	Ph.Ds	NA	NA	NA	NA	NA	NA	NA	NA	2	0	NA	NA
2	Masters	NA	NA	13	12	26	9	45	20	29	18	65	46
3	Technical Graduates	40	24	275	134	337	138	448	268	549	373	620	411
4	General Graduates	154	129	616	524	656	523	792	636	809	893	193	210
5	Diploma	141	71	12	11	26	27	50	5	3	0	NA	NA
6	Class XII	372	426	1,371	1,612	1,435	1,365	1,192	1,295	974	1,229	3,095	3,505
7	Certificate	185	151	173	300	321	274	53	74	203	296	NA	NA
8	Class X	227	292	598	1,006	524	737	485	660	399	659	3,945	4,788
9	IX and Below	47	16	59	52	118	134	130	102	39	89	NA	NA
10	Uneducated	31	24	51	59	77	115	67	175	19	200	NA	NA
11	Others	NA	NA	NA	NA	NA	NA	NA	NA	20	15	NA	NA
Total		1,197	1,133	3,168	3,710	3,520	3,322	3,262	3,235	3,046	3,772	7,918	8,960

Source: ESD, DoE, MoLHR

Table 5.5: Graduates of NGOP 2014 by employment status and gender

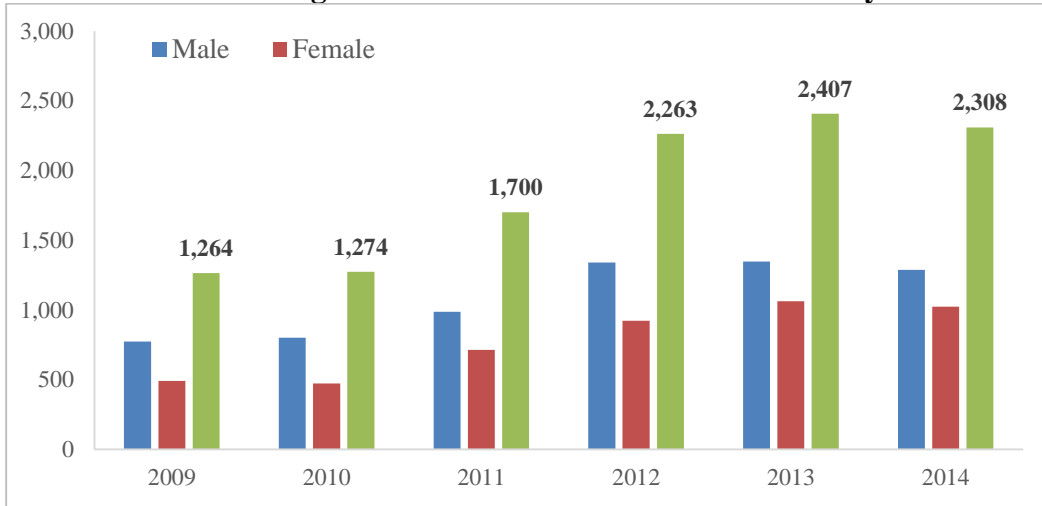
Employment Status	Male	Female	Total
Government Employee	150	56	206
Corporate Employee	26	7	33
Private Employee	22	17	39
Self Employed	3	4	7
Employed in other countries	2	2	4
NGOs	5	3	8
Unemployed	1078	933	2011
Total	1286	1022	2308

Source: LMIRD, DoE, MoLHR

Out of the total 2,308 graduates who attended the National Graduate Orientation Program (NGOP) in 2014, 55.7 percent were male and the remaining 45.3 percent were female graduates. While about 48.6 percent of them had completed their tertiary education from India followed by 47.8 percent from within the country. Around 87.1 percent (1,078 male and 933 female) of those attending the program were without work, and about 13.9 percent of them being employed in various sectors.

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 choose to not attend the program.

Chart 5.2: Number of graduates who attended NGOP over the years



Source: ESD, DoE, MoLHR

Table 5.6: Number of graduates from Technical Training Institutes (TTIs) and Zorig Chusum by course and institute, 2015

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 83 percent of the total work force was employed without training relative to 16.9 percent being employed with some form of training, formal or informal. This can be further verified with the fact that 46.3 percent of the total unemployed were without any training while 44.7 percent who were unemployed with some form of training.

Table 6.1: Training and Employment by gender, 2014

Employed Persons	Percentage share			Numbers		
	Male	Female	Total	Male	Female	Total
Employed with Training	13.5	3.4	16.9	45,680	11,678	57,358
Employed without Training	41.4	41.7	83.1	40,302	41,475	81,777
<i>Total</i>	<i>54.8</i>	<i>45.2</i>	<i>100.0</i>	<i>185,982</i>	<i>153,153</i>	<i>339,135</i>

Source: Labour Force Survey 2014, MoLHR

Table 6.2: Employed persons with training by nature of employment and gender, 2014

Type of enterprise	Percentage share			Numbers		
	Male	Female	Total	Male	Female	Total
Civil service	13.4	6.1	19.5	7,664	3,521	11,185
Other government agencies	7.9	1.0	8.9	4,530	593	5,123
Armed Forces	17.8	0.9	18.7	10,201	519	10,720
Agriculture & Farming	15.3	4.9	20.2	8,779	2,808	11,587
Public/Govt. Companies	6.5	2.1	8.6	3,728	1,183	4,912
Private Companies/Businesses	18.8	5.2	24.0	10,764	3,002	13,766
NGO/INGO/CSO	0.0	0.1	0.1	13	52	65
Total	79.6	20.4	100	45,680	11,678	57,358

Source: Labour Force Survey 2014, MoLHR

Table 6.3: Employed persons with training by employment status, 2014

Nature of employment	Percentage share			Numbers		
	Male	Female	Total	Male	Female	Total
Regular Paid Employee	52.8	12.4	65.2	30,308	7,084	37,391
Casual Paid Employee	2.5	0.2	2.7	1,416	141	1,557
Contract/Piece Paid Worker	2.2	0.3	2.5	1,266	145	1,411
Own-account Worker (Non-agriculture)	5.9	2.2	8.1	3,386	1,232	4,618
Own-account Worker (Agriculture)	8.7	2.0	10.7	4,999	1,155	6,154
Family Worker (Non-agriculture)	0.8	0.4	1.2	432	257	688
Family Worker (Agriculture)	6.8	2.9	9.7	3,872	1,665	5,537
Total	79.6	20.4	100	45,680	11,678	57,358

Source: Labour Force Survey 2014, MoLHR

65.2 percent of the regular paid employees have attended training, followed by farmers (own account workers and family workers) with 20.4 percent. The survey also revealed that the least employed persons trained are the family workers in non-agriculture sectors. Of the total 37,391 regular paid employees with training, only 19.0 percent consisted of females against 81.0 percent male.

Of the total 9,174 unemployed persons, 44.7 percent (4,015) of them had attended trainings. Among them, 67.1 percent of them were found to be trained in skills development courses.

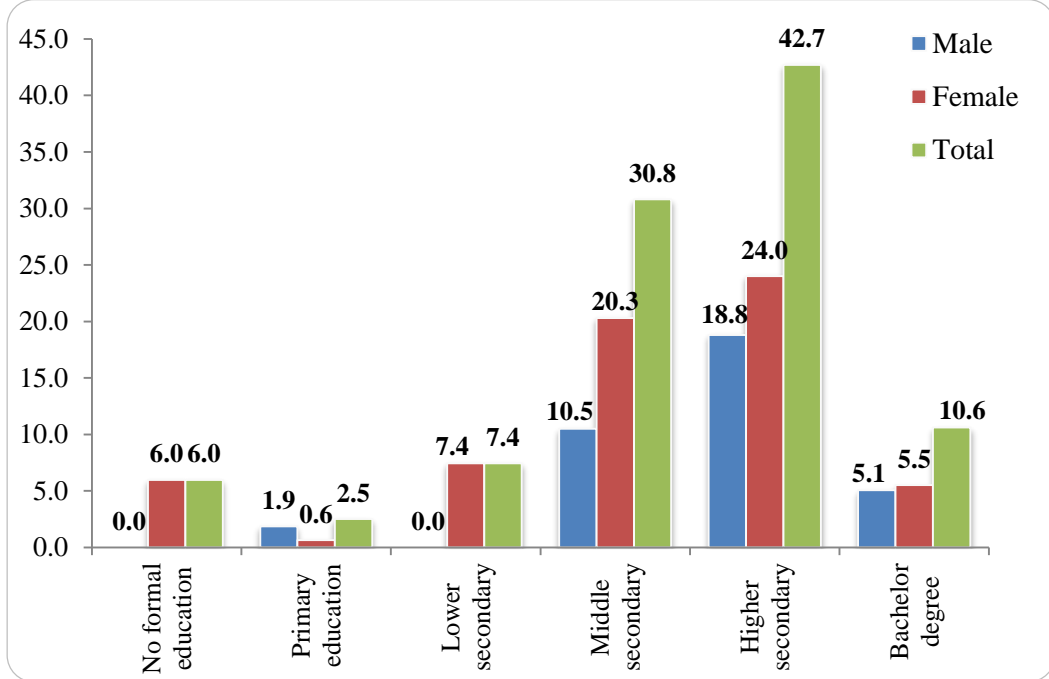
Table 6.4: Training and Unemployment by gender, 2014

Unemployed Persons	Percentage share			Numbers		
	Male	Female	Total	Male	Female	Total
Unemployed with Training	8.05	14.2	22.3	738	1,303	2,042
Unemployed without Training	31.5	46.3	77.7	2,889	4,243	7,132
Total	39.5	60.5	100	3,627	5,546	9,174

Source: Labour Force Survey 2014, MoLHR

From the total of 4,015 unemployed with training, majority of them have completed higher secondary education (42.7%) followed by those who completed middle secondary education and bachelor degree with 24.0 percent and 10.6 percent respectively. The lowest unemployed persons with training are those with lower secondary education (0.01%).

Chart 6.1: Unemployed persons with training by level of education, 2014



Source: Labour Force Survey 2014, 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
2010	8	3	11
2011	46	54	100
2012	15	9	24
2013	71	86	157
2014	235	485	720

Source: DoE, MoLHR

Note: The figure above are based on the record maintained by Department of Employment and the actual Bhutanese people working outside may be higher.

Table 7.2: Number of Foreign workers employed in Bhutan by major occupational group, nationality and gender (2014-2015)

Major Occupation	Indian			Others			Grand Total
	Male	Female	Total	Male	Female	Total	
Clerical support workers	16	0	16	0	0	0	16
Craft and related trade workers	37,257	8	37,265	24	0	24	37,289
Elementary Occupation	2,456	27	2,483	3	0	3	2,486
Managers	224	7	231	28	11	39	270
Plant and machine operators and assemblers	2,059	0	2,059	23	0	23	2,082
Professionals	1,127	95	1,222	80	45	125	1,347
Service and sales workers	144	0	144	8	5	13	157
Skilled Agricultural, Forestry and Fishery	72	0	72	0	0	0	72
Technicians and Associate Professionals	612	7	619	73	16	89	708
Total							44,427

Source: Labour-Net System, DoL, MoLHR

Table 7.3: Foreign Workers by Nationality and Gender

Country	Male	Female	Total	Country	Male	Female	Total
Argentina	1	0	1	Malaysia	3	2	5
Australia	2	13	15	Maldives	0	1	1
Austria	3	0	3	Mauritius	0	1	1
Bangladesh	20	1	21	Myanmar	4	1	5
Canada	2	4	6	Nepal	67	1	68
China	9	0	9	Netherlands	1	0	1
Cuba	5	2	7	New Zealand	3	0	3
Czech Republic	2	0	2	Pakistan	1	1	2
Denmark	1	0	1	Philippines	2	2	4
Finland	1	2	3	Portugal	1	0	1
France	2	3	5	Russia	1	0	1
Germany	6	3	9	Singapore	1	2	3
Greece	1	0	1	Slovenia	1	0	1
Hungary	2	0	2	South Africa	1	1	2
India	43,967	144	44,111	Sri Lanka	2	0	2
Indonesia	2	0	2	Switzerland	4	2	6
Ireland	0	1	1	Thailand	25	7	32
Italy	1	0	1	United Kingdom	7	4	11
Japan	44	22	66	Vietnam	11	0	11
Liberia	0	1	1	Total			44,427

Labour Net System, DoL, MoLHR

The total foreign workers in the country stands at 44,427 as of 5th June 2015. Male comprises of 99.5 percent and only 0.5 percent comprise of female. The 99.2 percent of the foreign workers are from India mostly engaged in Hydro and Non-Hydro construction.