

JOB PROSPECTING SURVEY REPORT 2015



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

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FOREWORD

The Labour Market Information & Research Division of the Department of Employment under the Ministry of Labour and Human Resources is pleased to release the fourth issue of Job Prospecting Report which was conducted from 28th February to 22nd March, 2015.

The survey was conducted to study the potential of major sectors in the labour market with regard to providing employment. Also it was intended to obtain information on the labour market needs amongst the major sectors that were covered from the survey.

The report contains information on the details of establishments, human resource requirement and trainings. This report will not only be useful to the job seekers in the labour market with particular set of skills, knowledge and qualification but also help guide prospective job seekers (students and trainees) about the existing and future labour market scenario.

The Department of Employment under the Ministry of Labour and Human Resources would like to acknowledge and thank all the organizations and individuals involved in the survey.

We hope the report will be useful to the users and we welcome any feedback for further improvement of the report.

Jamyang Galey
Director
Department of Employment
Ministry of Labour and Human Resources

CHAPTER 1: INTRODUCTION

Background:

The share of secondary and tertiary economic sectors to Bhutan's Gross Domestic Product has grown remarkably over the past decades, for 2013 alone, secondary sector contributed 42.30 percent of the GDP and tertiary sector 41.52 percent (National Accounts Statistics 2014). While their contribution to the country's socio-economic development is growing, it is also imperative that this growth also resonates into growth in their employability potential.

The Job Prospecting Survey is a comprehensive study pertaining to the eight thrust sectors viz. ICT, Manufacturing, Hydropower, Construction, Tourism, Automobile, Education and Finance. Besides the eight thrust sector the survey covered other sectors contributing to 14.1 percent of the total share. It is mainly intended to study the short term human resource requirement in the country.

Job Prospecting Survey 2015 has been guided by the following broad objectives:

- To formulate plans and strategies towards narrowing the skills gap.
- To enhance job placement and promote appropriate skills training.
- To compute the list of potential employers.

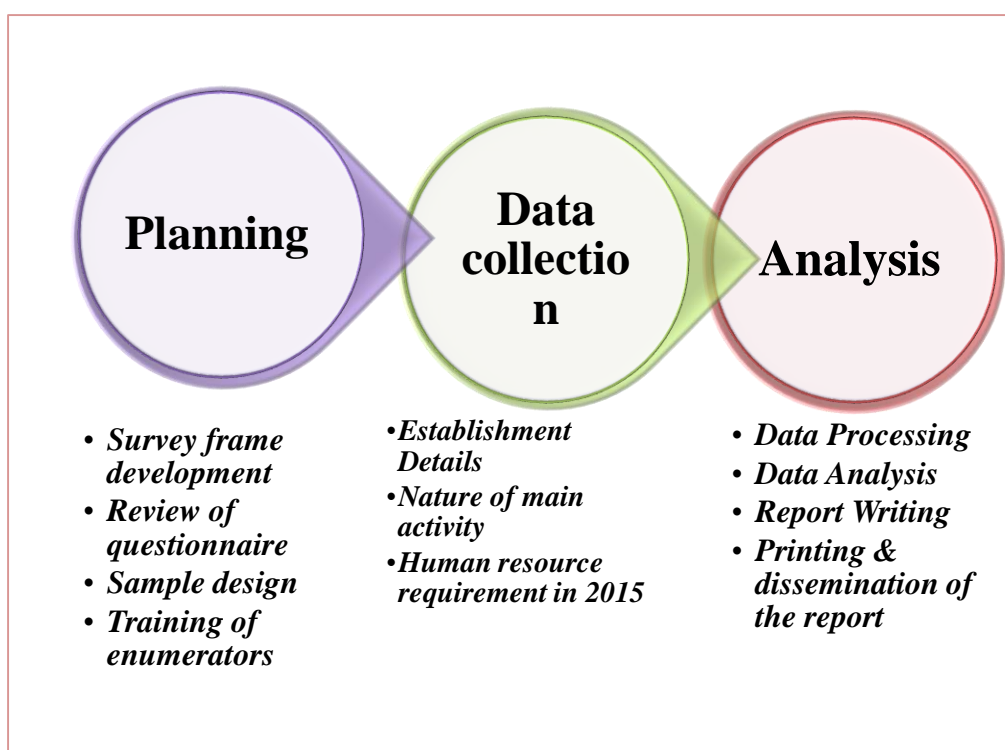
The job vacancies captured in the survey and the administrative records compiled within the Ministry, it indicates structural unemployment in the Bhutanese labour market which could be attributed to the changes in the composition of labour supply and demand, and geographical mismatch between locations of job openings and job seekers. With such unemployment pattern in our labour market, there are bound to be shortage of skills in some occupations and areas, while having an oversupply of other skills.

Research Scope and Methodology:

The approach to the study included desk research, field visits, interviews and a request for written submission.

The Desk study was conducted utilizing published directories of the private and corporate sectors provided by the Department of Trade, Ministry of Economic Affairs, Training Institutes Directory of the Department of Occupational Standards, MoLHR, Service sector list from the Tourism Council of Bhutan, Automobile sectors list from the Automobile Association of Bhutan and the Construction sectors list from the Construction Development Corporation Limited of Bhutan.

Chart 1.1: An overview of the survey process:



The Job Prospecting Survey 2015 was conducted on online system android platform developed by ICT unit of the Ministry. Through this system, the filled survey questionnaire were sent directly to the server.

The field visits and face to face interviews with relevant officials were conducted with key interest groups such as the manufacturing industries, service sectors and hydropower sectors. The aim of the survey was to collect information on human resource requirement in the year 2015.

Important Definitions:

1. **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.
2. **Main Activity** refers to the specific activity performed by the establishment, e.g. Manufacture of Pepsi, beer, cement, hotel, hydropower etc. For hydropower, the nature of main activity pertains to manufacturing of electricity.
3. **Type of Legal organization:**
 1. Individual proprietorship: An owner who fully owns his business with full legal rights.
 2. Partnership: A business or an entity owned by two individuals of same nationality for the production of goods or services with common goals.
 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. (Eg. BoB, PCAL, RICBL, etc)
 5. Joint Venture: Business entities owned by Bhutanese and foreign individual. (example: Taj Tashi, Druk PNB, Le Meridian etc)

4. Occupation

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

Category of Establishment:

The category of establishment has been defined based on the employment size and the amount of investment made as per the license issued by the Ministry of Economic Affairs as follows:

| Scale of Industry | Employment size | Investment (Nu. in Million) |
|-------------------|-----------------|-----------------------------|
| Small | 5-19 | 1-10 |
| Medium | 20-99 | 10-100 |
| Large | 100+ | >100 |

Survey Coverage:

The Job Prospecting Survey 2015 covered 19 dzongkhags, except Gasa dzongkhag since there are no potential establishments in the district. The focus of the survey was on the thrust sectors that possess potential for generating employment viz. Manufacturing, ICT, Construction, Tourism, Hydropower, Automobile Education, Finance and others. The survey gathered information from 1,142 establishments in the country.

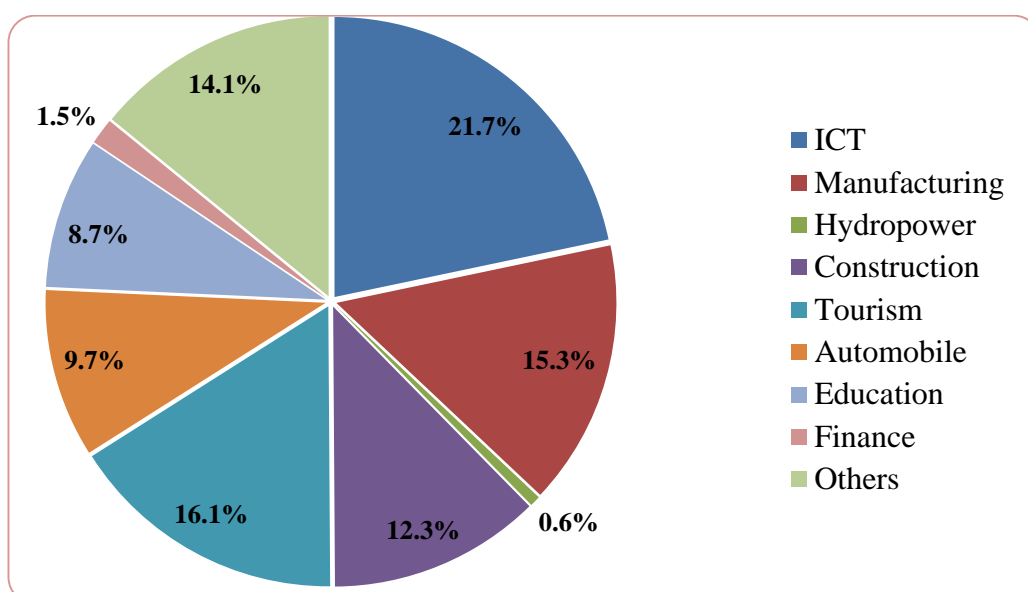
Limitations of the survey:

1. Job Prospecting Survey does not capture small sectors (Small and Medium Enterprises).
2. The study also does not capture small contractors and small travel agents, and hotels and restaurants.

CHAPTER 2: ESTABLISHMENT DETAILS

The Job Prospecting Survey 2015 collected information from 1,142 registered establishments - 22.0 percent comprised of Information, Communication and Technology (ICT) sector followed by Tourism industry with 16.1 percent and manufacturing sector comprises 15.3 percent. Construction sector contributed to about 12.3 percent, and others constituted of 14.1 percent of the total surveyed establishments which included media, Non-Government Organizations (NGOs), consultancy firms, entertainment centres, driving training institutes, trading and mining.

Chart 2.1: Percentage distribution of establishments by sector - 2015



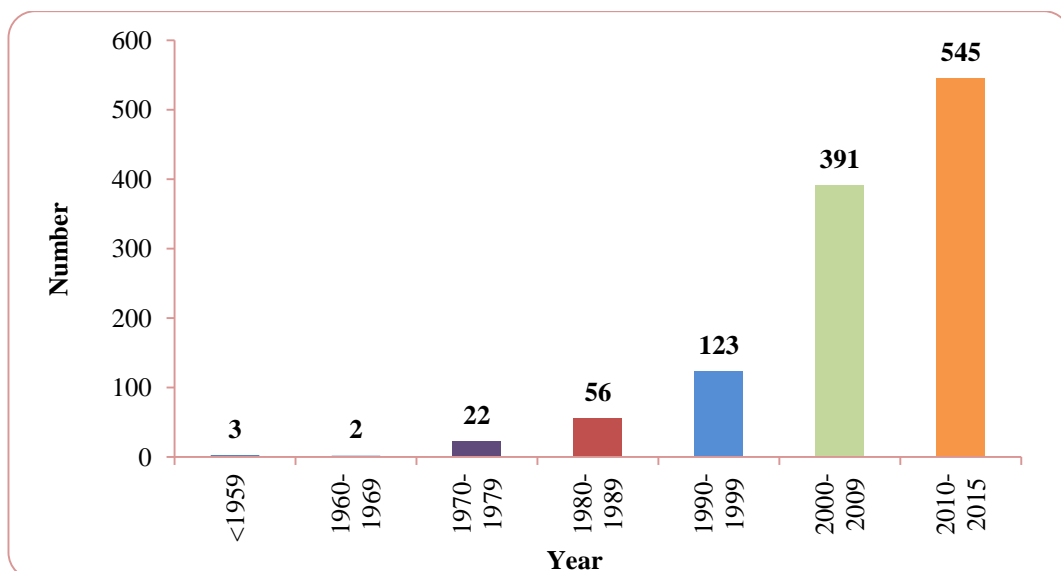
The survey coverage by trade region shows that 59.6 percent of the establishments covered were from Thimphu region followed by 11.6 percent from Phuentsholing region and Gelephu region amounted to about 3 percent.

The number of establishments operated in a year, indicates that the growth of establishment have been more rampant since 2000, 81 percent of the establishments operating between 2000 - 2015 and 47 percent of the total establishments reported to have been operated between 2010 and 2015 alone.

Chart 2.2: Number of establishments by trade region - 2015



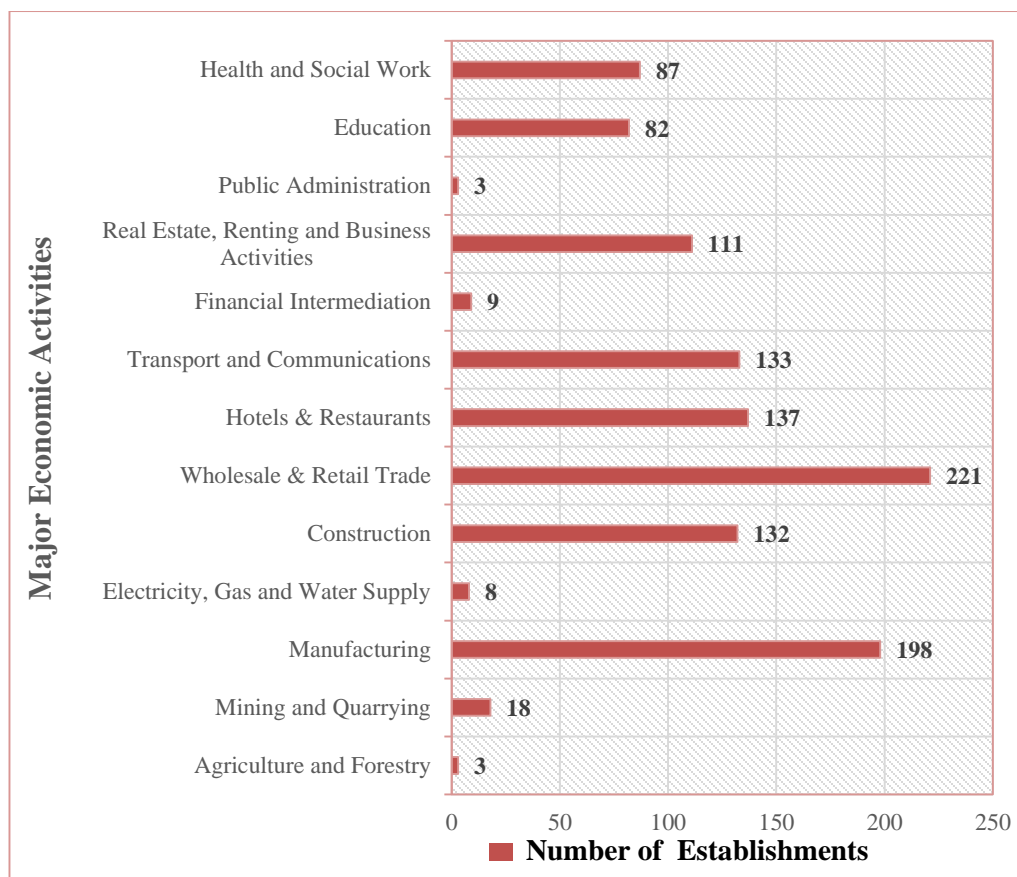
Chart 2.3: Number of establishments by year of operation - 2015



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The highest number of establishments, 19.4 percent, for the survey was covered under the economic activities “Wholesale and retail trade” followed by 17.3 percent in “Manufacturing” and 12.0 percent in “Hotels and restaurants” (inclusive of establishments involved in tourism activities).

Chart 2.4: Number of establishments by major economic activity - 2015



The establishment coverage by dzongkhags shows 49 percent of the establishments are in Thimphu dzongkhag followed by Chukha and Bumthang dzongkhags each with 7.4 percent. Tsirang, Dagana, Trongsa, and Zhemgang are the four dzongkhags with least proportion of the total establishments covered in the survey (with less than 1% from each dzongkhag).

Almost all the establishments (97.2 percent) are situated in the urban centres of the dzongkhags while only 3.8 percent (32) of the establishments are in rural areas.

Table 2.1: Percentage share of establishments by Dzongkhag – 2015

| Dzongkhag | Number | Percentage share |
|------------------|---------------|-------------------------|
| Bumthang | 85 | 7.4 |
| Chukha | 84 | 7.4 |
| Dagana | 4 | 0.4 |
| Haa | 22 | 1.9 |
| Lhuentse | 12 | 1.1 |
| Mongar | 38 | 3.3 |
| Paro | 45 | 3.9 |
| Pemagatshel | 26 | 2.3 |
| Punakha | 14 | 1.2 |
| Samdrup Jongkhar | 50 | 4.4 |
| Samtse | 48 | 4.2 |
| Sarpang | 38 | 3.3 |
| Thimphu | 559 | 49.0 |
| Trashigang | 39 | 3.4 |
| Trashiyangtse | 23 | 2.0 |
| Trongsa | 7 | 0.6 |
| Tsirang | 2 | 0.2 |
| Wangdue | 41 | 3.6 |
| Zhemgang | 5 | 0.4 |
| Total | 1,142 | 100 |

CHAPTER 3: HUMAN RESOURCE REQUIREMENT

The Job Prospecting Survey 2015 captured 447 human resource requirement in different sectors by different level of qualification and skills available. The human resource requirement reported from 198 establishments are all regular employment.

Of the total human resource requirement by the establishments, 63.1 percent are in Thimphu region, 18.2 percent in Phuentsholing region, 10.1 percent are in Trongsa region and 8.6 percent in Gelephu region (Chart 3.1).

Looking at the level of qualification required for the reported human resource requirement, 58.2 percent for Class X passed and below (that is, 260 out of the total 447); 17.2 percent for Bachelor degree and 13.2 percent for those who do not have formal education (Chart 3.2).

Furthermore, 32.0 percent of the requirement are in ICT sector followed by 21.3 percent in tourism sector and 12.3 percent in manufacturing sector while hydropower sector reported only about 0.7 percent (Chart 3.3). 48.5 percent of the requirement are in craft and related workers and 19.7 percent for technicians and associate professionals.

Chart 3.1: Percentage share of human resource requirement by trade region - 2015

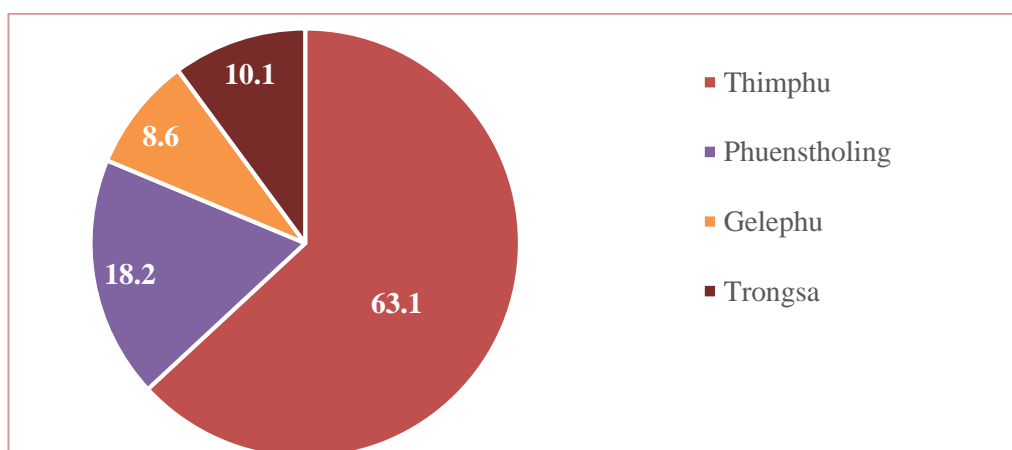


Chart 3.2: Human resource requirement by level of qualification – 2015

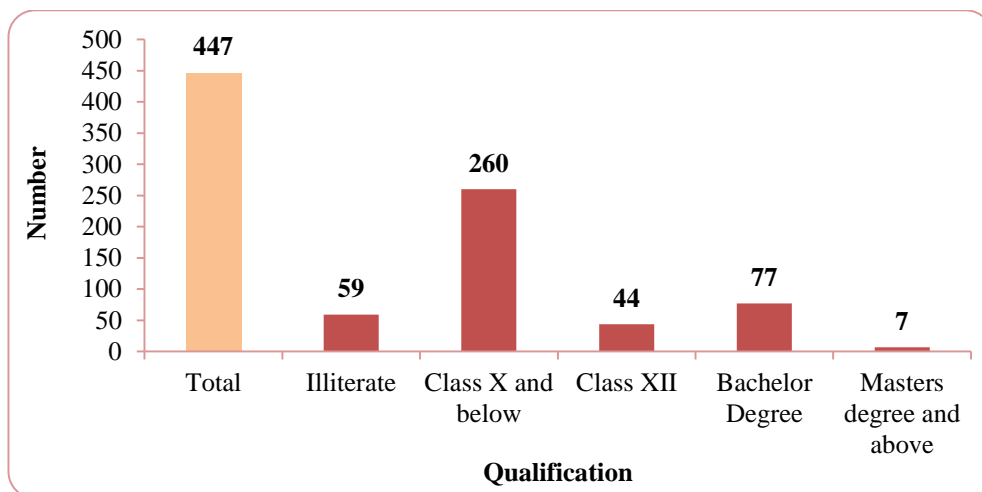


Chart 3.3: Percentage share of human resource requirement by sector - 2015

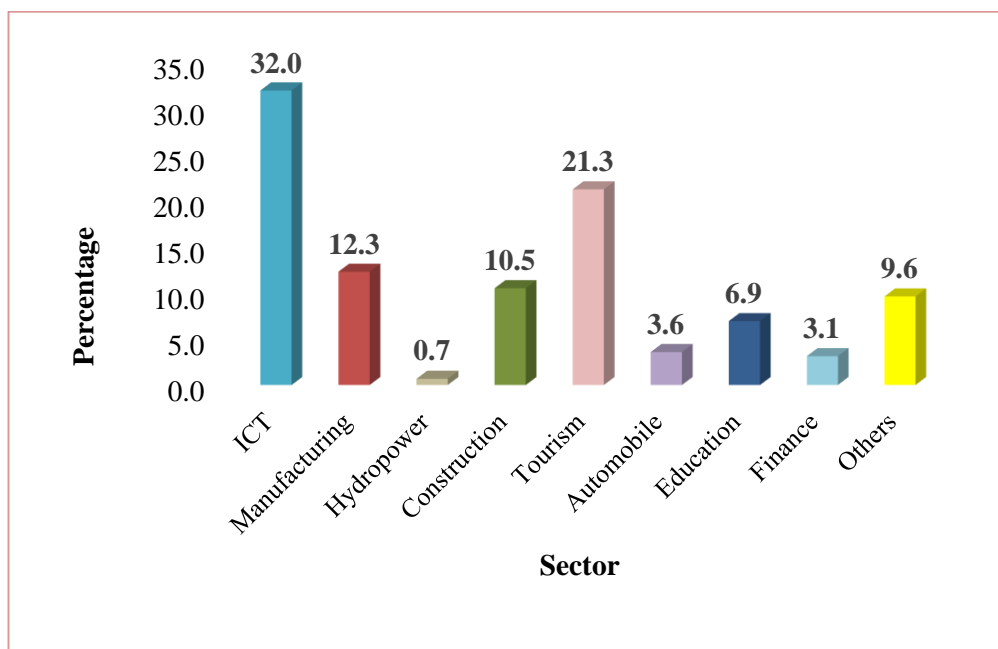
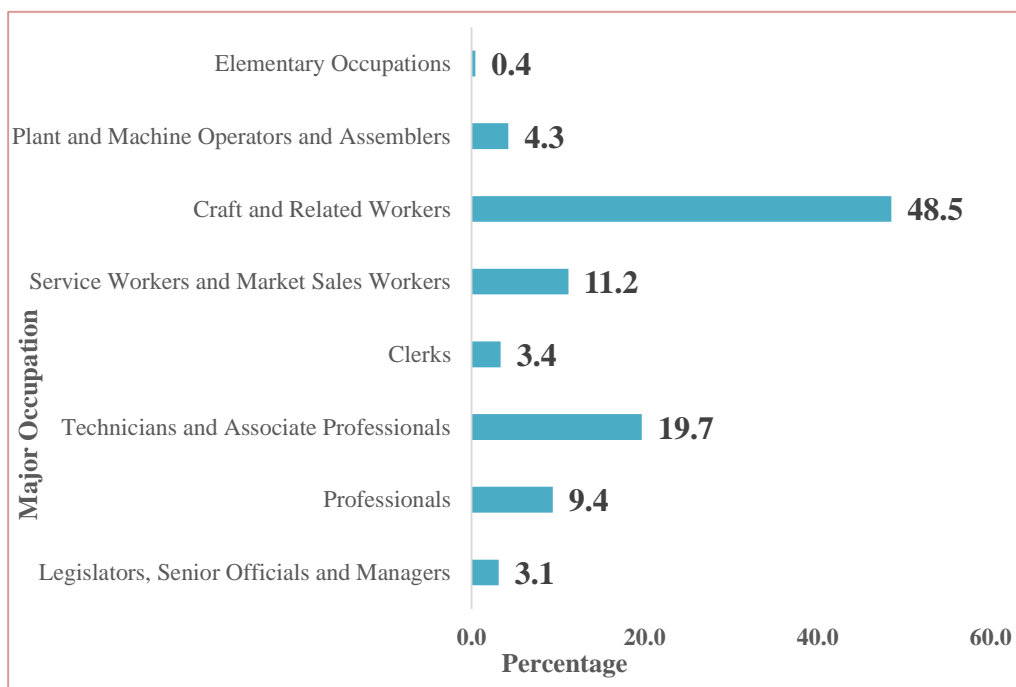


Chart 3.4: Percentage share of human resource requirement by major occupation - 2015

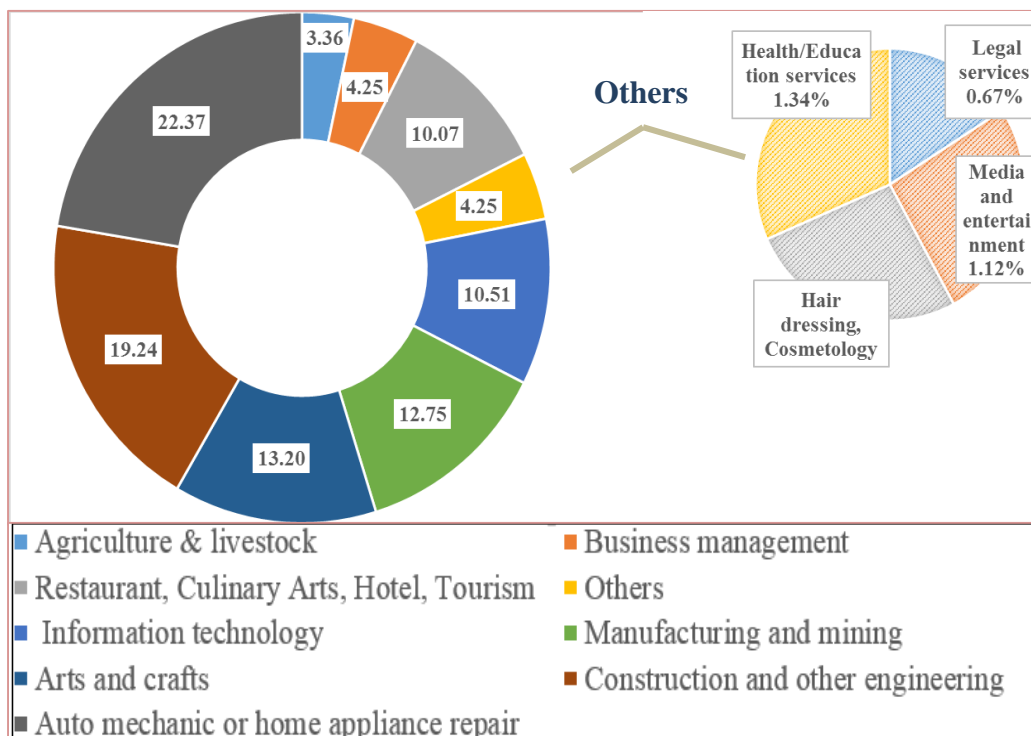


CHAPTER 4: TRAINING DETAILS

From the 1,142 establishments covered in the survey with 198 establishments reporting about 447 human resource requirement, all of those requirement came in with some form of training required in related field. With the labour market getting more and more competitive, the prospecting employers seem to be more considerate of the skills that the aspiring job seekers would possess.

Demand for people with training in auto mechanic and home appliance repair constituted 22.4 percent and construction and other engineering skills constituted 19.2 percent. Training in the field of health/education services, legal services, media and entertainment, and cosmetology made up to only about 4.3 percent from the total human resource requirement.

Chart 4.1: Percentage share of skills required by type of training - 2015



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Looking at the types of training currently offered by various private training institutes, Bhutan Elite Security Services has the highest intake capacity with 720 recruitments for training on security services followed by National Language and Rigzhung Institute with an intake capacity of 355 in 2015. Taking into consideration the fifteen training institutions with current intake capacity, annually 3,340 trainees can be trained.

Of the 3,340 intake capacity from private institutions, 28.7 percent of the training are related to security services, 22.0 percent offering language and communication courses, and 17.1 percent for information and technology (Chart 4.2).

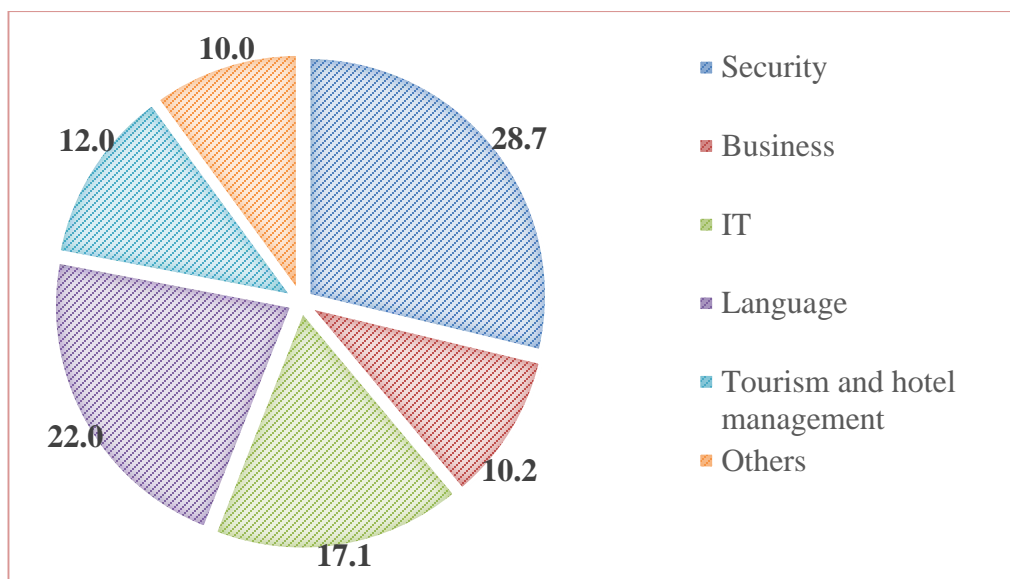
Table 4.1: Top 15 intake capacity of private training providers - 2014

| Sl. No. | Training providers | Intake Capacity |
|--------------|--|-----------------|
| 1 | Bhutan Elite Security Services | 720 |
| 2 | National Language and Rigzhung Institute | 355 |
| 3 | Bhutan International School of Hospitality and Tourism | 340 |
| 4 | Jachung Security Service (JSS) | 240 |
| 5 | Info -Tech Learning Centre | 220 |
| 6 | BK ONE Bhutan Centre of Excellence | 200 |
| 7 | Rigsum Institute of IT and Management (P/ling) | 175 |
| 8 | Rigsum Institute of Technical Education & Management | 170 |
| 9 | Global Computer Training Centre | 160 |
| 10 | Bright Life Institute of Management | 160 |
| 11 | Dzongkha Development Training Institute | 120 |
| 12 | Dzongkha Language institute | 120 |
| 13 | Druk Tshemzo Training Institute | 120 |
| 14 | Jampel Computer and Management Training Institute | 120 |
| 15 | Bhutan Institute of Information Technology | 120 |
| TOTAL | | 3,340 |

Source: *Directory of Registered Training Providers 2014, DoS, MoLHR*

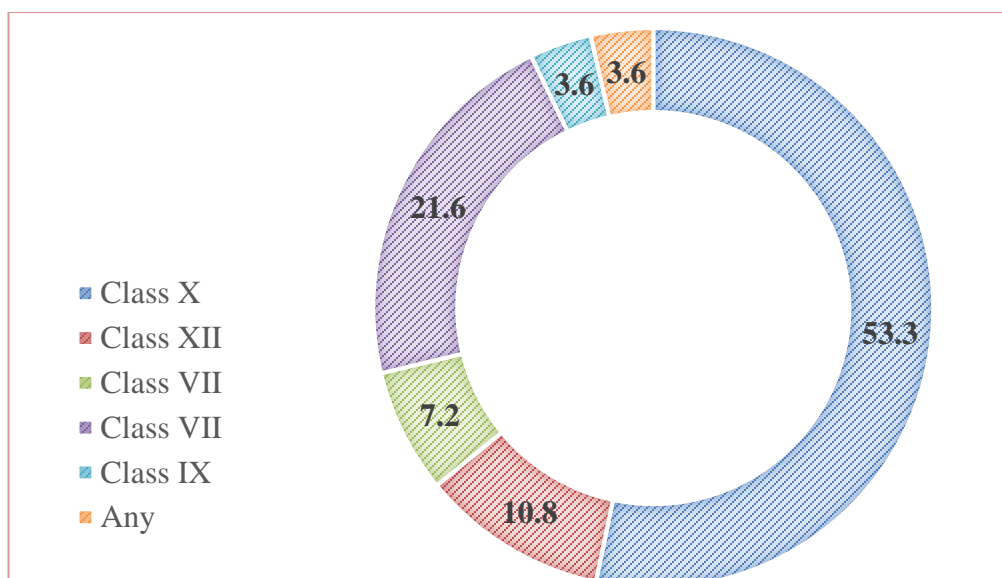
Note: *Training institutes such as musical training institutes and driving training centres were not included*

Chart 4.2: Percentage distribution of type of courses offered by the private training providers



The available training courses are designed for jobseekers with certain level of education. 53.3 percent of these courses required entry level of Class X passed to avail the training. About 21.6 percent require an individual interested in the training to at least have completed Class VII.

Chart 4.3: Percentage distribution of training by level of qualification



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Annexure I: Establishment Details

Table 1.0: Number of establishments by major economic activity by trade region - 2015

| Major Economic Activity | Trade Regions | | | | | | Total |
|--|---------------|---------------|---------------------|-----------|-----------|-----------|--------------|
| | Thimphu | Phuentsholing | Samdrup Jongkhar | Gelephu | Mongar | Trongsa | |
| Agriculture and forestry | 2 | 1 | 0 | 0 | 0 | 0 | 3 |
| Mining and Quarrying | 7 | 3 | 7 | 0 | 0 | 1 | 18 |
| Manufacturing | 78 | 37 | 26 | 6 | 22 | 29 | 198 |
| Electricity, Gas and Water Supply | 8 | 0 | 0 | 0 | 0 | 0 | 8 |
| Wholesale & Retail Trade | 64 | 18 | 11 | 12 | 17 | 10 | 132 |
| Transport and Communications | 115 | 39 | 21 | 7 | 28 | 11 | 221 |
| Real estate, renting & business activities | 68 | 13 | 13 | 5 | 12 | 26 | 137 |
| Education | 129 | 0 | 2 | 0 | 0 | 2 | 133 |
| Health and Social Work | 9 | 0 | 0 | 0 | 0 | 0 | 9 |
| Construction | 85 | 13 | 5 | 1 | 2 | 5 | 111 |
| Hotel and Restaurants | 2 | 0 | 0 | 1 | 0 | 0 | 3 |
| Financial Intermediation | 63 | 2 | 5 | 9 | 1 | 2 | 82 |
| Health and Social Work | 51 | 6 | 9 | 3 | 7 | 11 | 87 |
| Total | 681 | 132 | 99 | 44 | 89 | 97 | 1,142 |

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Table 1.1: Number of establishments by major economic activity and category of establishment - 2015

| Major Economic Activity | Category of Establishment | | | Total |
|--|---------------------------|------------|------------|--------------|
| | Large | Medium | Small | |
| Agriculture and forestry | 1 | 1 | 1 | 3 |
| Mining and Quarrying | 10 | 4 | 4 | 18 |
| Manufacturing | 70 | 27 | 101 | 198 |
| Electricity, Gas and Water Supply | 7 | 1 | 0 | 8 |
| Wholesale & Retail Trade | 81 | 36 | 15 | 132 |
| Transport and Communications | 80 | 47 | 94 | 221 |
| Real estate, renting & business activities | 48 | 42 | 47 | 137 |
| Education | 60 | 28 | 45 | 133 |
| Health and Social Work | 7 | 2 | 0 | 9 |
| Construction | 44 | 26 | 41 | 111 |
| Hotel and Restaurants | 3 | 0 | 0 | 3 |
| Financial Intermediation | 34 | 18 | 30 | 82 |
| Health and Social Work | 38 | 12 | 37 | 87 |
| Total | 483 | 244 | 415 | 1,142 |

Table 1.2: Number of establishments by major economic activity and nationality of ownership - 2015

| Major Economic Activity | Nationality of Ownership | | | Total |
|--|--------------------------|-----------|-----------|--------------|
| | Bhutanese | Foreigner | Both | |
| Agriculture and forestry | 3 | 0 | 0 | 3 |
| Mining and Quarrying | 18 | 0 | 0 | 18 |
| Manufacturing | 194 | 2 | 2 | 198 |
| Electricity, Gas and Water Supply | 8 | 0 | 0 | 8 |
| Wholesale & Retail Trade | 129 | 2 | 1 | 132 |
| Transport and Communications | 219 | 1 | 1 | 221 |
| Real estate, renting & business activities | 135 | 1 | 1 | 137 |
| Education | 132 | 1 | 0 | 133 |
| Health and Social Work | 7 | 1 | 1 | 9 |
| Construction | 109 | 1 | 1 | 111 |
| Hotel and Restaurants | 1 | 0 | 2 | 3 |
| Financial Intermediation | 82 | 0 | 0 | 82 |
| Health and Social Work | 86 | 0 | 1 | 87 |
| Total | 1,123 | 9 | 10 | 1,142 |

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Table 1.3: Number of establishments by major economic activity and year of operation - 2015

| Major Economic Activity | Year of Operation | | | | | | | Total |
|--|-------------------|-----------|-----------|-----------|------------|------------|------------|--------------|
| | <1959 | 1960-1969 | 1970-1979 | 1980-1989 | 1990-1999 | 2000-2009 | 2010-2015 | |
| Agriculture and forestry | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 3 |
| Mining and Quarrying | 0 | 0 | 1 | 1 | 1 | 6 | 9 | 18 |
| Manufacturing | 1 | 1 | 7 | 12 | 20 | 62 | 95 | 198 |
| Electricity, Gas and Water Supply | 0 | 0 | 1 | 0 | 0 | 4 | 3 | 8 |
| Wholesale & Retail Trade | 1 | 0 | 3 | 12 | 37 | 49 | 30 | 132 |
| Transport and Communications | 0 | 1 | 5 | 7 | 19 | 56 | 133 | 221 |
| Real estate, renting & business activities | 0 | 0 | 0 | 8 | 14 | 56 | 59 | 137 |
| Education | 0 | 0 | 0 | 6 | 13 | 49 | 65 | 133 |
| Health and Social Work | 0 | 0 | 0 | 2 | 1 | 4 | 2 | 9 |
| Construction | 0 | 0 | 0 | 1 | 9 | 43 | 58 | 111 |
| Hotel and Restaurants | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 |
| Financial Intermediation | 1 | 0 | 0 | 2 | 2 | 33 | 44 | 82 |
| Health and Social Work | 0 | 0 | 5 | 5 | 6 | 27 | 44 | 87 |
| Total | 3 | 2 | 22 | 56 | 122 | 391 | 545 | 1,142 |

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Table 1.4: Number of establishments by sector and trade region - 2015

| Sector | Trade Regions | | | | | | Total |
|---------------|---------------|---------------|------------------|-----------|-----------|-----------|--------------|
| | Thimphu | Phuentsholing | Samdrup Jongkhar | Gelephu | Mongar | Trongsa | |
| ICT | 181 | 25 | 8 | 5 | 4 | 25 | 248 |
| Manufacturing | 63 | 33 | 32 | 7 | 20 | 20 | 175 |
| Hydropower | 6 | 0 | 0 | 1 | 0 | 0 | 7 |
| Construction | 75 | 19 | 13 | 10 | 15 | 8 | 140 |
| Tourism | 130 | 12 | 14 | 0 | 11 | 17 | 184 |
| Automobile | 37 | 23 | 18 | 5 | 20 | 8 | 111 |
| Education | 83 | 1 | 5 | 6 | 2 | 2 | 99 |
| Finance | 14 | 1 | 0 | 0 | 0 | 2 | 17 |
| Others | 92 | 18 | 9 | 10 | 17 | 15 | 161 |
| Total | 681 | 132 | 99 | 44 | 89 | 97 | 1,142 |

JOB PROSPECTING SURVEY REPORT 2015

Table 1.5: Number of establishments by sector and year of operation - 2015

| Sector | Year of Operation | | | | | | | Total |
|---------------|-------------------|-----------|-----------|-----------|------------|------------|------------|--------------|
| | <1959 | 1960-1969 | 1970-1979 | 1980-1989 | 1990-1999 | 2000-2009 | 2010-2015 | |
| ICT | 1 | 1 | 4 | 9 | 31 | 95 | 107 | 248 |
| Manufacturing | 1 | 1 | 7 | 10 | 15 | 53 | 88 | 175 |
| Hydropower | 1 | 0 | 1 | 0 | 0 | 2 | 3 | 7 |
| Construction | 0 | 0 | 3 | 12 | 31 | 53 | 41 | 140 |
| Tourism | 0 | 0 | 1 | 10 | 17 | 72 | 84 | 184 |
| Automobile | 0 | 0 | 1 | 5 | 11 | 25 | 69 | 111 |
| Education | 0 | 0 | 0 | 2 | 4 | 35 | 58 | 99 |
| Finance | 0 | 0 | 1 | 3 | 1 | 8 | 4 | 17 |
| Others | 0 | 0 | 4 | 5 | 13 | 48 | 91 | 161 |
| Total | 3 | 2 | 22 | 56 | 123 | 391 | 545 | 1,142 |

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Table 1.6: Number of establishments by sector and type of legal organization - 2015

| Sectors | Type of Legal Organization | | | | | Total |
|---------------|----------------------------|-------------|-------------------------|------------------------|---------------|--------------|
| | Individual Proprietorship | Partnership | Private Limited Company | Public Limited Company | Joint Venture | |
| ICT | 222 | 9 | 8 | 6 | 3 | 248 |
| Manufacturing | 142 | 5 | 11 | 13 | 4 | 175 |
| Hydropower | 2 | 0 | 0 | 4 | 1 | 7 |
| Construction | 125 | 7 | 8 | 0 | 0 | 140 |
| Tourism | 167 | 7 | 3 | 5 | 2 | 184 |
| Automobile | 106 | 3 | 1 | 0 | 1 | 111 |
| Education | 88 | 8 | 2 | 1 | 0 | 99 |
| Finance | 9 | 2 | 1 | 3 | 2 | 17 |
| Others | 130 | 7 | 8 | 15 | 1 | 161 |
| Total | 991 | 48 | 42 | 47 | 14 | 1,142 |

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Table 1.7: Number of establishments by sector and nationality of ownership - 2015

| Sector | Nationality of Ownership | | | Total |
|---------------|--------------------------|-----------|-----------|--------------|
| | Bhutanese | Foreigner | Both | |
| ICT | 245 | 1 | 2 | 248 |
| Manufacturing | 171 | 2 | 2 | 175 |
| Hydropower | 5 | 0 | 2 | 7 |
| Construction | 138 | 2 | 0 | 140 |
| Tourism | 182 | 1 | 1 | 184 |
| Automobile | 111 | 0 | 0 | 111 |
| Education | 99 | 0 | 0 | 99 |
| Finance | 14 | 1 | 2 | 17 |
| Others | 158 | 2 | 1 | 161 |
| Total | 1,123 | 9 | 10 | 1,142 |

Table 1.8: Number of establishments by sector and category of establishments - 2015

| Sector | Category of Establishment | | | Total |
|---------------|---------------------------|------------|------------|--------------|
| | Large | Medium | Small | |
| ICT | 153 | 41 | 54 | 248 |
| Manufacturing | 58 | 25 | 92 | 175 |
| Hydropower | 6 | 1 | 0 | 7 |
| Construction | 84 | 37 | 19 | 140 |
| Tourism | 55 | 55 | 74 | 184 |
| Automobile | 20 | 28 | 63 | 111 |
| Education | 35 | 23 | 41 | 99 |
| Finance | 12 | 3 | 2 | 17 |
| Others | 60 | 31 | 70 | 161 |
| Total | 483 | 244 | 415 | 1,142 |

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Table 1.9: Number of establishments by trade region and year of operation - 2015

| Trade region | Year of Operation | | | | | | | Total |
|------------------|-------------------|-----------|-----------|-----------|------------|------------|------------|--------------|
| | <1959 | 1960-1969 | 1970-1979 | 1980-1989 | 1990-1999 | 2000-2009 | 2010-2015 | |
| Thimphu | 2 | 1 | 11 | 27 | 75 | 226 | 339 | 681 |
| Phuentsholing | 1 | 1 | 8 | 5 | 19 | 42 | 56 | 132 |
| Samdrup Jongkhar | 0 | 0 | 1 | 11 | 6 | 34 | 47 | 99 |
| Gelephu | 0 | 0 | 1 | 2 | 4 | 17 | 20 | 44 |
| Mongar | 0 | 0 | 0 | 0 | 9 | 33 | 47 | 89 |
| Trongsa | 0 | 0 | 1 | 11 | 10 | 39 | 36 | 97 |
| Total | 3 | 2 | 22 | 56 | 123 | 391 | 545 | 1,142 |

JOB PROSPECTING SURVEY REPORT 2015

Table 1.10: Number of establishments by type of legal organization and year of operation - 2015

| Type of legal organization | Year of Operation | | | | | | | Total |
|----------------------------|-------------------|-----------|-----------|-----------|------------|------------|------------|--------------|
| | <1959 | 1960-1969 | 1970-1979 | 1980-1989 | 1990-1999 | 2000-2009 | 2010-2015 | |
| Individual Proprietorship | 1 | 0 | 15 | 44 | 108 | 339 | 484 | 991 |
| Partnership | 0 | 1 | 0 | 2 | 2 | 15 | 28 | 48 |
| Private Limited Company | 1 | 0 | 2 | 4 | 5 | 20 | 10 | 42 |
| Public Limited Company | 1 | 1 | 5 | 5 | 6 | 13 | 16 | 47 |
| Joint Venture | 0 | 0 | 0 | 1 | 2 | 4 | 7 | 14 |
| Total | 3 | 2 | 22 | 56 | 123 | 391 | 545 | 1,142 |

Table 1.11: Number of establishments by year of operation and nationality of ownership - 2015

| Year of Operation | Nationality of Ownership | | | Total |
|-------------------|--------------------------|-----------|-----------|--------------|
| | Bhutanese | Foreigner | Both | |
| <1959 | 3 | 0 | 0 | 3 |
| 1960-1969 | 2 | 0 | 0 | 2 |
| 1970-1979 | 20 | 2 | 0 | 22 |
| 1980-1989 | 52 | 3 | 1 | 56 |
| 1990-1999 | 123 | 0 | 0 | 123 |
| 2000-2009 | 389 | 0 | 2 | 391 |
| 2010-2015 | 534 | 4 | 7 | 545 |
| Total | 1,123 | 9 | 10 | 1,142 |

Table 1.12: Number of establishments by year of operation and category of establishment – 2015

| Year of Operation | Category of Establishment | | | Total |
|-------------------|---------------------------|------------|------------|--------------|
| | Large | Medium | Small | |
| <1959 | 3 | 0 | 0 | 3 |
| 1960-1969 | 1 | 0 | 1 | 2 |
| 1970-1979 | 16 | 3 | 3 | 22 |
| 1980-1989 | 30 | 11 | 15 | 56 |
| 1990-1999 | 55 | 37 | 31 | 123 |
| 2000-2009 | 183 | 85 | 123 | 391 |
| 2010-2015 | 195 | 108 | 242 | 545 |
| Total | 483 | 244 | 415 | 1,142 |

Table 1.13: Number of establishments by type of legal organization and nationality of ownership - 2015

| Type of Legal Organization | Nationality of ownership | | | Total |
|----------------------------|--------------------------|-----------|-----------|--------------|
| | Bhutanese | Foreigner | Both | |
| Individual Proprietorship | 984 | 6 | 1 | 991 |
| Partnership | 47 | 0 | 1 | 48 |
| Private Limited Company | 40 | 1 | 1 | 42 |
| Public Limited Company | 46 | 0 | 1 | 47 |
| Joint Venture | 6 | 2 | 6 | 14 |
| Total | 1,123 | 9 | 10 | 1,142 |

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Table 1.14: Number of establishments by type of legal organization and trade region - 2015

| Type of Legal Organization | Trade Regions | | | | | | Total |
|----------------------------|---------------|---------------|------------------|-----------|-----------|-----------|--------------|
| | Thimphu | Phuentsholing | Samdrup Jongkhar | Gelephu | Mongar | Trongsa | |
| Individual Proprietorship | 579 | 106 | 90 | 43 | 89 | 84 | 991 |
| Partnership | 33 | 7 | 3 | 0 | 0 | 5 | 48 |
| Private Limited Company | 27 | 9 | 2 | 0 | 0 | 4 | 42 |
| Public Limited Company | 34 | 7 | 3 | 0 | 0 | 3 | 47 |
| Joint Venture | 8 | 3 | 1 | 1 | 0 | 1 | 14 |
| Total | 681 | 132 | 99 | 44 | 89 | 97 | 1,142 |

Table 1.15: Number of establishments by type of legal organization and category of establishment - 2015

| Type of Legal Organization | Category of Establishment | | | Total |
|----------------------------|---------------------------|------------|------------|--------------|
| | Large | Medium | Small | |
| Individual Proprietorship | 393 | 205 | 393 | 991 |
| Partnership | 20 | 14 | 14 | 48 |
| Private Limited Company | 28 | 10 | 4 | 42 |
| Public Limited Company | 34 | 9 | 4 | 47 |
| Joint Venture | 8 | 6 | 0 | 14 |
| Total | 483 | 244 | 415 | 1,142 |

Table 1.16: Number of establishments by nationality of ownership and category of establishment - 2015

| Nationality of Ownership | Category of Establishment | | | Total |
|--------------------------|---------------------------|------------|------------|--------------|
| | Large | Medium | Small | |
| Bhutanese | 474 | 238 | 411 | 1,123 |
| Foreigner | 3 | 2 | 4 | 9 |
| Both | 6 | 4 | 0 | 10 |
| Total | 483 | 244 | 415 | 1,142 |

Table 1.17: Number of establishments by trade region and nationality of ownership - 2015

| Trade Region | Nationality of Ownership | | | Total |
|------------------|--------------------------|-----------|-----------|--------------|
| | Bhutanese | Foreigner | Both | |
| Thimphu | 670 | 5 | 6 | 681 |
| Phuentsholing | 130 | 1 | 1 | 132 |
| Samdrup Jongkhar | 3 | 3 | 1 | 99 |
| Gelephu | 43 | 0 | 1 | 44 |
| Mongar | 89 | 0 | 0 | 89 |
| Trongsa | 96 | 0 | 1 | 97 |
| Total | 1,123 | 9 | 10 | 1,142 |

Table 1.18: Number of establishments by trade region and category of establishment - 2015

| Trade Region | Category of Establishment | | | Total |
|---------------|---------------------------|------------|------------|--------------|
| | Large | Medium | Small | |
| Thimphu | 362 | 149 | 170 | 681 |
| Phuentsholing | 57 | 27 | 48 | 132 |
| S/Jongkhar | 14 | 14 | 71 | 99 |
| Gelephu | 11 | 11 | 22 | 44 |
| Mongar | 5 | 14 | 70 | 89 |
| Trongsa | 34 | 29 | 34 | 97 |
| Total | 483 | 244 | 415 | 1,142 |

Table 1.19: Number of establishments by dzongkhag and category of establishment – 2015

| Dzongkhag | Category of establishment | | | Total |
|------------------|---------------------------|------------|------------|--------------|
| | Large | Medium | Small | |
| Bumthang | 33 | 25 | 27 | 85 |
| Chukha | 28 | 20 | 36 | 84 |
| Dagana | 0 | 3 | 1 | 4 |
| Haa | 18 | 3 | 1 | 22 |
| Lhuentse | 2 | 4 | 6 | 12 |
| Mongar | 1 | 4 | 33 | 38 |
| Paro | 9 | 24 | 12 | 45 |
| Pemagatshel | 6 | 4 | 16 | 26 |
| Punakha | 8 | 5 | 1 | 14 |
| Samdrup Jongkhar | 8 | 8 | 34 | 50 |
| Samtse | 29 | 7 | 12 | 48 |
| Sarpang | 10 | 8 | 20 | 38 |
| Thimphu | 297 | 109 | 153 | 559 |
| Trashigang | 2 | 6 | 31 | 39 |
| Trashi Yangtse | 0 | 2 | 21 | 23 |
| Trongsa | 1 | 3 | 3 | 7 |
| Tsirang | 1 | 0 | 1 | 2 |
| Wangdue | 30 | 8 | 3 | 41 |
| Zhemgang | 0 | 1 | 4 | 5 |
| Total | 483 | 244 | 415 | 1,142 |

Table 1.20: Number of establishments by dzongkhag and area – 2015

| Dzongkhag | Area | | Total |
|------------------|--------------|-----------|--------------|
| | Urban | Rural | |
| Bumthang | 83 | 2 | 85 |
| Chukha | 84 | 0 | 84 |
| Dagana | 2 | 2 | 4 |
| Haa | 21 | 1 | 22 |
| Lhuentse | 12 | 0 | 12 |
| Mongar | 37 | 1 | 38 |
| Paro | 45 | 0 | 45 |
| Pemagatshel | 22 | 4 | 26 |
| Punakha | 14 | 0 | 14 |
| Samdrup Jongkhar | 47 | 3 | 50 |
| Samtse | 47 | 1 | 48 |
| Sarpang | 31 | 7 | 38 |
| Thimphu | 553 | 6 | 559 |
| Trashigang | 39 | 0 | 39 |
| Trashy Yangtse | 19 | 4 | 23 |
| Trongsa | 6 | 1 | 7 |
| Tsirang | 2 | 0 | 2 |
| Wangdue | 41 | 0 | 41 |
| Zhemgang | 5 | 0 | 5 |
| Total | 1,110 | 32 | 1,142 |

Annexure 2: Human Resource Requirement

Table 2.0: Number of human resources requirement by major occupation and category of establishment - 2015

| Major Occupation | Category of establishment | | | Total |
|--|---------------------------|-----------|------------|------------|
| | Large | Medium | Small | |
| Legislators, Senior Officials and Managers | 11 | 1 | 2 | 14 |
| Professionals | 26 | 3 | 13 | 42 |
| Technicians and Associate Professionals | 63 | 14 | 11 | 88 |
| Clerks | 10 | 3 | 2 | 15 |
| Service Workers and Market Sales Workers | 25 | 8 | 17 | 50 |
| Craft and Related Workers | 116 | 36 | 65 | 217 |
| Plant and Machine Operators and Assemblers | 11 | 2 | 6 | 19 |
| Elementary Occupations | 0 | 0 | 2 | 2 |
| Total | 262 | 67 | 118 | 447 |

JOB PROSPECTING SURVEY REPORT 2015

Table 2.1: Number of human resources requirement by major economic activity and category of establishment - 2015

| Major Economic Activity | Category of Establishment | | | Total |
|--|---------------------------|-----------|------------|------------|
| | Large | Medium | Small | |
| Mining and Quarrying | 5 | 2 | 1 | 8 |
| Manufacturing | 39 | 11 | 24 | 74 |
| Electricity, Gas and Water Supply | 4 | 0 | 0 | 4 |
| Construction | 33 | 10 | 3 | 46 |
| Wholesale & Retail Trade | 42 | 12 | 19 | 73 |
| Hotel and Restaurants | 47 | 13 | 24 | 84 |
| Transport and Communications | 31 | 8 | 22 | 61 |
| Financial Intermediation | 7 | 2 | 0 | 9 |
| Real estate, renting & business activities | 24 | 6 | 6 | 36 |
| Education | 13 | 2 | 17 | 32 |
| Health and Social Work | 17 | 1 | 2 | 20 |
| Total | 262 | 67 | 118 | 447 |

Table 2.2: Number of human resource requirement by sector and category of establishment - 2015

| Sector | Category of Establishment | | | Total |
|---------------|---------------------------|-----------|------------|------------|
| | Large | Medium | Small | |
| ICT | 92 | 19 | 32 | 143 |
| Manufacturing | 22 | 8 | 25 | 55 |
| Hydropower | 3 | 0 | 0 | 3 |
| Construction | 39 | 7 | 1 | 47 |
| Tourism | 53 | 17 | 25 | 95 |
| Automobile | 9 | 4 | 3 | 16 |
| Education | 20 | 2 | 9 | 31 |
| Finance | 7 | 6 | 1 | 14 |
| Others | 17 | 4 | 22 | 43 |
| Total | 262 | 67 | 118 | 447 |

Table 2.3: Number of human resource requirement by level of qualification and category of establishment - 2015

| Qualification | Category of Establishment | | | Total |
|--------------------------|---------------------------|-----------|------------|------------|
| | Large | Medium | Small | |
| Illiterate | 34 | 11 | 14 | 59 |
| Class X & below | 131 | 46 | 83 | 260 |
| Class XII | 29 | 5 | 10 | 44 |
| Bachelor degree | 66 | 2 | 9 | 77 |
| Masters degree and above | 2 | 3 | 2 | 7 |
| Total | 262 | 67 | 118 | 447 |

Table 2.4: Number of human resource requirement by trade regions and category establishment - 2015

| Trade Regions | Category of Establishment | | | Total |
|---------------|---------------------------|-----------|------------|------------|
| | Large | Medium | Small | |
| Thimphu | 149 | 42 | 55 | 246 |
| Phuentsholing | 80 | 9 | 14 | 103 |
| Gelephu | 5 | 9 | 44 | 58 |
| Trongsa | 28 | 7 | 5 | 40 |
| Total | 262 | 67 | 118 | 447 |

Annexure 3: Training

Table 3.0: Number of human resource requirement by field of training and level of qualification - 2015

| Field of training (required by the establishments) | Education qualification | | | | | Total |
|--|-------------------------|-------------------|-----------|-----------------|-------------------------|------------|
| | No formal background | Class X and below | Class XII | Bachelor degree | Master degree and above | |
| Agriculture,livestock | 12 | 3 | 0 | 0 | 0 | 15 |
| Auto mechanic or home | 19 | 73 | 6 | 2 | 0 | 100 |
| Construction and other engineering | 3 | 33 | 18 | 32 | 0 | 86 |
| Manufacturing and mining | 10 | 42 | 0 | 3 | 2 | 57 |
| Information technology | 2 | 10 | 4 | 31 | 0 | 47 |
| Business management | 1 | 0 | 10 | 6 | 2 | 19 |
| Health/Education services | 0 | 0 | 5 | 1 | 0 | 6 |
| Media and entertainment | 0 | 5 | 0 | 0 | 0 | 5 |
| Legal services | 0 | 0 | 0 | 0 | 3 | 3 |
| Hair dressing, Cosmetology | 0 | 5 | 0 | 0 | 0 | 5 |
| Restaurant, Culinary | 9 | 33 | 1 | 2 | 0 | 45 |
| Arts and crafts | 3 | 56 | 0 | 0 | 0 | 59 |
| Total | 59 | 260 | 44 | 77 | 7 | 447 |

Table 3.1: Number of human resource requirement by field of training and category of establishment - 2015

| Type of training | Category of Establishment | | | Total |
|------------------------------------|---------------------------|-----------|------------|------------|
| | Large | Medium | Small | |
| Agriculture, livestock | 4 | 3 | 8 | 15 |
| Auto mechanic or home | 55 | 18 | 27 | 100 |
| Construction and other engineering | 58 | 10 | 18 | 86 |
| Manufacturing and mining | 34 | 13 | 10 | 57 |
| Information technology | 43 | 2 | 2 | 47 |
| Business management | 14 | 3 | 2 | 19 |
| Health/Education services | 1 | 2 | 3 | 6 |
| Media and entertainment | 3 | 2 | 0 | 5 |
| Legal services | 1 | 2 | 0 | 3 |
| Hair dressing, Cosmetology | 5 | 0 | 0 | 5 |
| Restaurant, Culinary | 26 | 6 | 13 | 45 |
| Arts and crafts | 18 | 6 | 35 | 59 |
| Total | 262 | 67 | 118 | 447 |

Table 3.2: Number of human resource requirement by type of training and sector - 2015

| Type of training | Sector | | | | | | | | | Total |
|------------------------------------|------------|---------------|------------|--------------|-----------|------------|-----------|-----------|-----------|------------|
| | ICT | Manufacturing | Hydropower | Construction | Tourism | Automobile | Education | Finance | Others | |
| Agriculture and livestock | 9 | 2 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 15 |
| Auto mechanic or home | 28 | 7 | 1 | 12 | 23 | 2 | 4 | 6 | 13 | 96 |
| Construction and other engineering | 32 | 22 | 0 | 5 | 6 | 8 | 4 | 4 | 1 | 82 |
| Manufacturing and mining | 20 | 4 | 0 | 10 | 11 | 2 | 1 | 1 | 8 | 57 |
| Information technology | 3 | 1 | 2 | 3 | 33 | 3 | 1 | 0 | 3 | 49 |
| Business management | 7 | 1 | 0 | 1 | 2 | 1 | 3 | 0 | 0 | 15 |
| Health/Education services | 3 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 6 |
| Media and entertainment | 1 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 5 |
| Legal services | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| Hair dressing, Cosmetology | 2 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 5 |
| Restaurant, Culinary | 21 | 2 | 0 | 5 | 9 | 0 | 1 | 3 | 3 | 44 |
| Arts and crafts | 15 | 16 | 0 | 1 | 6 | 0 | 2 | 0 | 15 | 55 |
| Total | 143 | 55 | 3 | 47 | 95 | 16 | 16 | 14 | 43 | 432 |

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Table 3.0: Number of courses offered by training institutes for Bachelor Degree – 2015

| Sl. No. | Training Providers | Course | Intake Capacity | Entry Level |
|---------|--|---|-----------------|-------------|
| 1 | Bhutan Elite Security Services | Security services | 720 | Class V |
| 2 | National Language and Rigzhung Institute | Dzongkh Language | 355 | Class X |
| 3 | Bhutan International School of Hospitality and Tourism | Front Office | 25 | Class X |
| | | Housekeeping | 25 | Class X |
| | | Culinary skills | 50 | Class X |
| | | Bakery and Confectionary | 25 | Class X |
| | | Food and Beverage services | 25 | Class X |
| | | Ghotel operations | 25 | Class X |
| | | Hotel Management | 25 | Class X |
| | | German language | 40 | Class X |
| | | Cultural Tourist Guide | 40 | Class XII |
| | | International Culinary | 30 | Class XII |
| 4 | Jachung Security Service (JSS) | Security courses | 240 | Class VIII |
| 5 | Info -Tech Learning Centre | Animation and Multimedia | 10 | Class X |
| | | Web designing | 30 | Class X |
| | | Commercial Accounting | 60 | Class X |
| | | Information Technology | 60 | Class X |
| | | Programming | 30 | Class X |
| | | Hardware & networking | 30 | Class X |
| 6 | BK ONE Bhutan Centre of Excellence | BPO and Services Industry Employability Program | 100 | Class XII |
| | | Communication and soft skills training | 20 | Class XII |
| | | Commercial accounting | 40 | Class XII |
| | | Information and Management system | 20 | Class XII |
| | | ICT with Office Management | 20 | Class XII |
| 7 | Rigsum Institute of IT and Management (P/ling) | Information Technology | 25 | Class X |
| | | Commercial accounting | 50 | Class X |
| | | Housekeeping | 25 | Class X |
| | | Food and Beverage services | 25 | Class X |
| | | Financial management | 25 | Class X |
| | | IMS | 25 | Class X |
| 8 | Rigsum Institute of Technical Education & Management | Office management | 15 | Class X |
| | | Information Technology | 15 | Class X |
| | | Hotel Management | 15 | Class X |
| | | Commercial Accounting | 50 | Class X |
| | | Financial management | 25 | Class X |
| | | Computer Application | 25 | Class X |
| | | Computer Programming | 25 | Class X |

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| Sl. No. | Training Providers | Course | Intake Capacity | Entry Level |
|---------|---|---|-----------------|-------------|
| 9 | Global Computer Training Centre | Graphic and Multimedia | 40 | Class X |
| | | Computer Hardware and Networking | 40 | Class X |
| | | Diploma in DCA | 20 | Class X |
| | | Diploma in DIT | 20 | Class X |
| | | Certificate in CA | 20 | Class X |
| | | Information Technology | 20 | Class X |
| 10 | Bright Life Institute of Management | BPO | 30 | Class X |
| | | Practical Accounting | 30 | Class X |
| | | Call centre professional | 20 | Class X |
| | | hardware & networking | 20 | Class X |
| | | Front desk & customer relationship management | 20 | Class X |
| | | Advanced IT with Dzongkha unicode | 20 | Class X |
| | | Office management | 20 | Class X |
| 11 | Dzongkha Development Training Institute | Dzongkha Certificate Course | 30 | Class X |
| | | Dzongkha Continuing Education | 30 | Class XII |
| | | Dzongkha Course | 30 | Class IX |
| | | Dzongkha Distance Education | 30 | Class IX |
| 12 | Dzongkha Language Institute | Dzongkha Certificate Course | 30 | Class X |
| | | Dzongkha Continuing Education | 30 | Class XII |
| | | Dzongkha Course | 30 | Class IX |
| | | Dzongkha Distance Education | 30 | Class IX |
| 13 | Druk Tshenzo Training Institute | Tailoring Courses | 120 | Any |
| 14 | Jampel Computer and Management Training Institute | Information Technology | 40 | Class X |
| | | Hardware and Networking | 40 | Class X |
| | | Office management | 40 | Class X |
| 15 | Bhutan Institute of Information Technology | Office management | 20 | Class X |
| | | Information Technology | 20 | Class X |
| | | Accountancy with Tally | 20 | Class X |
| | | Office Application | 20 | Class X |
| | | Commercial Accountancy with Tally | 20 | Class X |
| | | Modern Office Management and Business | 20 | Class X |

Source Directory of Registered Training Providers 2014, DOS, MoLHR

Annexure 4: Job Prospecting Survey 2015 questionnaire



**Department of Employment
Ministry of Labour and Human Resources
Job Prospecting Survey 2015**

***Disclaimer:** The Department would like to request all the respondents to kindly cooperate with our enumerators for this Job Prospecting Survey 2015. 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.*

Director

Name of the respondent: _____

Q1. Establishment:

a. Name of the Establishment: _____

b. Contact No.: _____

c. Location: a.Dzongkhag: _____

b.Town/Place: _____

c.Area: 1. Urban 2. Rural:

Q2. Nature of Activity [*Industry code*]: _____

Q2.1. Sector: 1. ICT 2. Manufacturing 3. Hydropower 4. Construction

5. Tourism 6. Automobile 7. Education 8. Finance

9. Others, specify

Q3. Year of Operation: _____

Q4. Type of Legal Organization: 1. Individual proprietorship

2.Partnership

3.Private Limited Company

4.Public Limited Company

5.Joint Venture

Q5. Nationality of Ownership: 1. Bhutanese 2. Non-Bhutanese 3. Both

JOB PROSPECTING SURVEY REPORT 2015

Q6. Category of Establishment: 1. Large 2. Medium 3. Small

Q7. Emerging Skills Needs in the establishment, 2015? 1. Yes 2. No

Q7.1. If Yes:

| Sl. No. | Occupation (Enter Occupation code) | Qualification (Enter code) | Specify Field (Class XI-XII) | Specify Field (Degree & above) | Training background? (1.Yes 2.No) | If Yes, field of training? (Enter code) | Employment Status | | | Month of Recruitment |
|---------|------------------------------------|----------------------------|------------------------------|--------------------------------|-----------------------------------|---|-------------------|---------|----------|----------------------|
| | | | | | | | Slots | Regular | Contract | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |

Interview status: 1. Complete

2. Incomplete Reason: _____

Codes for Qualification

00 – Illiterate 01-12 (Classes 1-12) 15 - Bachelor degree 20 - Master degree and above

Codes for Stream (Class XI-XII)

1-Science 2- Arts 3- Commerce

Codes for Degree (and above) Fields/Subjects

- 1 - Education
- 2 - Business administration, retail shop management, economics etc.
- 3 - Public administration and planning
- 4 - Law and legal service
- 5 - Medical, health services, nursing, etc.
- 6 - Science, mathematics, computing etc.
- 7 - Other technical & engineering including architecture, craft etc.
- 8 - Agriculture, livestock, forestry
- 9 - Social and behavioral studies, media, culture, sport, tourism etc.
- 10 - Art or humanities – languages, classics, history, theology etc.

- 11 - Personal care services – domestic science etc.
- 12 - Public order and safety – police, army, fire services etc.
- 13 - General or no specific field

Codes for Training:

- 1- Agriculture, livestock, fishing etc.
- 2- Auto mechanic or home appliance repair
- 3- Construction and other engineering
- 4- Manufacturing and mining (e.g. skilled operator etc.)
- 5- Information technology (e.g. computer software, database etc)
- 6- Business management, book-keeping/accounting, finance etc.
- 7. Health/Education services
- 8. Media and entertainment
- 9- Legal services (e.g. Legal assistant, Paralegal)
- 10- Secretarial, Clerical, General office
- 11- Hair dressing, Cosmetology
- 12- Restaurant, Culinary Arts, Hotel, Tourism
- 13- Public order and safety (e.g. Police, Army, Fire Services etc.)
- 14- Arts and crafts (e.g. tailoring, weaving, painting, etc)

GENESIS OF THE REPORT

Overall Management:

Jamyang Galey, Director
Department of Employment, MoLHR

Questionnaire and Training Coordinator

Tandin Dorji, Sr, Statistical Officer

Sample Design

Tandin Dorji, Sr. Statistical Officer

Questionnaire Design on tablet

Suresh Nepal, ICT Unit, MoLHR

Field Operation:

Dechen Dema. Asst. Research Officer
Gayduen Wangdi, Research Officer

Data Processing & Compilation of Report:

Dechen Dema. Asst. Research Officer

Administrative & Finance:

Gayduen Wangdi, Research Officer

Field Operation: Survey Coordinators and Supervisors

Tandin Dorji, LMIRD, MoLHR

Gayduen Wangdi, LMIRD, MoLHR

Dechen Dema, LMIRD, MoLHR

Singye Dorji, ICT Unit, MoLHR

Suresh Nepal, ICT Unit, MoLHR

Yeshey Wangchuk, Phuentsholing Regional Office

Chuki Dukpa, Phuentsholing Regional Office

Sangay Dorji, Samdrup Jongkhar Regional Office

Karma Wangmo, Samdrup Jongkhar Regional Office

Dorji Rinchen, Trashigang Regional Office

Tshering Zangmo, Trashigang Regional Office

Leki, Gelephu Regional Office

Bhim Bdr. Chhetri, Gelephu Regional Office

e