

Foreword

Contents

Executive Summary

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

With the above view the Labour Market Information Division under the Department of Employment had launched the Establishment Census 2008 from 1st January to 4th February, 2008 to generate statistics that would be useful to draw up the comprehensive HR development policy and plans.

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

Establishments

The census has covered 7162 establishments both in urban (75.5%) and rural (24.5%) sectors out of which the 95.4% are owned by Bhutanese and the rest (4.6%) by the foreigners. 96.1% of the total establishments are owned by the Private sector followed by Public Corporations (3.8%) and Joint venture between Bhutanese and the foreigner (0.1%). Thimphu Dzongkhag has highest number of establishments (1864) followed by Chukha (1133) & Paro (550).

Growth of Establishments by year of operation

According to the census there were only 5 establishments in the private sector between the years 1940 – 1950 and grew at the rate of 0.5% till date. There is an erratic growth in the private sector from early 60s till 2000 and above.

Types of establishments

The trade establishment has the highest share (68.8%) followed by services (12.2%) and personal services (6.4%) and the lowest 0.9% in the mineral-based activity out of the twelve subclasses of industries in light of ISIC (International Standard for Industrial Classification). Service sector has the highest ownership (joint venture between Bhutanese and the foreigners) followed by Trade and Agro-based activities.

Establishments by category of investment

The micro or cottage industry forms 94.6 percentage share followed by small (2.7%), large (1.9%) and the medium (0.8%). Both micro/cottage and large capital investments are mostly owned by the private sector followed by public corporation and Joint venture between Bhutanese and the foreigner.

Staff turnover by reasons

The key reasons for the staff turnover are reported highest in the category of reasons viz. Job Poaching/Hopping (26.3%) followed by Job Termination (9.9%), Low Job Satisfaction (9.4%) etc. Thimphu Dzongkhag is reported to have experienced the highest situation of Job Poaching/Hopping.

Establishments with future plans for expansion

The 69.3% of the establishments have future plans for expansion against 30.7% of establishments without the same. Private establishments have 99.3% share of pie amongst Public Corporation (0.6%) and Joint venture between Bhutanese & Foreigner (0.1%) in regard to future plans for the expansion.

Establishments' main constraints to its future expansion

The three main constraints faced by the establishments in the private sector according to the census are the credit constraints (32%) followed by lack of demand for goods and services (24.1%) and Land (11.5%). Similarly, the three major constraints faced by the Public Corporations are the credit constraints (52.6%) followed by Land (17.5%) and competition from other firms (11.5%). The constraints faced by the Joint venture between Bhutanese & Foreigner are Lack of demand for goods & services (33.3%) and competition from other firms and credit constraints (8.3%) respectively.

Existing Skills in the private & corporate sectors

There are 38066 existing employees in the private and corporations across all three status of employment (regular, casual & contract). Out of the total 38066 there are 29759 Bhutanese employees and 8307 foreigners. For every 100 Bhutanese employees there are 28 foreigners working in private and corporations. However, this does not include those expatriate workers in the DANTAK & GRIEF. Also the day workers across the borders are not included. The number of foreign workers is less owing to the fact that the census could only partially cover the construction sectors.

Future skills requirement

The census reveals the demand for labour or skills requirement in the private and corporations from 2008 to 2012 is 9803 across all nine occupational categories. However the number will increase in years to come with the upcoming new industries. The future expansion plans of the industries will also contribute to the rise in the number of future skills requirement in the Bhutanese labour market.

The demand for skills is highest in the elementary occupational category (24.7%) followed by Service Workers, Shop & Market Sales Workers (21.7%), Craft and Related Trade Workers (17.7%) etc, and so forth. With the upcoming new manufacturing companies, which are under construction in the industrial estate in the southern zone of Bhutan is likely to increase the number required in the Professionals, Associate Technicians, Plants and Machine Operators etc.

CHAPTER ONE|

INTRODUCTION

The Establishment Census 2008 (EC08) has been launched on 1st February, 2008 with 40 enumerators, 5 supervisors and 2 field coordinators. The census consumed complete 35 days to capture all the data based on the schedule (questionnaire) designed. The EC08 was conducted aiming at furnishing the following objectives:

1. Development of establishment profiles for smooth labour inspection
2. Expansion plans of the establishment thereby indicating the employment generation and more needs for the implementation of the Labour and Employment Act
3. Statistics of existing national and foreign workers by status of employment in all types of establishments
4. Future demand of skills in the private and corporate sectors
5. Formulate National HRD Policy and
6. Develop sampling frame for the future establishment surveys

The census covered all the 6 trade regions (Thimphu, Trongsa, Phuntsholing, Gelephu, Mongar & Samdrup Jongkhar) and was able to collect information from 7162 establishments.

Definitions

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.

Establishment

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

Trade investment classification:

<u>Category</u>	<u>Investment Range</u>
a) Large	More than Nu. 10 million

- | | |
|-----------|----------------------------|
| b) Medium | Between Nu. 5 – 10 million |
| c) Small | Between Nu. 1 – 5 million |
| d) Micro | Less than Nu. 1 million |

Manufacturing & service industry investment classification:

<u>Category</u>	<u>Investment Range</u>
e) Large	More than Nu. 100 million
f) Medium	Between Nu. 10 – 100 million
g) Small	Between Nu. 1 – 10 million
h) Cottage	Less than Nu. 1 million

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

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

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

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

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

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

Mechanical manual; Machinery equipments and apparatus with moving loom

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

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

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

Coverage

The census has covered all the places of establishments in Bhutan except the far flung places like Merak & Sakteng in Trashigang and Lingzhi, Soe, Naro etc in Thimphu Dzongkhag.

The census mainly covered the following trade and industry establishments:

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

Trade Region	No. of Establishments
Thimphu	2993
Trongsa	470
Gelegphu	836
P/Ling	1567
Mongar	778
S/Jongkhar	518
Total	7162

Limitations

Despite the fact that census enjoyed the optimum coverage it still had to forgo certain industrial establishments in the construction sector. The most of the petty contractors and the C-class constructions were forgone due to lack of formal establishments of their offices. Most of the constructions companies, especially the petty contractors operate their businesses from their own living compartments. The supervisors and the enumerators of the Establishment Census 2008 could not locate and capture the required information. On other hand they could not cover the far flung places like the ones mentioned above.

Chapter 2

Establishment Details

A total of 7,162 establishments have been covered through the census out of which the highest number of establishments (70%) i.e. 4,925 were covered in the Trade category followed by Services with 875 establishments.

Table 1 represents the distribution of establishment by the nature of their main activity which was categorized based on the International Standard of Industrial Classification (ISIC).

Table 1: Distribution of Establishments by Nature of Main Activity, 2008

Sl.	Type of Establishment	No. of Establishment
1	Agro-based	88
2	Forest-based	123
3	Mineral-based	63
4	Other industry	116
5	Construction	83
6	Services	875
7	Tourism-related	20
8	Personal services	455
9	Business services	163
10	Repair	157
11	Trade	4,925
12	All subclasses	94
	Total	7,162

Figure 1: Number of Establishments by Main Activity, 2008

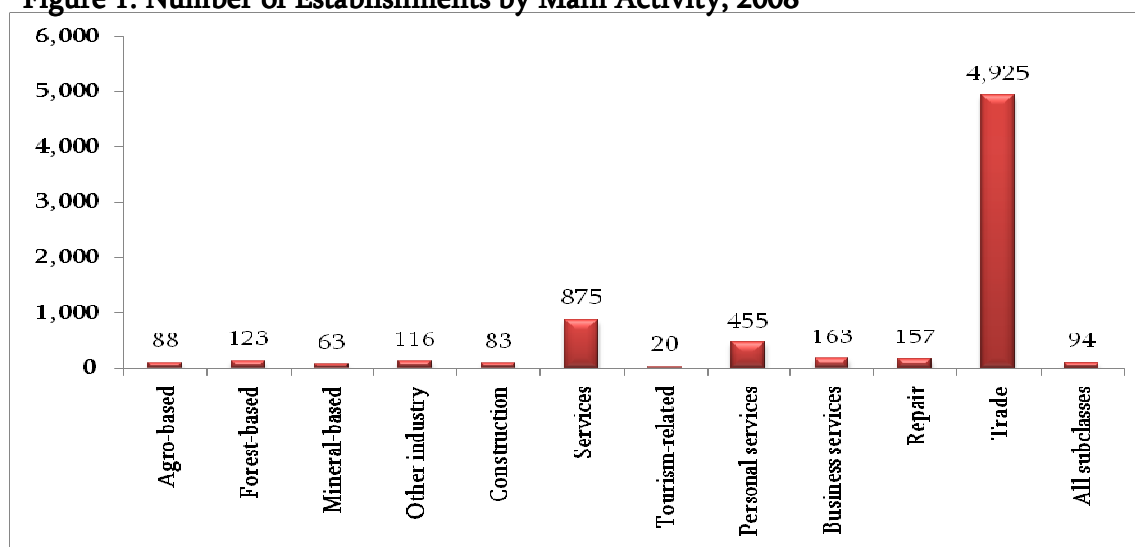
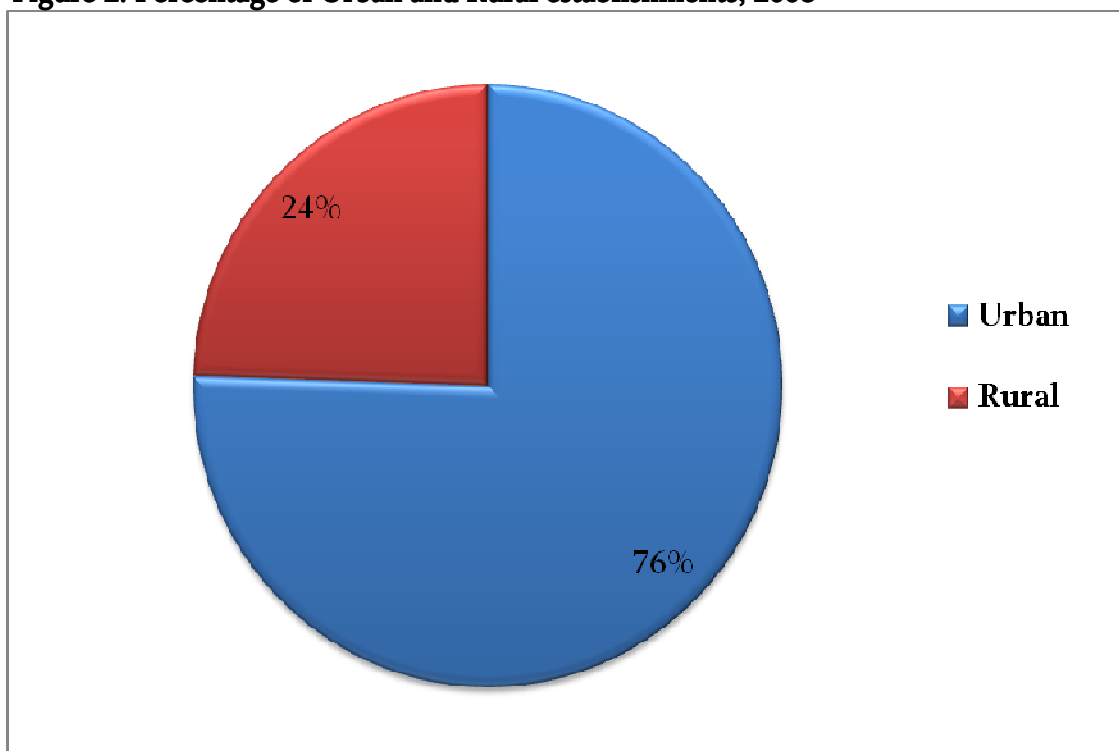


Table 2 depicts the distribution of establishments in the urban and rural sector for 2008 in Bhutan. A total of 5,408 establishments were covered in the urban sector and a total of 1,754 establishments were covered in the rural sector. Out of 7,126 establishments covered 76% were from the urban sector and 24% from the rural sector. Though the rural labor force is growing rapidly, the employment opportunities are not keeping in pace. The rapid increase on establishments in the rural sector is mainly due to the demand for consumer goods, their demand for inputs and implements to use in agricultural production, and the urban sector's demand for consumer goods and processed agricultural goods. The rural sector, especially rural industry, not only interacts with agriculture but also has strong ties to the urban sector. While some rural, small-scale establishments compete with urban establishments, others have a complementary relationship: they produce components for the products of the urban establishments. At the same time, urban areas may also provide a market for the products of rural industries.

Table 2: Distribution of Establishments by Area of Residence, 2008

Sl.	Area	No. of Establishments
1	Urban	5,408
2	Rural	1,754
	Total	7,162

Figure 2: Percentage of Urban and Rural establishments, 2008



The establishments have been further categorized into Micro/cottage, Small, Medium and Large according to the size of investment. If the investment is more it modernizes production processes, improving cost effectiveness and for the production of new and improved products, increasing value added in production.

The establishments in Bhutan are mostly Micro/Cottage followed by small scale and large scale establishments.

Employment can fall if a labour substitution investment prevails. By contrast, other kinds of investment and economic situations give rise to an increasing employment.

Table 3: Distribution of Establishments by size of Investments, 2008

Sl.	Ownership	Investment				Total
		Micro/Cottage	Small	Medium	Large	
1	Public/Corporation	208	19	5	38	270
2	Private	6,561	170	53	96	6,880
3	Joint venture between Bhutanese and Foreigner	8	2	0	2	12
	Total	6,777	191	58	136	7,162

Figure 3: Establishments by Type of Investment, 2008

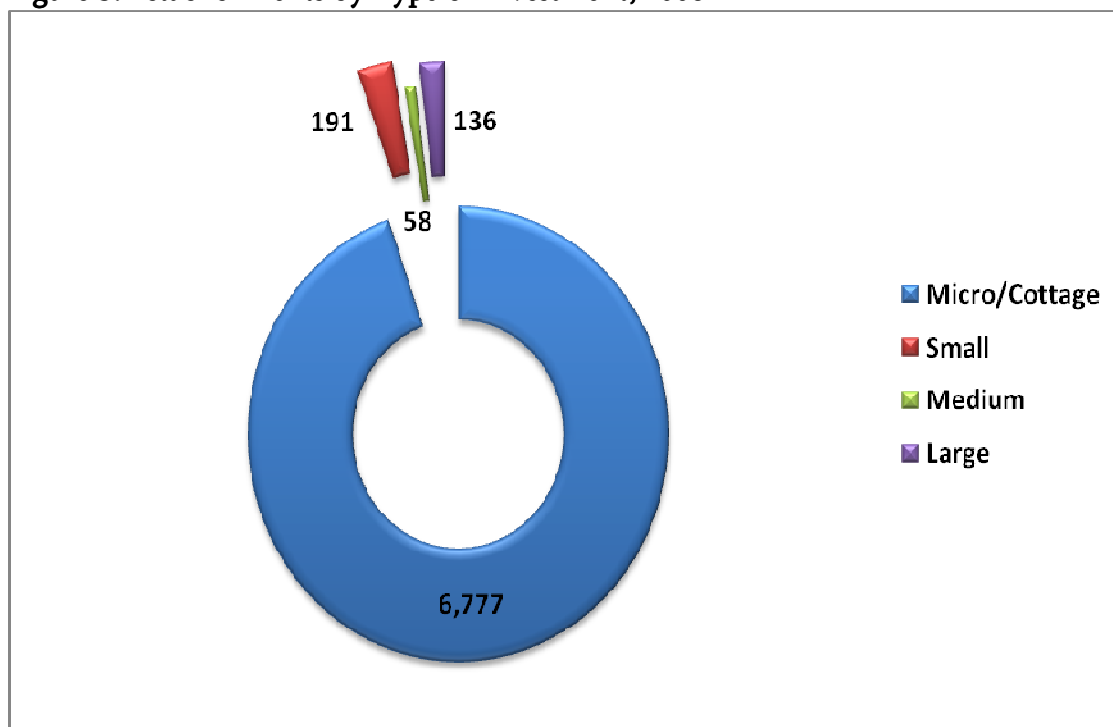


Table 4 provides the distribution of establishments by the nationality of the ownership. In Bhutan the establishments are mostly owned by the nationals i.e. out of 7,126 establishments listed; 6,829 (95%) establishments are owned by the Bhutanese nationals and a very few number which comes to around 333 (5%) establishments are owned by the foreign nationals.

Table 4: Distribution of Establishments by Nationality of Ownership, 2008

Sl.	Nationality of Ownership	No. of Establishments
1	Bhutanese	6,829
2	Foreigner	333
	Total	7,162

Figure 4: Percentage of Establishments by Nationality of Ownership

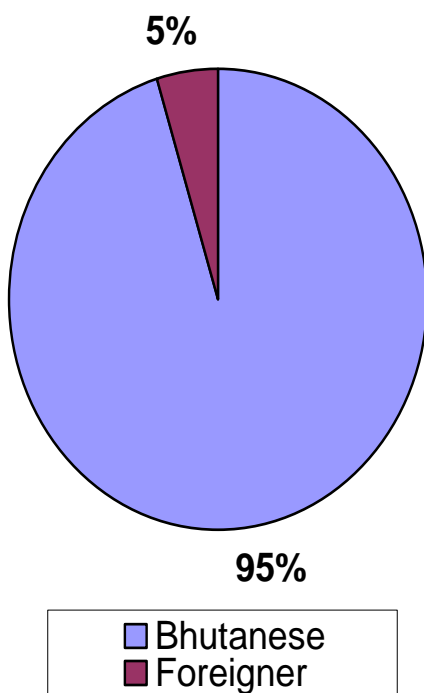


Figure 5: Number of Establishments by Nationality of Ownership

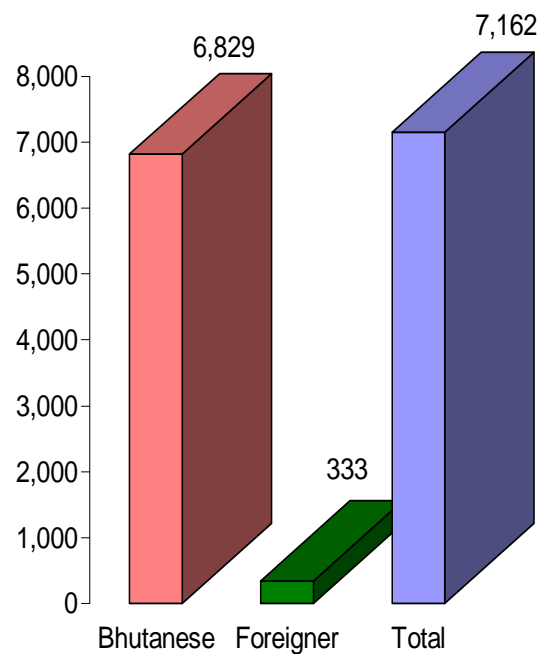


Table 5 illustrates the type of establishments categorized by ownership. The private sector owns the highest number of establishments in Bhutan with a total of 6,880 establishments covered so far. Even in the private sector the Trade has overtaken the other types of establishments like Agro-based, Construction, Services etc. Few limitations have been encountered incase of Tourism and Construction sectors since most of these establishments operated from their own home and not formally established.

Table 5: Distribution of Establishments by Type of Establishment and Ownership, 2008

Sl.	Type of Establishment	Ownership			Total
		Public/Corporation	Private	Joint venture between Bhutanese and Foreigner	
1	Agro-based	14	71	3	88
2	Forest-based	11	112	0	123
3	Mineral-based	7	56	0	63
4	Other industry	31	85	0	116
5	Construction	5	78	0	83
6	Services	5	866	4	875
7	Tourism-related	0	20	0	20
8	Personal services	29	425	1	455
9	Business services	95	67	1	163
10	Repair	3	154	0	157
11	Trade	53	4,869	3	4,925
12	All subclasses	17	77	0	94
	Total	270	6,880	12	7,162

Figure 6: Number of Establishments by ownership and main activity, 2008

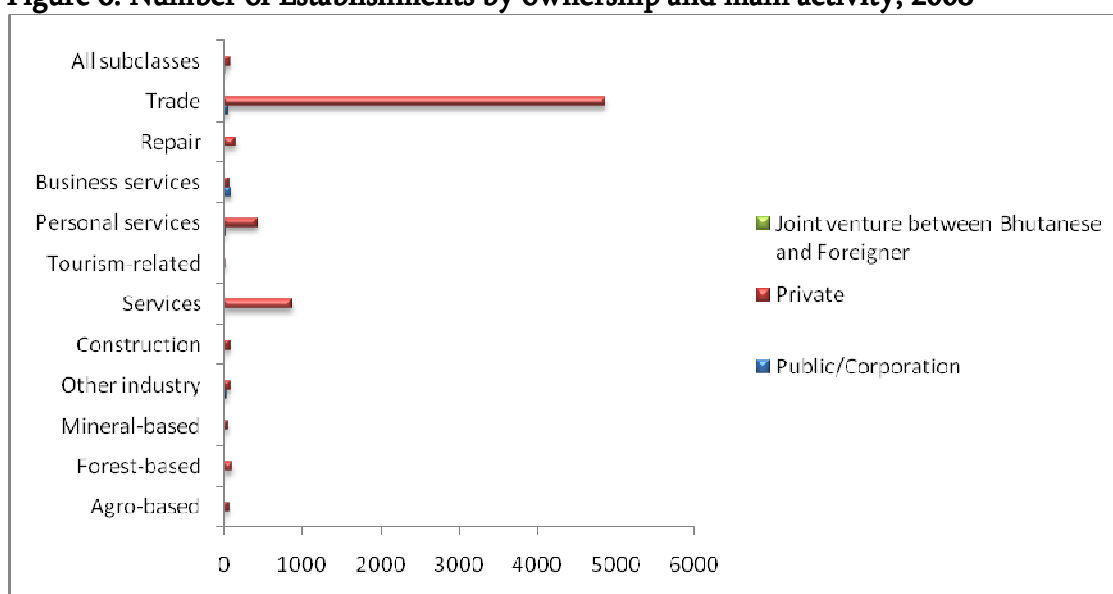


Table 6: Distribution of Establishments by Dzongkhag and Type, 2008

Sl.	Dzongkhag	Type of Establishment											Total	
		Agro-based	Forest-based	Mineral-based	Other industry	Construction	Services	Tourism-related	Personal services	Business services	Repair	Trade		All sub - classes
1	Chhukha	28	16	15	35	11	163	1	86	33	22	693	30	1,133
2	Haa	0	5	0	1	0	8	0	3	3	1	73	0	94
3	Paro	5	23	7	6	4	75	1	37	8	15	363	6	550
4	Thimphu	11	34	7	32	39	223	18	153	32	45	1,234	36	1,864
5	Punakha	1	2	0	0	2	17	0	10	2	1	103	1	139
6	Gasa	0	0	0	0	0	1	0	1	1	0	27	0	30
7	Wangdiphodrang	2	8	5	1	2	36	0	7	7	6	238	4	316
8	Bumthang	5	8	0	5	0	45	0	9	7	4	139	1	223
9	Trongsa	3	0	0	1	1	21	0	7	4	3	98	2	140
10	Zhemgang	1	4	1	1	1	15	0	3	5	2	72	2	107
11	Lhuntse	0	1	1	0	0	2	0	3	3	1	70	0	81
12	Mongar	3	2	1	3	4	46	0	15	7	5	187	0	273
13	Trashigang	4	5	2	6	10	34	0	17	12	8	235	0	333
14	Trashiyangtse	0	3	1	0	2	10	0	3	4	2	66	0	91
15	Pemagatshel	0	2	3	1	1	13	0	5	4	2	101	0	132
16	Samdrup Jongkhar	6	1	7	15	2	45	0	30	12	9	258	1	386
17	Samtse	6	1	9	2	0	34	0	25	4	3	348	2	434
18	Sarpang	12	7	4	4	3	60	0	35	9	19	378	5	536
19	Tsirang	0	1	0	1	0	16	0	5	3	6	98	2	132
20	Dagana	1	0	0	2	1	11	0	1	3	3	144	2	168
	Total	88	123	63	116	83	875	20	455	163	157	4,925	94	7,162

Urban and Rural Sector

A set of tables has been prepared, separately for urban and rural sectors from where a clear view of the main activities carried out in each sector is reflected.

In the urban sector a total of 1206 establishments were covered under the General shop category and in the rural sector, a total of 824 were covered which comes to 2030 establishments all together. The main reason for the increase in the General shops was due to the change in the consumption pattern with the change in income generation levels. The total food consumption in Bhutan amounted to Nu. 681 Million, 37 percent of which was from the consumption of the urban population (Nu. 255 Million) and the remaining from the rural population (Nu. 425 Million) as per the Bhutan Living Standard Survey Report, 2007.

Table 7: Distribution of Establishments by Main Activity

Sl.	Activity	Area		Total
		Urban	Rural	
1	Nursery (plant, seed, crop etc)	1	2	3
2	Raising cattle	1	1	2
3	Raising pigs	1	2	3
4	Poultry farming	4	5	9
5	Timber, grow, replant etc	5	1	6
6	Fish farming	0	1	1
7	Coal, underground mining of coal	1	0	1
8	Marble quarrying	1	2	3
9	Building stone quarrying (other than marble or granite)	2	8	10
10	Dolomite mining (crushing)	1	3	4
11	Gypsum mining	2	0	2
12	Sand & gravel pits	5	1	6
13	Limestone quarrying	1	2	3
14	Mining of other products	1	2	3
15	Meat/fish processing, general	5	0	5
16	Fruit/veg. processing, general	5	2	7
17	Vegetable oil mill	8	0	8
18	Dairy/milk processing, general	6	2	8
19	Flour mill	2	1	3
20	Rice mill	1	1	2
21	Animated feed plant	1	0	1
22	Biscuits Production	1	0	1
23	Bakery & confectionery	18	4	22

24	Noodle Production	1	0	1
25	Distillery	3	0	3
26	Brewery/beer	1	0	1
27	Aerated drinks	1	0	1
28	Ice Production	1	0	1
29	Spinning & weaving, general	2	0	2
30	Artificial fibres	2	1	3
31	Weaving in general, mostly cotton	1	1	2
32	Other spinning & weaving, jute and other fibres	2	1	3
33	Tarpaulin	1	0	1
34	Carpets in general	3	0	3
35	Garments	7	0	7
36	Tailoring	117	2	119
37	Saw mill	28	19	47
38	Plywood, veneer	4	0	4
39	Wooden containers & boxes	1	0	1
40	Wooden Handicrafts & wood products	9	0	9
41	Handmade paper	2	1	3
42	Printing, general	15	1	16
43	Printing newspaper	2	1	3
44	Industrial gases	1	0	1
45	Rosin/turpentine	2	0	2
46	Basic inorganic chemicals	1	0	1
47	Medicine, modern	3	0	3
48	Soap Production	1	0	1
49	Incense unit	5	1	6
50	Essential oils	3	0	3
51	Processed salt	1	0	1
52	Tyre retreading	8	0	8
53	Semi finished plastic products	1	0	1
54	Ceramic building material	0	2	2
55	Cement Production	20	5	25
56	Plasters Production	2	0	2
57	Concrete blocks & bricks	1	1	2
58	Ferro alloys	2	0	2
59	Copper rods/wire and other materials	7	0	7
60	Metal casting	3	0	3
61	Fabricated structural products of iron and steel	11	3	14
62	Blacksmith	1	0	1

63	Furniture (wooden based)	27	13	40
64	Furniture (metal based)	2	1	3
65	Mattresses, pillows etc	1	0	1
66	Goldsmith	13	1	14
67	Electricity generation, hydro	16	6	22
68	Electricity, solar	6	0	6
69	W1-Roads and bridges	13	1	14
70	W2-Traditional Bhutanese paintings/finishing	2	0	2
71	W3-Building, irrigation, drainage, flood control	27	2	29
72	W4- Power and telecommunication works	5	0	5
73	Contract, general	33	2	35
74	Dealer in motor vehicles	5	0	5
75	Auto or auto electric workshop	45	11	56
76	Engineering workshop	21	4	25
77	Auto parts & accessories	13	1	14
78	Tyres & tube shop	8	0	8
79	Scooter showroom	1	0	1
80	Scooter workshop	6	2	8
81	Fuel for automobile	29	6	35
82	W/sale/agent of Ag. products, food, beverages	9	0	9
83	W/sale/agent of wood, paper, chemicals, leather, fuel, etc	2	0	2
84	W/sale/agent in basic commodities	5	0	5
85	W/sale/agent in FCB goods	19	12	31
86	W/sale of fruits	3	0	3
87	W/sale of textiles, garments, carpets	60	1	61
88	W/sale of fuel	2	0	2
89	W/sale of timber	1	0	1
90	W/sale of building materials	1	0	1
91	W/sale of fertilizers and pesticides	2	0	2
92	W/sale of Agricultural equipments	1	1	2
93	W/sale of electrical equipments	3	0	3
94	W/sale of office equipments	1	0	1
95	W/sale of scientific & medical equipments	1	0	1
96	W/sale of machinery & equipment n.e.c.	1	0	1
97	Other wholesale n.e.c.	12	0	12
98	Grocery shop	549	138	687
99	General shop	1,206	824	2,030
100	Vegetable shop	80	9	89

101	Meat shop	29	5	34
102	Sweet shop	14	0	14
103	Pastry shop	6	0	6
104	Retail of aerated water and soft drinks	8	6	14
105	Retail of pan/doma & cigarettes	228	39	267
106	Retail of liquor, beer, wine	31	6	37
107	Retail of medicines	28	2	30
108	Retail of perfumes, cosmetics, soaps, etc	18	2	20
109	Retail of clothe, textiles	102	3	105
110	Retail of garments, ready-made	106	1	107
111	Footwear shop	74	0	74
112	Furniture shop	11	0	11
113	Retail of TV/radio, refrigerator & other electronic appliance	26	0	26
114	Electrical shop	12	0	12
115	Retail of mobile phone & telephone	13	1	14
116	Retail of home appliances	25	0	25
117	Retail of building materials	2	0	2
118	Hardware shop	70	1	71
119	Handicraft shop	28	0	28
120	Retail of religious artifacts	15	0	15
121	Gift shop	40	0	40
122	Retail of camping equipment	1	0	1
123	Audio & video cassette shop	16	0	16
124	Watch/Clock shop	5	0	5
125	Retail of computers & software	6	0	6
126	Jewellery shop	12	0	12
127	Retail of optical & photo equipment & supplies	4	0	4
128	Retail of kerosene, coal, cooking oil & gas	2	2	4
129	Book/stationary shop	34	2	36
130	Retail of agricultural inputs & tools	1	0	1
131	Sport goods shop	7	0	7
132	Other retail sales in specialized shops	7	0	7
133	Scrap dealer	11	0	11
134	Shoe repair/cobbler	17	0	17
135	Electrical repair (household goods)	4	1	5
136	Electronic repair (including TV, refrigerator)	34	2	36
137	Watch/clock repair shop	9	1	10
138	Repair shop (misc)	4	0	4

139	Hotel	165	26	191
140	Guest house/lodge	47	19	66
141	Restaurant with bar	319	80	399
142	Restaurant without bar	143	36	179
143	Canteen	30	11	41
144	Coffee house	7	1	8
145	Bar	511	344	855
146	Passenger transport, scheduled	4	0	4
147	Goods transport	4	0	4
148	Ropeway	0	1	1
149	Goods transport by horse/mule	0	1	1
150	Travel agent ticketing	5	0	5
151	Tour operator (tourism)	14	1	15
152	Customs clearing agency	6	0	6
153	Post office, national	25	4	29
154	Courier services	4	0	4
155	Telephone booth, communication services	53	17	70
156	Internet cafe	21	0	21
157	TV cable services	11	2	13
158	Banking	32	0	32
159	Other financial services	15	2	17
160	Insurance general	10	0	10
161	Pension services	2	0	2
162	Hiring of equipment (construction, road etc)	3	1	4
163	Consultancy, hardware	5	0	5
164	Consultancy, software	3	0	3
165	Computer repair/services	10	2	12
166	Accounting and auditing services	1	0	1
167	Consultancy business & management	1	0	1
168	Consultancy for construction projects	6	0	6
169	Publicity/advertisement agency	7	0	7
170	Photo studio	27	3	30
171	Photo copying	8	0	8
172	School (primary)	5	1	6
173	School (secondary)	5	1	6
174	Hospital activities	2	0	2
175	Medical services (incl. doctors & dentists)	1	0	1
176	Movie/cinema hall	7	1	8
177	Entertainment activities (drama, music, concerts, dances etc)	12	0	12
178	Art works	4	0	4

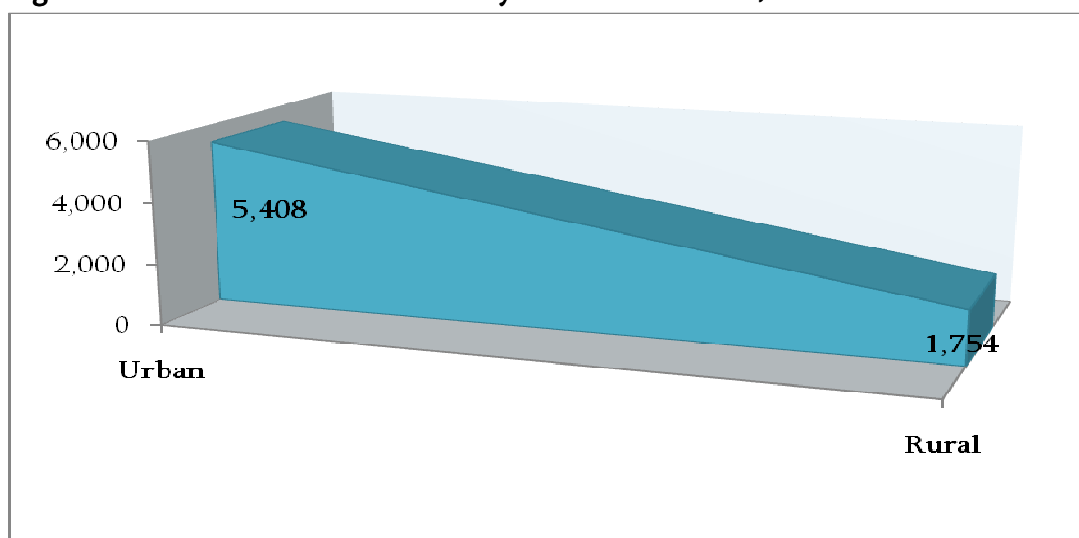
179	Video and audio production, incl. recording	2	0	2
180	Video parlour/game, discotheque	21	0	21
181	Other recreational activities, indoor	25	0	25
182	Dry cleaning/laundry services	7	0	7
183	Barber shop or beauty parlour, saloon	93	5	98
184	Radio and television activities	2	0	2
185	Unable to classify	83	7	90
Total		5,408	1,754	7,162

The distribution of Establishments by ownership for both the urban and rural sector is given below. The Public/Corporation sector owns 221 establishments in the urban sector and 49 establishments in the rural sector. The Private sector owns 5,178 establishments in the urban sector and 1,702 establishments in the rural sector. The joint venture between Bhutanese and Foreigner owns 9 establishments in the urban sector and 3 establishments in the rural sector.

Table 8: Distribution of Establishments by Ownership, and by area of residence, 2008

Sl.	Ownership	Area		Total
		Urban	Rural	
1	Public/Corporation	221	49	270
2	Private	5,178	1,702	6,880
3	Joint venture between Bhutanese and Foreigner	9	3	12
Total		5,408	1,754	7,162

Figure 7: Number of Establishments by Area of Residence, 2008

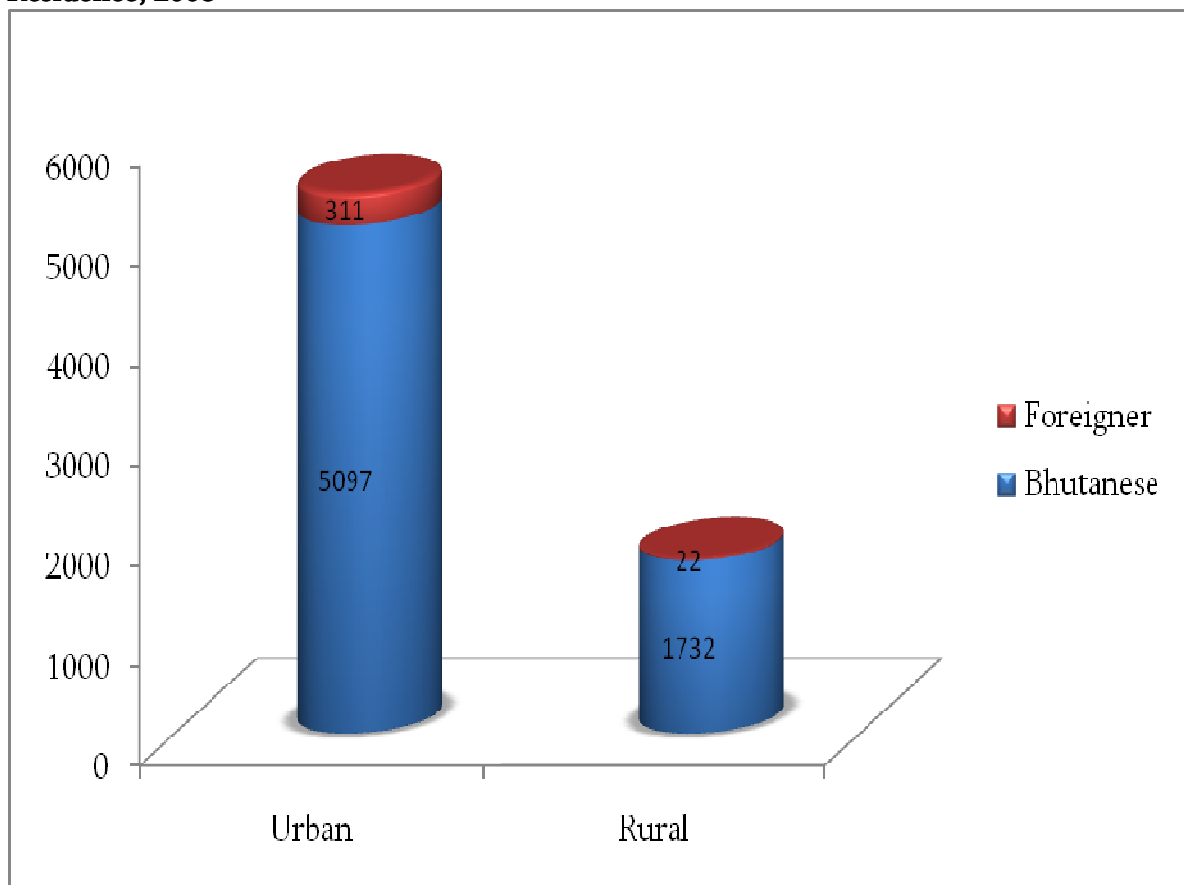


The following table demonstrates the Urban and Rural establishments by the nationality of the ownership. According to the census, we have found that 5,097 establishments in urban are owned by the Bhutanese and 311 establishments by the Foreigner. In case of rural sector, 1,732 establishments are owned by the Bhutanese and 22 establishments by the Foreigner out of 7,162 establishments in total.

Table 9: Distribution of Establishments by Nationality of Ownership

Sl.	Nationality of Ownership	Area		Total
		Urban	Rural	
1	Bhutanese	5097	1732	6829
2	Foreigner	311	22	333
	Total	5408	1754	7162

Figure 8: Number of Establishments by Nationality of Ownership and Area of Residence, 2008



The Dzongkhag wise distribution of establishments shows that the capital city Thimphu has the maximum number of establishments followed by Chukha and Paro. In all the Dzongkhags Trade and Service establishments are more due to the increase in population and the needs for consumption. Among all the Dzongkhag, Gasa Dzongkhag has the least number of establishments generating fewer number of employers and employees. But going by the share of population, Gasa Dzongkhag represents its own share of establishments.

Table 10: Distribution of Establishments by Dzongkhag

Sl.	Dzongkhag	No. of Establishments
1	Chukha	1,133
2	Haa	94
3	Paro	550
4	Thimphu	1,864
5	Punakha	139
6	Gasa	30
7	Wangdiphodrang	316
8	Bumthang	223
9	Trongsa	140
10	Zhemgang	107
11	Lhuntse	81
12	Mongar	273
13	Trashigang	333
14	Trashiyangtse	91
15	Pemagatshel	132
16	Samdrup Jongkhar	386
17	Samtse	434
18	Sarpang	536
19	Tsirang	132
20	Dagana	168
	Total	7,162

Table 11: Distribution of Establishments by Main Activity and Dzongkhag, 2008

Sl.	Nature of Main Activity	Chukha	Haa	Paro	Thimphu	Punakha	Gasa	W/Phodrang	B/thang	Trongsa	Z/gang	Lhuntse	Mongar	T/gang	T/Yangtse	P/Gatshel	S/Jongkhar	Samtse	Sarpang	Tsirang	Dagana	Total	
1	Nursery (plant, seed, crop etc)	0	0	1	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	3
2	Raising cattle	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	2
3	Raising pigs	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	3
4	Poultry farming	1	0	0	1	0	0	0	0	1	1	0	0	0	0	0	0	0	5	0	0	0	9
5	Timber, grow, replant etc	1	0	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	0	0	6
6	Fish farming	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1
7	Coal, underground mining of coal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
8	Marble quarrying	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
9	Building stone quarrying (other than marble or granite)	1	0	3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10
10	Dolomite mining (crushing)	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	4
11	Gypsum mining	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	2
12	Sand & gravel pits	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	2	0	0	0	6
13	Limestone quarrying	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	3
14	Mining of other products	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	3
15	Meat/fish processing, general	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	5
16	Fruit/veg. processing, general	2	0	0	1	0	0	0	0	1	0	0	0	1	0	0	0	1	0	0	1	0	7
17	Vegetable oil mill	6	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8
18	Dairy/milk processing, general	3	0	0	1	0	0	0	2	0	0	0	0	0	0	0	2	0	0	0	0	0	8
19	Flour mill	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	3
20	Rice mill	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	2
21	Animated feed plant	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
22	Biscuits Production	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1

23	Bakery & confectionery	2	0	2	3	1	0	2	2	1	0	0	2	1	0	0	2	1	3	0	0	22
24	Noodle Production	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
25	Distillery	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	3	
26	Brewery/beer	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
27	Aerated drinks	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
28	Ice Production	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
29	Spinning & weaving, general	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	
30	Artificial fibres	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	3	
31	Weaving in general, mostly cotton	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2	
32	Other spinning & weaving, jute and other fibres	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	3	
33	Tarpaulin	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
34	Carpets in general	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	
35	Garments	0	0	0	1	0	0	0	0	0	0	0	0	0	0	6	0	0	0	0	7	
36	Tailoring	17	2	6	49	3	0	2	2	0	0	1	6	4	1	1	10	2	10	3	0	119
37	Saw mill	3	5	9	7	0	0	5	6	0	2	1	1	2	1	0	0	1	3	1	0	47
38	Plywood, veneer	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	4	
39	Wooden containers & boxes	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
40	Wooden Handicrafts & wood products	0	0	1	5	0	0	0	0	0	0	0	1	2	0	0	0	0	0	0	9	
41	Handmade paper	0	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	3	
42	Printing, general	2	0	0	10	0	0	0	0	0	0	0	0	0	0	3	0	1	0	0	16	
43	Printing newspaper	0	0	0	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	3	
44	Industrial gases	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
45	Rosin/turpentine	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2	
46	Basic inorganic chemicals	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
47	Medicine, modern	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	
48	Soap Production	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
49	Incense unit	0	0	1	1	0	0	1	1	0	0	0	0	0	0	1	0	0	1	0	6	

50	Essential oils	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
51	Processed salt	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
52	Tyre retreading	3	0	1	3	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	8
53	Semi finished plastic products	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
54	Ceramic building material	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2
55	Cement Production	6	0	3	2	0	0	1	0	0	1	1	1	2	1	1	1	4	1	0	25
56	Plasters Production	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	2
57	Concrete blocks & bricks	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2
58	Ferro alloys	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
59	Copper rods/wire and other materials	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7
60	Metal casting	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
61	Fabricated structural products of iron and steel	7	0	2	2	0	0	0	1	0	0	0	1	0	0	1	0	0	0	0	14
62	Blacksmith	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
63	Furniture (wooden based)	6	0	12	16	1	0	2	1	0	0	0	0	0	1	0	0	1	0	0	40
64	Furniture (metal based)	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	3
65	Mattresses, pillows etc	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
66	Goldsmith	7	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	5	0	0	14
67	Electricity generation, hydro	3	0	1	2	0	0	1	2	1	1	0	3	1	0	1	1	0	2	1	22
68	Electricity, solar	0	1	0	1	0	0	0	0	0	0	0	2	0	0	2	0	0	0	0	6
69	W1-Roads and bridges	3	0	0	9	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	14
70	W2-Traditional Bhutanese paintings/finishing	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	2
71	W3-Building, irrigation, drainage, flood control	2	0	1	14	0	0	0	0	0	0	0	2	8	0	1	1	0	0	0	29

72	W4- Power and telecommunication works	2	0	0	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	5
73	Contract, general	4	0	3	17	1	0	2	0	0	1	0	1	1	0	0	1	0	3	0	1	35
74	Dealer in motor vehicles	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
75	Auto or auto electric workshop	3	0	8	20	0	0	1	4	2	1	1	3	3	1	1	1	1	5	1	0	56
76	Engineering workshop	10	0	1	6	1	0	1	0	0	0	0	0	0	0	0	1	0	3	1	1	25
77	Auto parts & accessories	6	0	1	3	0	0	0	1	0	0	0	0	0	0	0	2	1	0	0	0	14
78	Tyres & tube shop	3	1	0	3	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	8
79	Scooter showroom	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
80	Scooter workshop	0	0	0	4	0	0	0	0	1	0	0	0	0	0	1	0	0	2	0	0	8
81	Fuel for automobile	5	1	3	6	1	0	2	1	1	1	0	2	1	1	1	0	3	3	1	2	35
82	W/sale/agent of Ag. products, food, beverages	6	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	9
83	W/sale/agent of wood, paper, chemicals, leather, fuel, etc	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
84	W/sale/agent in basic commodities	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	5
85	W/sale/agent in FCB goods	4	0	6	1	0	0	0	1	0	2	1	1	7	0	3	2	0	2	1	0	31
86	W/sale of fruits	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
87	W/sale of textiles, garments, carpets	2	0	0	53	1	0	0	0	1	1	0	1	1	1	0	0	0	0	0	0	61
88	W/sale of fuel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	2
89	W/sale of timber	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
90	W/sale of building materials	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
91	W/sale of fertilizers and pesticides	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2

92	W/sale of Agricultural equipments	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	2
93	W/sale of electrical equipments	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	3
94	W/sale of office equipments	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
95	W/sale of scientific & medical equipments	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
96	W/sale of machinery & equipment n.e.c.	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
97	Other wholesale n.e.c.	6	0	0	1	0	0	2	0	0	0	0	0	0	0	0	2	1	0	0	0	12
98	Grocery shop	58	3	13	371	23	12	41	7	3	2	5	25	11	3	6	17	34	47	4	2	687
99	General shop	249	51	212	136	40	4	91	71	63	46	55	121	191	48	75	124	156	116	66	115	2,030
100	Vegetable shop	26	0	1	30	4	0	3	2	3	0	1	0	2	0	0	4	5	8	0	0	89
101	Meat shop	4	0	7	6	1	0	0	2	0	1	0	1	3	1	1	5	1	1	0	0	34
102	Sweet shop	3	0	1	7	2	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	14
103	Pastry shop	2	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6
104	Retail of aerated water and soft drinks	2	0	0	2	0	0	1	0	4	0	0	0	0	0	0	3	2	0	0	0	14
105	Retail of pan/doma & cigarettes	63	0	10	92	5	0	4	5	0	0	0	1	1	1	0	15	28	39	3	0	267
106	Retail of liquor, beer, wine	8	0	1	11	0	0	1	1	0	0	0	0	3	0	0	4	5	3	0	0	37
107	Retail of medicines	3	0	2	9	1	0	2	1	1	0	0	1	1	0	0	1	3	4	1	0	30
108	Retail of perfumes, cosmetics, soaps, etc	6	0	0	7	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	20
109	Retail of clothe, textiles	15	0	15	40	0	0	8	1	0	0	0	1	0	1	0	7	1	16	0	0	105
110	Retail of garments, ready-made	27	0	5	61	0	0	0	3	0	0	0	0	1	0	0	5	2	3	0	0	107
111	Footwear shop	16	0	1	37	0	0	2	0	0	0	0	0	0	0	0	7	0	10	1	0	74
112	Furniture shop	0	0	0	6	1	0	0	0	0	1	0	1	1	0	1	0	0	0	0	0	11
113	Retail of TV/radio, refrigerator & other electronic	8	0	0	2	2	0	0	0	1	0	0	0	0	0	0	5	0	8	0	0	26
114	Electrical shop	1	0	0	4	0	0	0	0	0	0	0	2	0	0	1	1	1	2	0	0	12

115	Retail of mobile phone & tele117phone	2	0	1	8	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	0	14
116	Retail of home appliances	9	0	1	12	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0	0	25
117	Retail of building materials	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
118	Hardware shop	18	0	3	24	1	0	2	1	2	0	0	1	2	0	0	4	1	7	4	1	71
119	Handicraft shop	2	0	11	12	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	28
120	Retail of religious artifacts	4	0	0	7	0	0	0	1	0	0	0	1	0	0	0	2	0	0	0	0	15
121	Gift shop	2	0	1	32	0	0	1	1	0	0	0	0	0	0	0	0	0	2	1	0	40
122	Retail of camping equipment	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
123	Audio & video cassette shop	2	0	1	9	0	0	0	0	0	0	0	0	1	0	0	2	0	1	0	0	16
124	Watch/Clock shop	0	0	0	2	0	0	0	0	0	0	0	0	1	0	0	1	0	1	0	0	5
125	Retail of computers & software	2	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	6
126	Jewellery shop	1	0	1	7	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	12
127	Retail of optical & photo equipment & supplies	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	4
128	Retail of kerosene, coal, cooking oil & gas	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	2	0	0	0	4
129	Book/stationary shop	7	0	1	17	1	0	0	0	0	0	0	2	0	0	0	1	2	4	1	0	36
130	Retail of agricultural inputs & tools	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
131	Sport goods shop	2	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7
132	Other retail sales in specialized shops	3	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	7
133	Scrap dealer	2	0	1	2	0	0	0	0	0	0	0	0	0	0	0	3	1	2	0	0	11
134	Shoe repair/cobbler	4	0	1	3	0	0	1	0	0	0	0	0	3	1	0	1	0	3	0	0	17
135	Electrical repair (household goods)	1	0	0	2	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	5

136	Electronic repair (including TV, refrigerator)	7	1	3	9	0	0	1	1	0	0	0	1	0	0	0	4	1	5	2	1	36
137	Watch/clock repair shop	0	0	2	1	0	0	1	0	0	0	0	1	1	0	0	2	0	0	1	1	10
138	Repair shop (misc)	0	0	0	2	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	4
139	Hotel	30	1	25	33	3	0	4	7	6	2	0	12	11	7	7	13	2	22	5	1	191
140	Guest house/lodge	8	1	14	6	2	0	3	19	2	1	0	3	0	0	0	1	0	4	2	0	66
141	Restaurant with bar	102	2	27	122	6	1	14	14	2	4	1	21	8	1	2	19	20	21	4	8	399
142	Restaurant without bar	19	4	8	48	4	0	11	6	8	5	2	11	12	1	5	11	7	11	5	1	179
143	Canteen	11	0	1	10	0	0	4	0	0	2	1	2	2	0	0	1	4	2	0	1	41
144	Coffee house	0	0	0	6	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	8
145	Bar	96	17	61	185	20	11	68	37	23	18	5	19	10	9	12	30	100	96	14	24	855
146	Passenger transport, scheduled	0	0	2	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	4
147	Goods transport	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	4
148	Ropeway	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
149	Goods transport by horse/mule	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
150	Travel agent ticketing	1	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
151	Tour operator (tourism)	0	0	1	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	15
152	Customs clearing agency	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6
153	Post office, national	0	1	1	1	0	0	0	2	1	2	1	1	5	2	2	4	1	3	1	1	29
154	Courier services	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
155	Telephone booth, communication services	19	0	1	8	0	1	2	1	3	2	1	2	5	2	2	7	9	2	1	2	70
156	Internet cafe	5	0	2	7	1	0	0	1	0	0	0	1	1	0	0	1	0	2	0	0	21
157	TV cable services	3	1	1	1	0	0	0	0	1	1	1	1	1	0	0	0	1	1	0	0	13
158	Banking	3	1	2	4	1	0	1	1	1	1	2	2	2	2	0	3	1	3	1	1	32
159	Other financial services	0	1	1	1	0	1	0	1	1	1	0	2	2	0	2	0	1	1	1	1	17
160	Insurance general	1	0	1	1	1	0	0	1	0	0	0	1	1	0	0	1	1	1	0	0	10

161	Pension services	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2
162	Hiring of equipment (construction, road etc)	2	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	4
163	Consultancy, hardware	0	0	0	0	0	0	3	0	0	0	0	2	0	0	0	0	0	0	0	0	5
164	Consultancy, software	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
165	Computer repair/services	5	0	2	3	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	12
166	Accounting and auditing services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
167	Consultancy business & management	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
168	Consultancy for construction projects	2	0	0	3	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	6
169	Publicity/advertisement agency	3	0	0	3	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	7
170	Photo studio	3	0	4	4	2	0	1	3	0	0	0	0	1	1	0	4	4	3	0	0	30
171	Photo copying	1	0	0	4	0	0	1	0	0	0	0	1	1	0	0	0	0	0	0	0	8
172	School (primary)	0	0	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	6
173	School (secondary)	1	0	1	2	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	6
174	Hospital activities	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
175	Medical services (incl. doctors & dentists)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
176	Movie/cinema hall	0	0	1	3	0	0	0	0	0	0	0	0	0	0	0	1	2	1	0	0	8
177	Entertainment activities (drama, music, concerts, dances etc)	1	0	0	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12
178	Art works	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
179	Video and audio production, incl. recording	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2

180	Video parlour/game, discotheque	2	0	2	14	0	0	0	0	0	0	0	1	0	0	0	1	0	1	0	0	21
181	Other recreational activities, indoor	6	0	1	9	0	0	1	0	1	0	0	1	1	0	1	3	1	0	0	0	25
182	Dry cleaning/laundry services	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	0	7
183	Barber shop or beauty parlour, saloon	19	0	12	37	3	0	2	1	2	0	0	3	3	1	1	2	4	7	1	0	98
184	Radio and television activities	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	2
185	Unable to classify	28	0	5	38	1	0	4	1	1	2	0	0	0	0	0	1	1	5	2	1	90
	Total	1,133	94	550	1,864	139	30	316	223	140	107	81	273	333	91	132	386	434	536	132	168	7,162

The table below depicts the number of establishments and their ownership by year of operation. It can be seen that the highest number establishments were set up during the period 2001 and above. The category 'Not Known' is for those establishments whose year of operation was not known or specified by the proprietor or the Manager

Table 12: Distribution of Establishments by Ownership and year of operation, 2008

Sl.	Year of Operation	Ownership		
		Public/Corporation	Private	Joint venture between Bhutanese and Foreigner
1	1940 - 1950	0	5	0
2	1951 - 1960	2	19	0
3	1961 - 1970	19	162	0
4	1971 - 1980	30	221	1
5	1981 - 1990	55	529	1
6	1991 - 2000	66	1323	0
7	2001 and above	86	4608	9
8	Not known	12	8	1
	Total	270	6875	12

Figure 9: Establishments by Ownership and Year of Operation, 2008

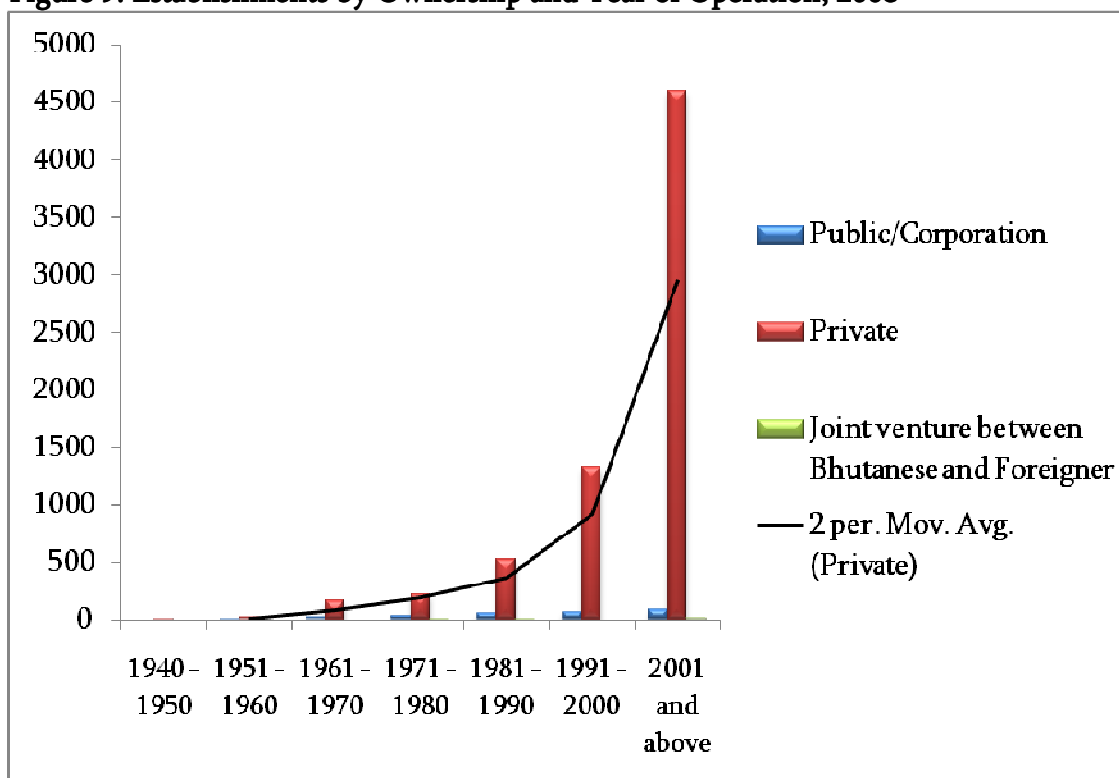


Table 13 depicts the number of establishments by their ownership and Dzongkhag. The highest numbers of establishments were covered in Thimphu Dzongkhag with a number of 1,864 establishments in total. The next Dzongkhag with the highest number of establishments is Chukha Dzongkhag with 1,133 establishments followed by Paro Dzongkhag with 550 establishments.

Since Thimphu Dzongkhag has the highest population (86,700) compared to other Dzongkhags, more demand for goods and services are required. This is the main reason why we see a huge number of establishments in Thimphu Dzongkhag.

Table 13: Distribution of Establishments by Ownership and Dzongkhag, 2008

Sl.	Dzongkhag	Ownership			Total
		Public/Corporation	Private	Joint venture between Bhutanese and Foreigner	
1	Chukha	26	1,104	3	1,133
2	Haa	4	90	0	94
3	Paro	16	532	2	550
4	Thimphu	37	1,825	2	1,864
5	Punakha	4	135	0	139
6	Gasa	2	28	0	30
7	Wangdiphodrang	4	312	0	316
8	Bumthang	16	206	1	223
9	Trongsa	11	129	0	140
10	Zhemgang	12	95	0	107
11	Lhuntse	7	74	0	81
12	Mongar	16	257	0	273
13	Trashigang	30	302	1	333
14	Trashiyangtse	8	83	0	91
15	Pemagatshel	11	121	0	132
16	Samdrup Jongkhar	19	365	2	386
17	Samtse	14	420	0	434
18	Sarpang	18	518	0	536
19	Tsirang	7	125	0	132
20	Dagana	8	159	1	168
	Total	270	6,880	12	7,162

The figure below shows the number of establishments in each Dzongkhag. Thimphu Dzongkhag has the highest number of establishments (1,864) followed by Chukha (1133) and Paro (550) Dzongkhags.

Figure 10: Number of establishments by Dzongkhag, 2008

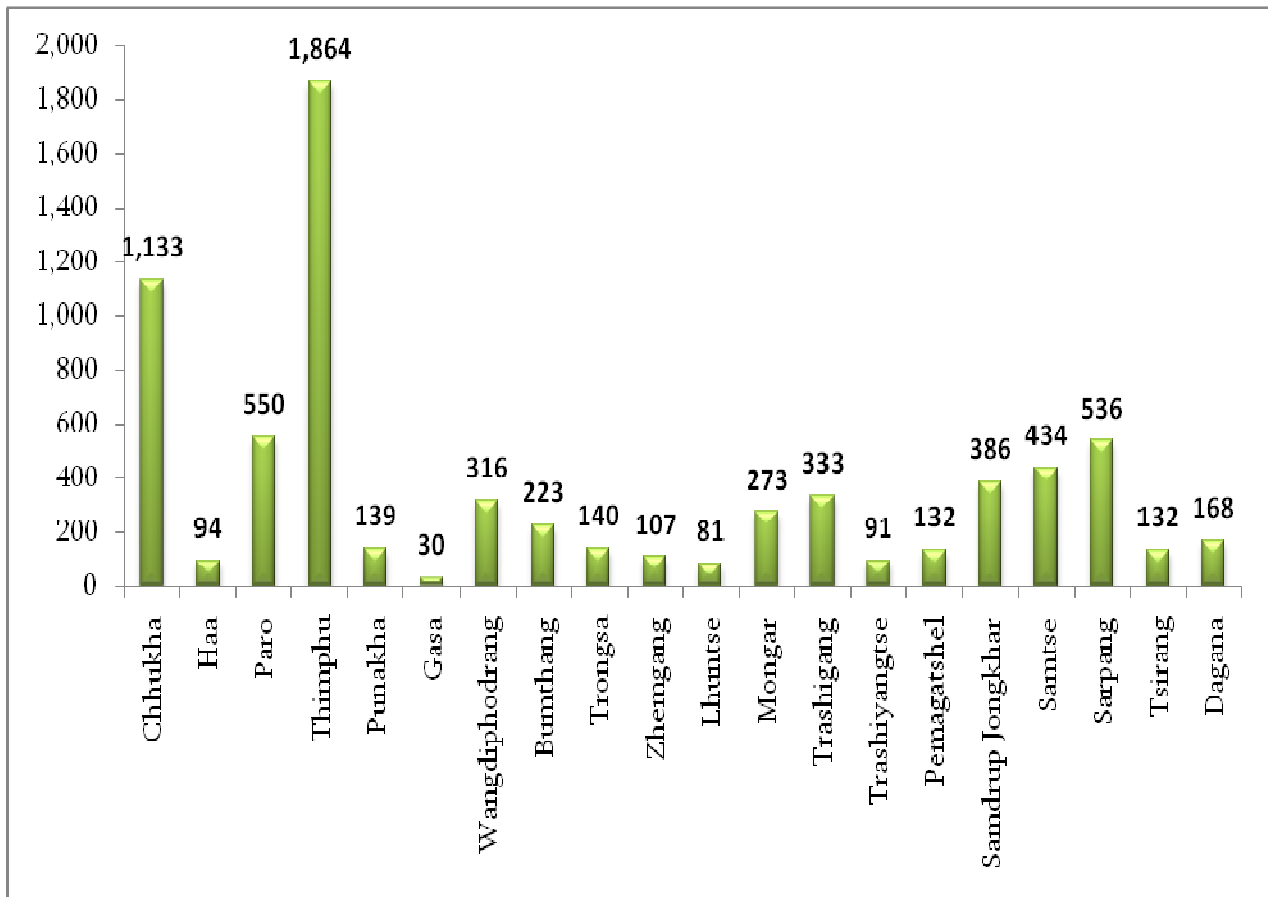


Table 14: Staff turnover by Type of Establishments, 2008

Sl.	Type of Establishment	Any staff turnover		Total
		Yes	No	
1	Agro-based	5	83	88
2	Forest-based	19	104	123
3	Mineral-based	1	62	63
4	Other industry	21	95	116
5	Construction	33	50	83
6	Services	100	775	875
7	Tourism-related	17	3	20
8	Personal services	93	362	455
9	Business services	27	136	163
10	Repair	33	124	157
11	Trade	567	4,358	4,925
12	All subclasses	21	73	94
	Total	937	6,225	7,162

Figure 11: Staff turnover by reasons, 2008

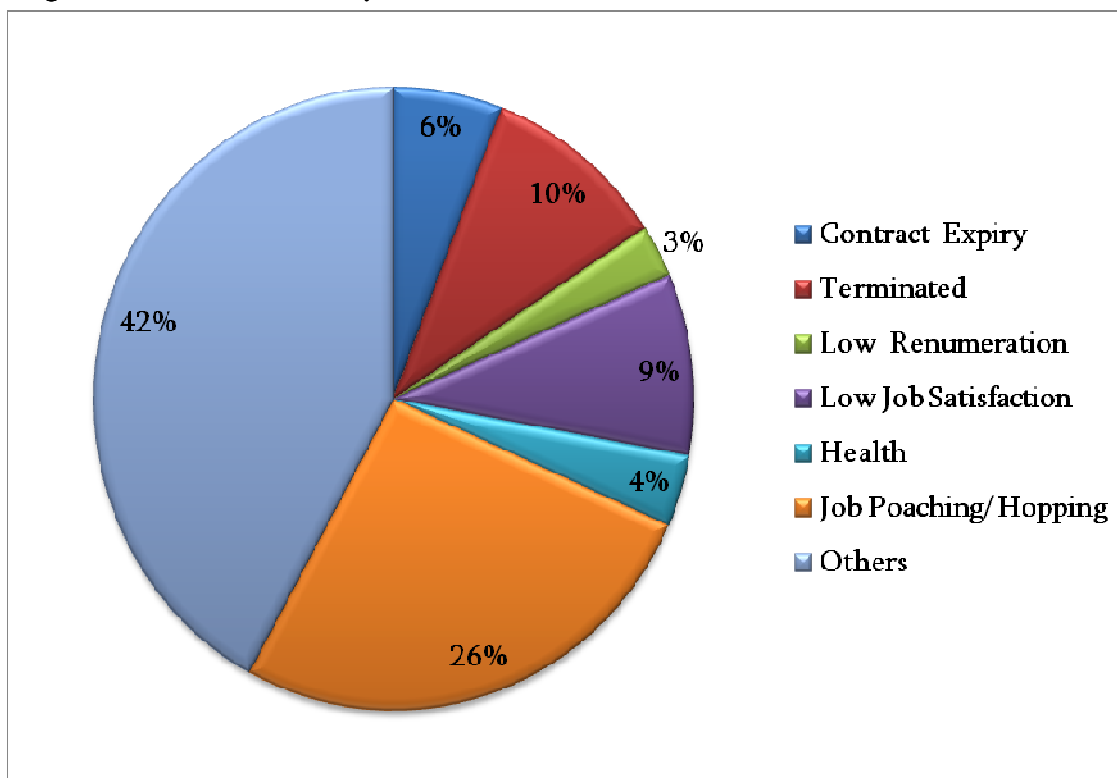


Table 15: Number of Staff turnover by Dzongkhag, 2008

Sl.	Dzongkhag	Any staff turnover		Total
		Yes	No	
1	Chukha	231	902	1,133
2	Haa	6	88	94
3	Paro	65	485	550
4	Thimphu	358	1,506	1,864
5	Punakha	13	126	139
6	Gasa	0	30	30
7	Wangdiphodrang	17	299	316
8	Bumthang	20	203	223
9	Trongsa	13	127	140
10	Zhemgang	6	101	107
11	Lhuntse	5	76	81
12	Mongar	23	250	273
13	Trashigang	37	296	333
14	Trashiyangtse	14	77	91
15	Pemagatshel	2	130	132
16	Samdrup Jongkhar	40	346	386
17	Samtse	27	407	434
18	Sarpang	52	484	536
19	Tsirang	7	125	132
20	Dagana	1	167	168
	Total	937	6,225	7,162

Various reasons were categorized for the staff turnover by the employers like contract expiry, Terminated, Job hopping or poaching etc. Around 1,545 employees left their current job due to these reasons. Most employees left their current job due to job hopping and poaching. The other reasons were not specified since the respondent was not reluctant to pass comment on it.

Table 16: Distribution of staff turnover by reasons and Dzongkhag, 2008

Sl.	Dzongkhag	Reasons						
		Contract Expiry	Terminated	Low Renumeration	Low Job Satisfaction	Health	Job Poaching/Hopping	Others
1	Chukha	25	37	10	34	14	109	157
2	Haa	1	0	0	3	0	2	5
3	Paro	7	11	6	15	2	29	41
4	Thimphu	24	54	9	54	12	119	189
5	Punakha	2	3	2	2	1	2	13
6	Gasa	0	0	0	0	0	1	0
7	Wangdiphodrang	6	5	2	3	2	7	17
8	Bumthang	2	6	1	6	2	8	18
9	Trongsa	0	1	0	1	0	10	11
10	Zhemgang	0	3	0	1	2	4	6
11	Lhuntse	1	1	0	1	0	3	5
12	Mongar	1	2	1	2	2	12	16
13	Trashigang	3	6	2	4	4	12	19
14	Trashiyangtse	4	3	0	0	1	5	9
15	Pemagatshel	0	0	0	1	1	2	8
16	Samdrup Jongkhar	5	4	5	4	6	32	56
17	Samtse	3	6	0	8	4	20	25
18	Sarpang	6	10	3	4	3	21	38
19	Tsirang	0	0	1	2	2	5	11
20	Dagana	1	1	0	0	0	4	5
	Total	91	153	42	145	58	407	649

Table 17: Distribution of type of establishments with future plans for expansion, 2008.

Sl.	Ownership	Plans to expand Establishment	
		Yes	No
1	Public/Corporation	33	237
2	Private	4,925	1,955
3	Joint venture between Bhutanese and Foreigner	4	8
	Total	4,962	2,200

A total of 4,962 establishments out of 7,162 establishments have plans for expansion in the future. The figure below depicts the establishment by ownerships willing to expand and those not willing to expand their establishment. 69% of the establishments were ready for expansion and 31% had no plans for the same due to main constraints like credit constraints, lack of skilled labour, scarcity of raw materials etc.

Figure 12: Establishments with future plans for expansion, 2008

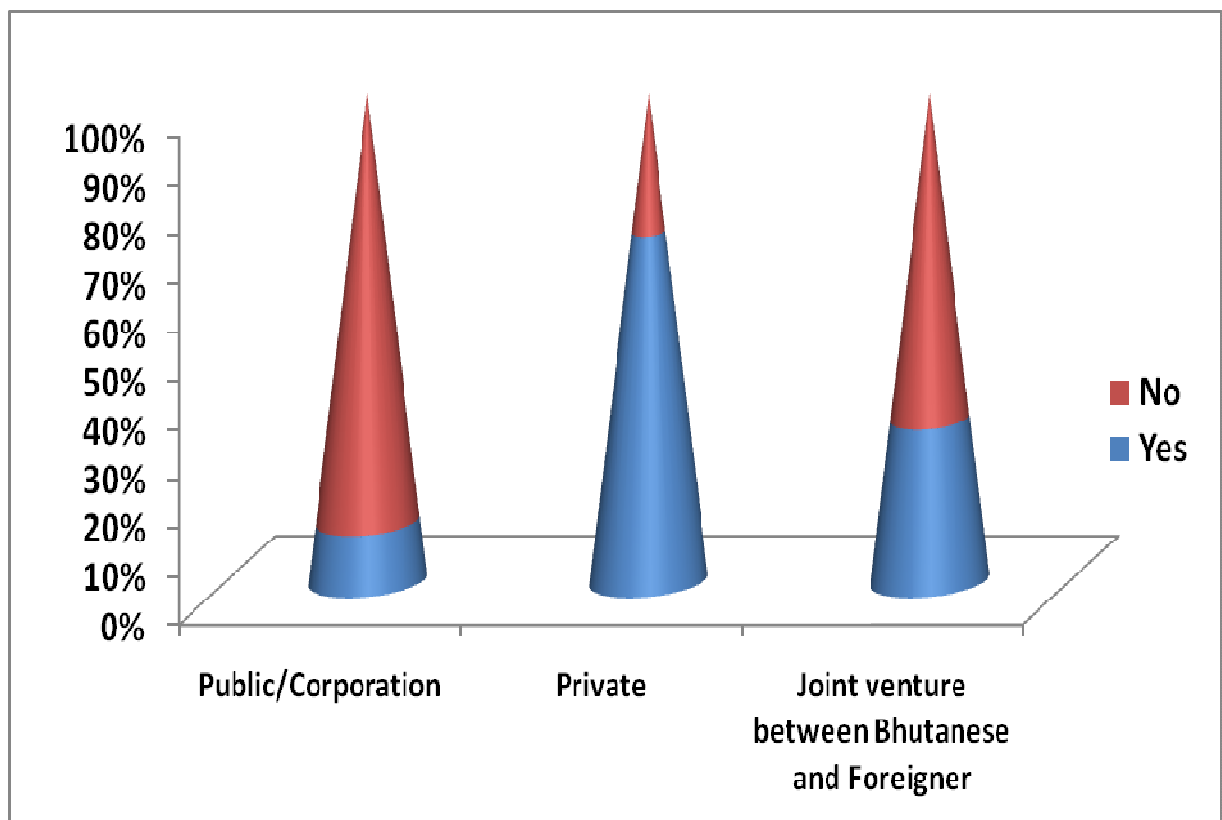


Table 18: Distribution of establishments with future plans for expansion by nature of main activity, 2008

Sl.	Main Activity	Plans to expand Establishment	
		Yes	No
1	Nursery (plant, seed, crop etc)	0	3
2	Raising cattle	2	0
3	Raising pigs	3	0
4	Poultry farming	7	2
5	Timber, grow, replant etc	4	2
6	Fish farming	1	0
7	Coal, underground mining of coal	0	1
8	Marble quarrying	3	0
9	Building stone quarrying (other than marble or granite)	9	1
10	Dolomite mining (crushing)	2	2
11	Gypsum mining	1	1
12	Sand & gravel pits	5	1
13	Limestone quarrying	3	0
14	Mining of other products	2	1
15	Meat/fish processing, general	4	1
16	Fruit/veg. processing, general	4	3
17	Vegetable oil mill	4	4
18	Dairy/milk processing, general	6	2
19	Flour mill	2	1
20	Rice mill	2	0
21	Animated feed plant	1	0
22	Biscuits Production	1	0
23	Bakery & confectionery	17	5
24	Noodle Production	1	0
25	Distillery	3	0
26	Brewery/beer	1	0
27	Aerated drinks	0	1
28	Ice Production	1	0
29	Spinning & weaving, general	2	0
30	Artificial fibres	2	1
31	Weaving in general, mostly cotton	2	0
32	Other spinning & weaving, jute and other fibres	3	0
33	Tarpaulin	1	0
34	Carpets in general	2	1

35	Garments	5	2
36	Tailoring	86	33
37	Saw mill	28	19
38	Plywood, veneer	1	3
39	Wooden containers & boxes	1	0
40	Wooden Handicrafts & wood products	8	1
41	Handmade paper	3	0
42	Printing, general	13	3
43	Printing newspaper	3	0
44	Industrial gases	0	1
45	Rosin/turpentine	1	1
46	Basic inorganic chemicals	1	0
47	Medicine, modern	3	0
48	Soap Production	1	0
49	Incense unit	6	0
50	Essential oils	3	0
51	Processed salt	1	0
52	Tyre retreading	7	1
53	Semi finished plastic products	1	0
54	Ceramic building material	2	0
55	Cement Production	18	7
56	Plasters Production	1	1
57	Concrete blocks & bricks	2	0
58	Ferro alloys	1	1
59	Copper rods/wire and other materials	4	3
60	Metal casting	0	3
61	Fabricated structural products of iron and steel	11	3
62	Blacksmith	1	0
63	Furniture (wooden based)	29	11
64	Furniture (metal based)	3	0
65	Mattresses, pillows etc	0	1
66	Goldsmith	6	8
67	Electricity generation, hydro	16	6
68	Electricity, solar	3	3
69	W1-Roads and bridges	11	3
70	W2-Traditional Bhutanese paintings/finishing	1	1
71	W3-Building, irrigation, drainage, flood control	26	3
72	W4- Power and telecommunication works	4	1

73	Contract, general	29	6
74	Dealer in motor vehicles	4	1
75	Auto or auto electric workshop	55	1
76	Engineering workshop	22	3
77	Auto parts & accessories	9	5
78	Tyres & tube shop	5	3
79	Scooter showroom	1	0
80	Scooter workshop	6	2
81	Fuel for automobile	26	9
82	W/sale/agent of Ag. products, food, beverages	5	4
83	W/sale/agent of wood, paper, chemicals, leather, fuel, etc	1	1
84	W/sale/agent in basic commodities	4	1
85	W/sale/agent in FCB goods	21	10
86	W/sale of fruits	2	1
87	W/sale of textiles, garments, carpets	48	13
88	W/sale of fuel	0	2
89	W/sale of timber	0	1
90	W/sale of building materials	1	0
91	W/sale of fertilizers and pesticides	0	2
92	W/sale of Agricultural equipments	2	0
93	W/sale of electrical equipments	3	0
94	W/sale of office equipments	1	0
95	W/sale of scientific & medical equipments	1	0
96	W/sale of machinery & equipment n.e.c.	1	0
97	Other wholesale n.e.c.	9	3
98	Grocery shop	454	233
99	General shop	1,397	633
100	Vegetable shop	48	41
101	Meat shop	28	6
102	Sweet shop	11	3
103	Pastry shop	5	1
104	Retail of aerated water and soft drinks	8	6
105	Retail of pan/doma & cigarettes	166	101
106	Retail of liquor, beer, wine	24	13
107	Retail of medicines	18	12
108	Retail of perfumes, cosmetics, soaps, etc	12	8
109	Retail of clothe, textiles	69	36
110	Retail of garments, ready-made	69	37
111	Footwear shop	45	29

112	Furniture shop	7	4
113	Retail of TV/radio, refrigerator & other electronic appliance	20	6
114	Electrical shop	10	2
115	Retail of mobile phone & telephone	9	5
116	Retail of home appliances	17	8
117	Retail of building materials	2	0
118	Hardware shop	52	19
119	Handicraft shop	15	13
120	Retail of religious artifacts	12	3
121	Gift shop	31	9
122	Retail of camping equipment	1	0
123	Audio & video cassette shop	12	4
124	Watch/Clock shop	3	2
125	Retail of computers & software	6	0
126	Jewellery shop	8	4
127	Retail of optical & photo equipment & supplies	3	1
128	Retail of kerosene, coal, cooking oil & gas	4	0
129	Book/stationary shop	27	9
130	Retail of agricultural inputs & tools	1	0
131	Sport goods shop	5	2
132	Other retail sales in specialized shops	5	2
133	Scrap dealer	6	5
134	Shoe repair/cobbler	7	10
135	Electrical repair (household goods)	2	3
136	Electronic repair (including TV, refrigerator)	28	8
137	Watch/clock repair shop	10	0
138	Repair shop (misc)	3	1
139	Hotel	127	62
140	Guest house/lodge	54	12
141	Restaurant with bar	254	144
142	Restaurant without bar	136	43
143	Canteen	21	20
144	Coffee house	5	3
145	Bar	609	246
146	Passenger transport, scheduled	2	2
147	Goods transport	4	0
148	Ropeway	0	1
149	Goods transport by horse/mule	1	0

150	Travel agent ticketing	5	0
151	Tour operator (tourism)	14	1
152	Customs clearing agency	4	2
153	Post office, national	15	14
154	Courier services	3	1
155	Telephone booth, communication services	48	22
156	Internet cafe	15	6
157	TV cable services	10	3
158	Banking	21	11
159	Other financial services	13	4
160	Insurance general	5	5
161	Pension services	1	1
162	Hiring of equipment (construction, road etc)	3	1
163	Consultancy, hardware	4	1
164	Consultancy, software	3	0
165	Computer repair/services	8	4
166	Accounting and auditing services	0	1
167	Consultancy business & management	1	0
168	Consultancy for construction projects	3	3
169	Publicity/advertisement agency	4	3
170	Photo studio	20	10
171	Photo copying	5	3
172	School (primary)	5	1
173	School (secondary)	5	1
174	Hospital activities	0	2
175	Medical services (incl. doctors & dentists)	1	0
176	Movie/cinema hall	6	2
177	Entertainment activities (drama, music, concerts, dances etc)	10	2
178	Art works	3	1
179	Video and audio production, incl. recording	2	0
180	Video parlour/game, discotheque	11	10
181	Other recreational activities, indoor	16	9
182	Dry cleaning/laundry services	6	1
183	Barber shop or beauty parlour, saloon	75	23
184	Radio and television activities	2	0
185	Unable to classify	71	19
	Total	4,962	2,200
	(%)	69	31

Table 19: Distribution of Establishments with future plans for expansion by Ownership, 2008

Sl.	Nationality of Ownership	Plans to expand Establishment		Total	%
		Yes	No		
1	Bhutanese	4,960	1,869	6,829	95
2	Foreigner	2	331	333	5
	Total	4,962	2,200	7,162	
	%	69	31		100

Figure 13: Establishments with future plans for expansion by Ownership, 2008

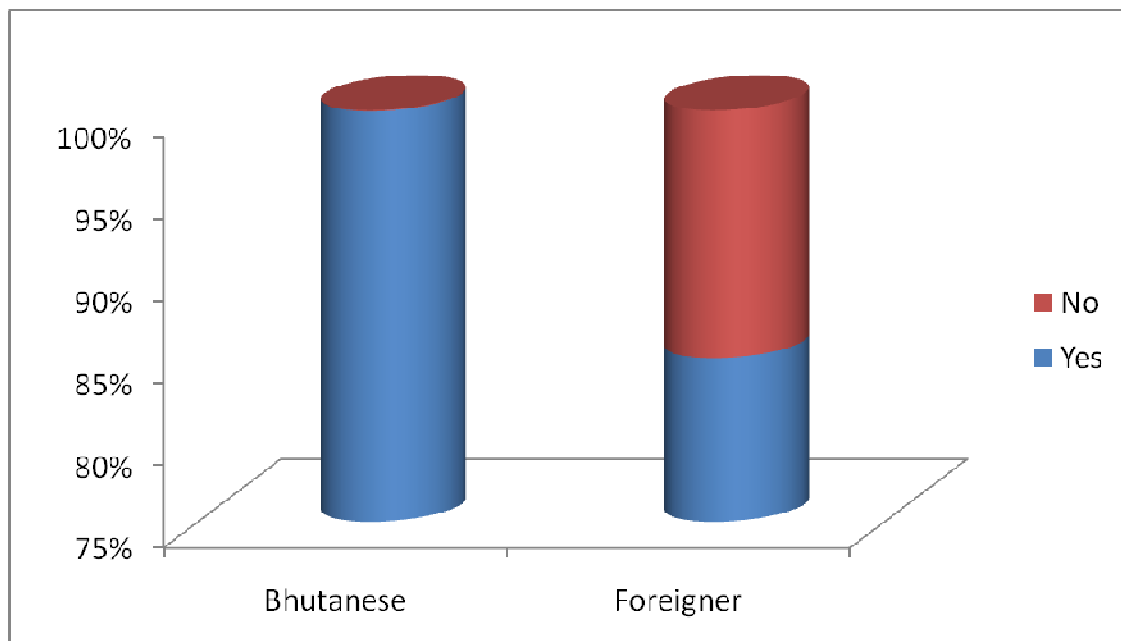


Table 20: Distribution of Establishments by Main constraints to the Expansion of the establishment by Nationality of Ownership, 2008

Sl.	Main constraint to expand	Nationality of Ownership		Total	%
		Bhutanese	Foreigner		
1	Lack of skilled labour	432	0	432	6
2	Poor labour legislation	57	0	57	1
3	Lack of demand for goods and services	1,679	0	1,679	23
4	Scarcity of raw materials	82	0	82	1
5	Credit constraints	2,344	2	2,346	33
6	Foreign exchange regulation	16	0	16	0
7	Competition from other firms	734	0	734	10
8	Land	836	0	836	12
9	Any other reasons	649	331	980	14
	Total	6,829	333	7,162	
	%	95	5		100

Figure 14: Main Constraints to the Expansion by Ownership and reasons, 2008

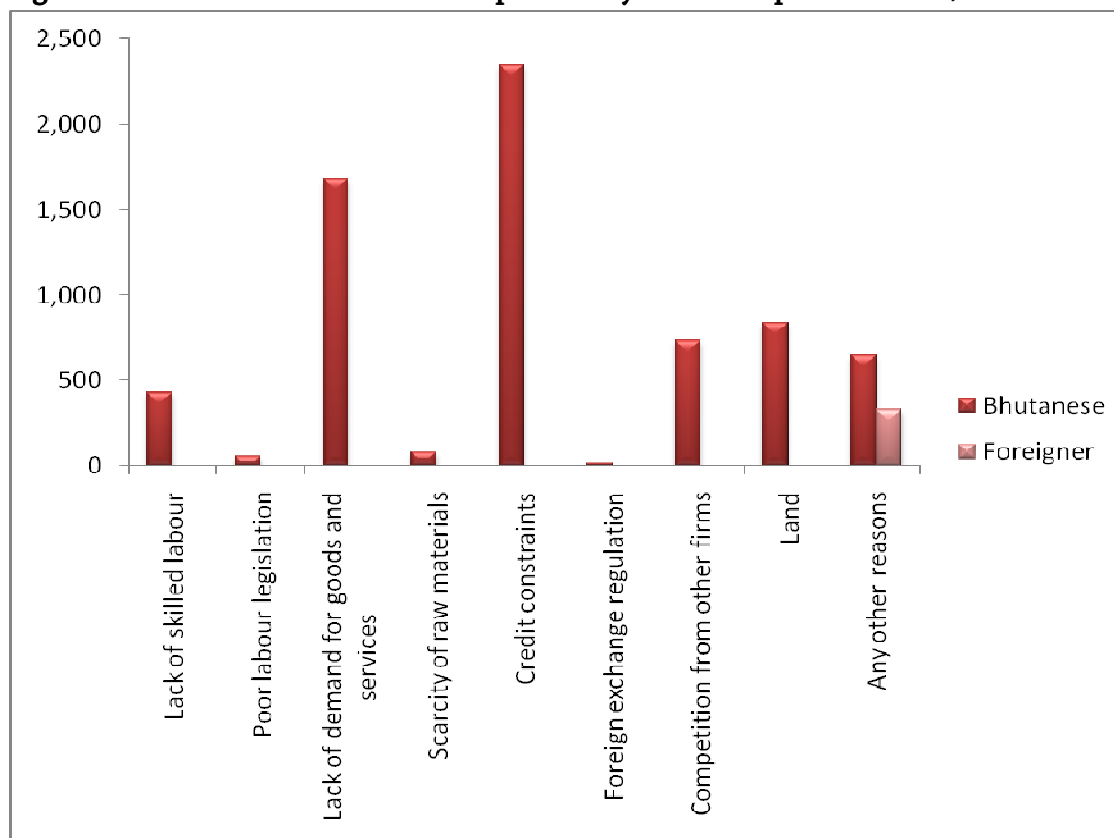


Table 21: Distribution of establishments by Main Constraints to the Expansion of the Establishment by Ownership, 2008

Sl.	Main constraint to expand	Ownership			Total
		Public/	Private	Joint venture between	
		Corporation		Bhutanese and Foreigner	
1	Lack of skilled labour	14	417	1	432
2	Poor labour legislation	0	57	0	57
3	Lack of demand for goods and services	14	1,661	4	1,679
4	Scarcity of raw materials	0	82	0	82
5	Credit constraints	142	2,203	1	2,346
6	Foreign exchange regulation	0	16	0	16
7	Competition from other firms	31	703	0	734
8	Land	47	788	1	836
9	Any other reasons	22	953	5	980
	Total	270	6,880	12	7,162
	%	4	96	0	100

Figure 15: Establishments by Ownership and Main constraints, 2008

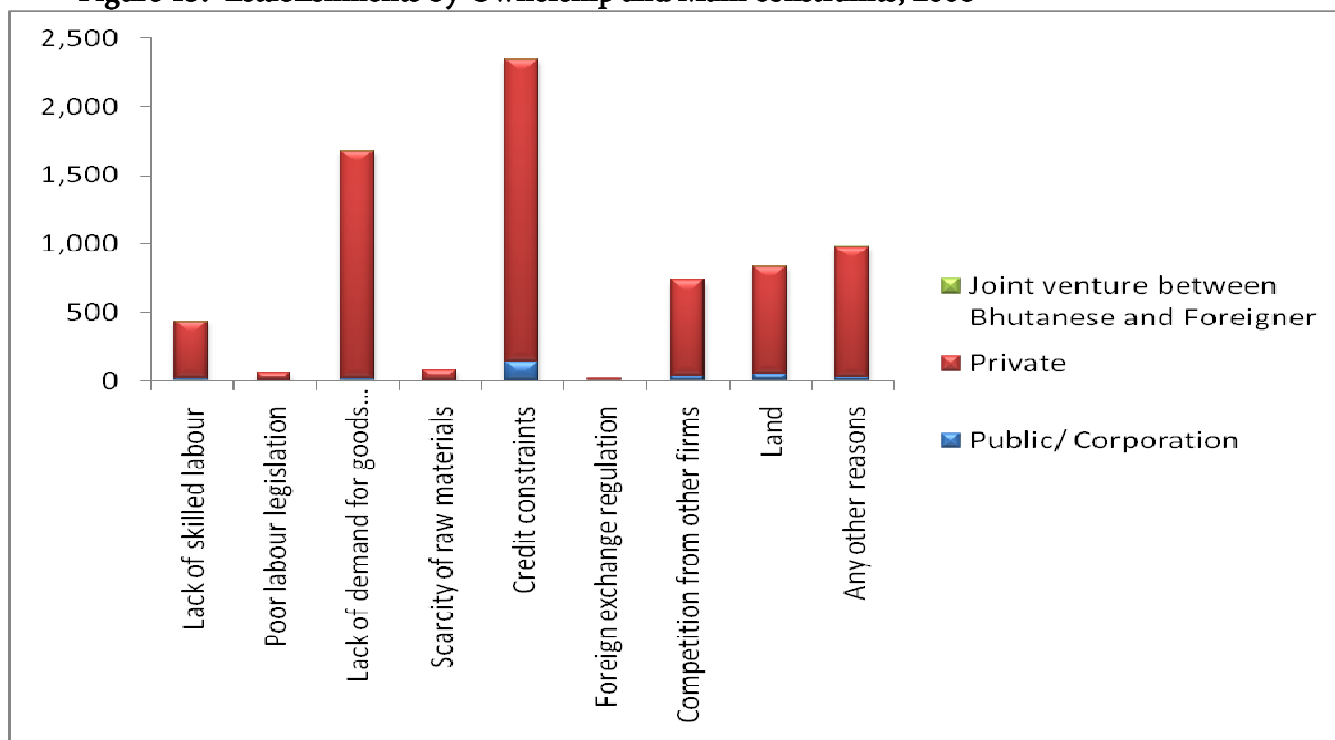


Table 22: Distribution of Establishments by Main constraints to the Expansion of the Establishment by Dzongkhag, 2008

Dzongkhag	Main Constraints									Total
	Lack of skilled labour	Poor labour legislation	Lack of demand for goods and services	Scarcity of raw materials	Credit constraints	Foreign exchange regulation	Competition from other firms	Land	Any other reasons	
Chukha	48	13	252	10	325	3	209	133	140	1,133
Haa	3	2	38	2	32	1	1	3	12	94
Paro	37	1	161	8	185	0	19	38	101	550
Thimphu	181	10	390	36	488	7	304	146	302	1,864
Punakha	13	1	39	1	52	0	10	2	21	139
Gasa	0	0	2	0	8	0	0	4	16	30
W/phodrang	19	1	76	0	123	0	10	51	36	316
Bumthang	19	0	36	7	88	0	16	35	22	223
Trongsa	9	1	22	1	65	0	2	28	12	140
Zhemgang	6	1	29	1	33	0	7	12	18	107
Lhuntse	1	1	16	2	42	0	3	14	2	81
Mongar	11	4	44	1	130	0	30	22	31	273
Trashigang	19	5	55	1	165	0	18	53	17	333
Trashiyangtse	8	1	6	0	56	1	3	9	7	91
Pemagatshel	5	3	29	0	54	0	2	32	7	132
S/ Jongkhar	16	5	104	2	120	4	32	63	40	386
Samtse	9	4	148	3	163	0	32	35	40	434
Sarpang	19	3	132	4	136	0	24	123	95	536
Tsirang	7	1	37	1	34	0	8	16	28	132
Dagana	2	0	63	2	47	0	4	17	33	168

Table 23: Distribution of establishments by Kind of Raw Materials used for production, 2008

Sl.	Kind of raw materials used	Ownership			Total
		Public/ Corporation	Private	Joint venture between Bhutanese and Foreigner	
1	Chemicals, paints, glues, cleaning agents, solvents, etc	7	205	3	215
2	Minerals, ores, quarry products (boulders, sand, marble, etc.)	4	82	1	87
3	Cement, steel, timber, glass, rubber	3	120		123
4	Agricultural, forestry, animal, horticulture. Paper products	5	178	1	184
5	None of the above		41	1	42
	Total	19	626	6	651

Figure 16: Number of Establishments using raw materials for production, 2008

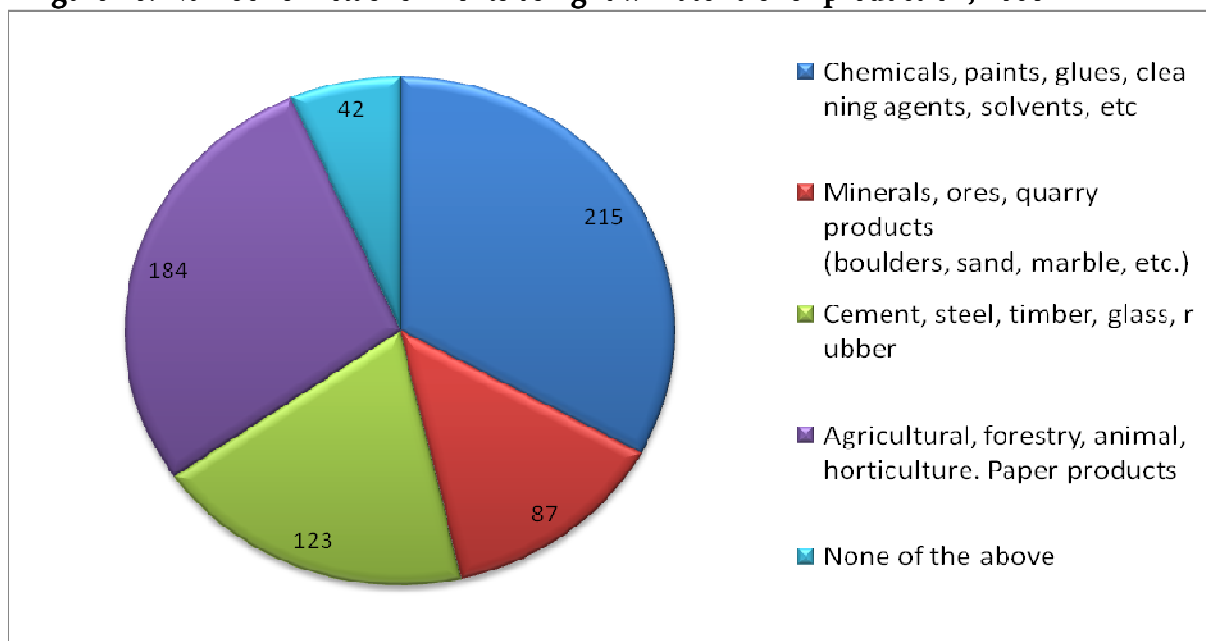


Table 24: Distribution of Establishments by Equipments and Machineries used, 2008

Sl.	Type of Establishment	Mechanical	Mechanical,	Hand	Power	Electronic
		with power	manual	tools	tools	Equipments
1	Agro-based	6	5	7	7	6
2	Forest-based	4	4	10	5	6
3	Mineral-based	0	1	1	1	0
4	Other industry	3	3	5	3	2
5	Construction	5	2	3	1	2
6	Services	42	38	49	28	26
7	Tourism-related	2	0	2	0	1
8	Personal services	28	24	26	19	17
9	Business services	4	4	5	4	4
10	Repair	7	7	7	7	5
11	Trade	202	184	225	147	111
12	All subclasses	7	3	4	2	1
Total		310	275	344	224	181

The table below depicts the small family establishment corresponding to the employees other than family members. Thimphu has the highest number of small establishments followed by Chukha, Paro and Sarpang. Even the employed persons other than the family members are more in Thimphu compared to Chukha and Paro.

Table 25: Distribution of Establishments by Establishment details and Employed persons other than family members, Dzongkhag wise, 2008

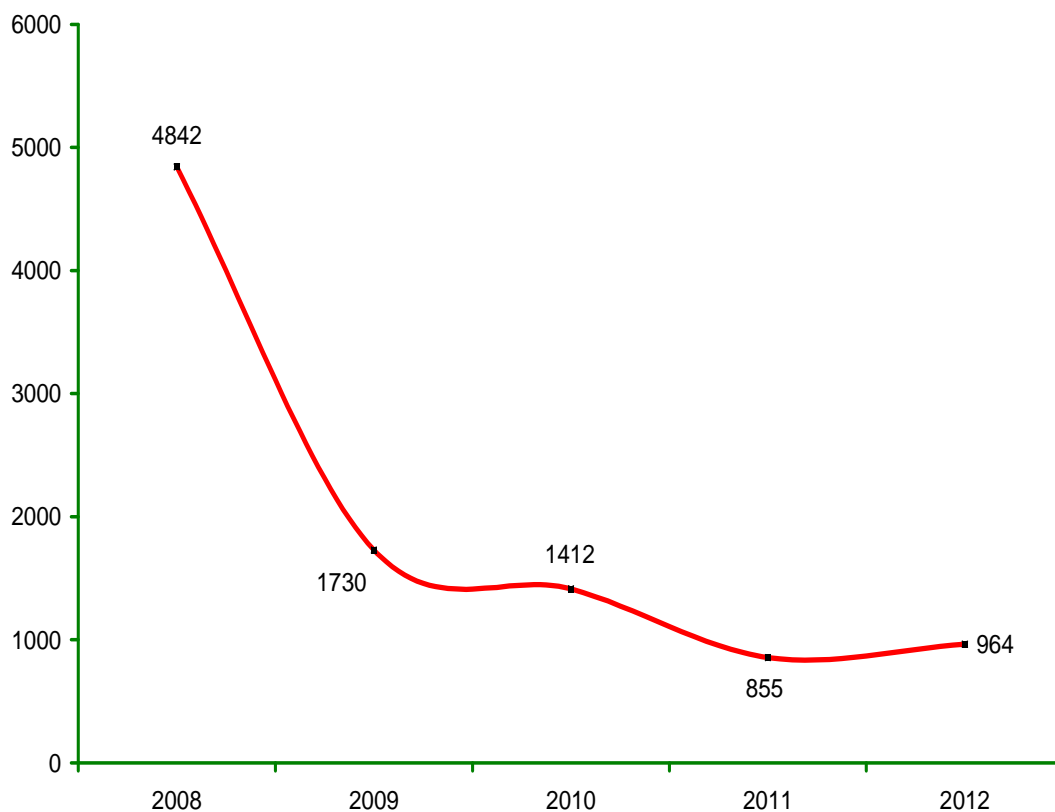
Sl	Dzongkhag	Small family establishments	Employed persons other than family members
1	Chukha	979	453
2	Haa	88	12
3	Paro	468	109
4	Thimphu	1,677	462
5	Punakha	129	25
6	Gasa	28	1
7	Wangdiphodrang	298	41
8	Bumthang	198	42
9	Trongsa	127	22
10	Zhemgang	95	14
11	Lhuntse	74	11
12	Mongar	246	37
13	Trashigang	282	49
14	Trashiyangtse	79	20
15	Pemagatshel	116	12
16	Samdrup Jongkhar	339	139
17	Samtse	414	70
18	Sarpang	468	116
19	Tsirang	123	21
20	Dagana	160	12
	Total	6,388	1,668

Chapter 3: Emerging Skill Needs

This section outlines the existing Bhutanese and Foreign workers according to their occupation and status of employment and the demand for Bhutanese labour. The highest demand for labour is in 2008 and then which goes on declining to 964 in 2012.

There is normally an inverse relationship between the demand for labour and the wage rate that the firm will have to pay for each additional worker. If wages are high, it is more costly to hire extra employees. When wages are lower, labour becomes cheaper than using capital equipment and it becomes more attractive and affordable for the business to take on more employees.

Demand of labour by 2012



The information about the existing number of employees by major occupation and the type of employment status in the jobs is shown in Table 22. The table illustrates that 70% of the employed are regular paid employees in case of Nationals and 8% of the employed are regular paid employees in case of foreign workers.

A very few number of Bhutanese employees work on contract about 695 employees whereas there are 1,646 foreign workers on contract though there is not much difference in the percentage distribution of Bhutanese and Foreign contract paid employees.

Table 26: Existing number of employees by Major Occupation, Nationality and their status, 2008

Sl.	Major Occupation	Bhutanese			Foreigner			Total
		Regular	Casual	Contract	Regular	Casual	Contract	
1	Legislators, Sr. Officials & Managers	7992	86	38	517	48	200	8881
2	Professionals	1984	25	49	169	25	117	2369
3	Technicians & Associate Professionals	2690	116	57	152	41	69	3125
4	Clerks	1899	30	5	75	15	64	2088
5	Service Workers & Shop and Market Sales Workers	3875	147	74	762	408	70	5336
6	Skilled Agricultural & Fishery Workers	5	0	0	2	0	0	7
7	Craft & Related Trade Workers	2127	109	136	551	395	199	3517
8	Plant & Machine Operators & Assemblers	2429	153	42	187	60	152	3023
9	Elementary Occupations	3562	1835	294	549	2705	775	9720
	Total	26563	2501	695	2964	3697	1646	38066

Figure 17: Number of Existing workers by Major Occupation, 2008

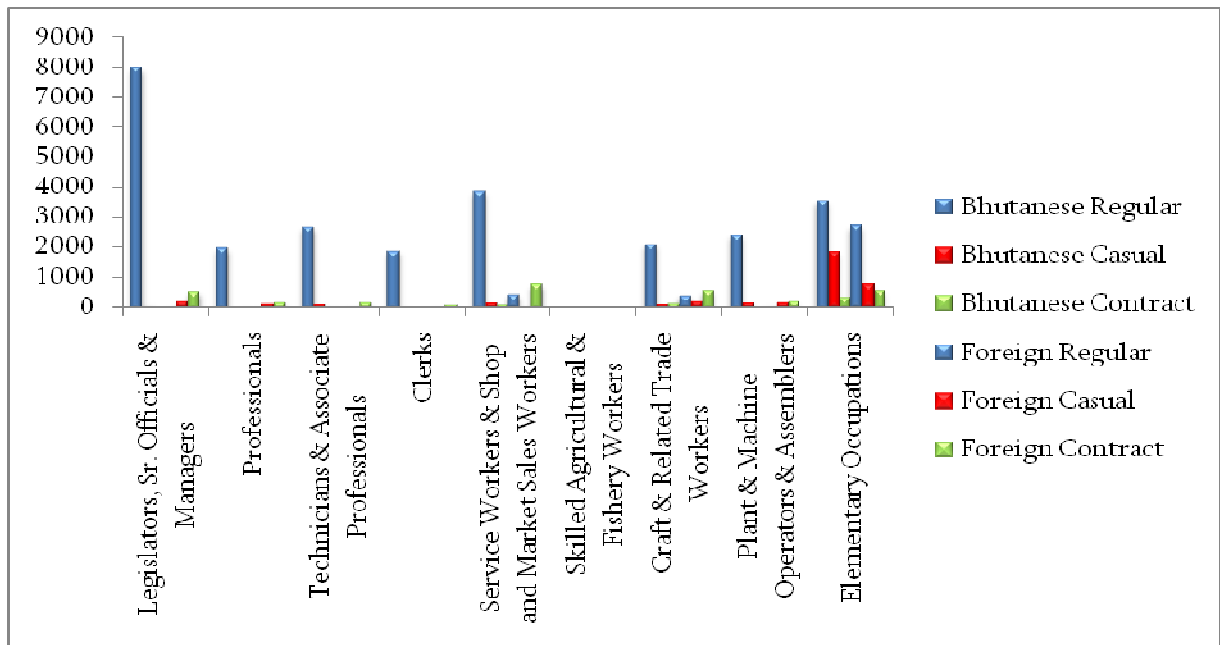
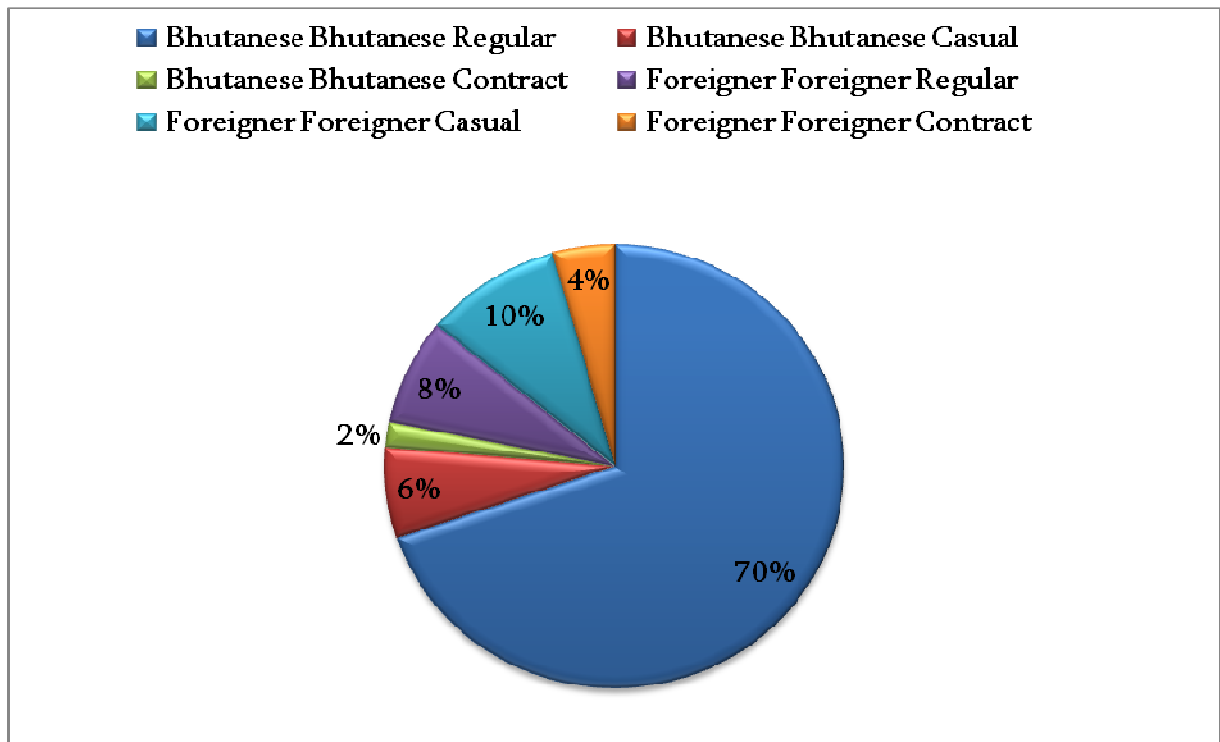


Figure 18: Percentage of existing Bhutanese and Foreign workers, 2008



Current skills shortages exist in many areas (Managers, Accounting, Engineers, Chef, and Health Technicians for example) and seem set to continue in the near future. Vocational qualifications can facilitate excellent entry-level career opportunities, assisting the transition to professional and/or higher education roles.

The labour market may simultaneously experience both "shortages" and "surpluses". Typically this occurs because of skill mismatches, immobility of the labour force and incomplete information of both workers and employers.

Table 27: Future skill requirements by sectors of employment till 2012

Sl.	Occupation	2008	2009	2010	2011	2012	Total
1	Adm. Manager	1	0	0	0	0	1
2	Branch Manager	6	0	1	1	0	8
3	Asst. Manager	2	2	1	0	0	5
4	CEO	1	0	0	0	0	1
5	Chief Engineer	1	1	0	0	0	2
6	Chief Manager	0	0	1	0	0	1
7	Customer Care Executive	1	0	0	0	0	1
8	Director	1	0	0	0	0	1
9	Dy. Manager	8	0	0	0	1	9
10	Finance Controller	1	1	0	0	0	2
11	Finance Manager	11	6	4	2	2	25
12	General Manager	10	2	2	0	1	15
13	Manager	44	15	10	2	10	81
14	Marketing Executive	6	0	1	0	0	7
15	Marketing Manager	9	8	0	0	0	17
16	Plant Manager	1	0	2	0	0	3
17	Production Manager	7	3	0	0	0	10
18	Owner/Proprietor	2	0	0	0	0	2
19	Quality Control Manager	5	0	2	0	0	7
20	Sales Manager	12	6	2	0	3	23
21	Sr. Manager	0	1	0	0	1	2
22	System Manager	1	0	0	0	0	1
23	Transport Manager	3	2	2	0	0	7
24	Range Manager	0	1	2	0	0	3
25	Store Manager	0	0	1	0	0	1
26	Reservation Manager	0	0	0	0	1	1
27	Hotel Manager	2	0	0	0	0	2
28	Principal	1	1	0	0	0	2
29	Food and Beverage Manager	10	3	0	0	0	13

30	IT Manager	1	1	0	0	0	2
31	Secretary	4	0	0	0	0	4
32	Head, PPD	10	10	10	15	20	65
33	Dy. Advertising Manager	1	0	0	0	0	1
34	Project Manager	1	0	0	0	0	1
35	Accountant	71	22	13	9	9	124
36	Accounts Officer	14	11	21	30	40	116
37	Analyst	6	5	0	0	0	11
38	Asst. Nurse/Nurse/GNM	0	0	1	0	0	1
39	Asst. Surveyor/Surveyor	0	0	10	0	0	10
40	Chemist	18	4	1	1	1	25
41	Civil Engineer	50	16	8	16	7	97
42	Computer Engineer	11	7	2	0	0	20
43	Electrical Engineer	23	19	3	6	7	58
44	Finance Officer	7	2	1	0	0	10
45	Graphic Designer	7	2	2	1	0	12
46	Junior Engineer	0	0	0	0	1	1
47	Marketing Specialist	4	1	1	0	0	6
48	Mechanical Engineer	21	10	3	6	6	46
49	Micro Biologist	1	0	0	0	0	1
50	Programmer	1	0	0	0	0	1
51	System Engineer	11	10	15	20	10	66
52	Chef	42	4	4	0	0	50
53	Primary Teacher	10	9	7	7	6	39
54	Secondary Teacher	22	11	0	0	0	33
55	Pharmacist	2	0	0	0	2	4
56	Legal Officer	16	12	15	20	15	78
57	Electronics Engineer	0	1	1	0	0	2
58	Alcohol Technologist	3	0	0	0	0	3
59	Musician	24	0	4	8	0	36
60	Banking Officer	21	20	20	20	31	112
61	Hardware Engineer	1	0	0	0	0	1
62	Security Officer	1	0	1	0	0	2
63	IT Officer	28	15	17	15	15	90
64	Mining Engineer	3	2	1	0	1	7
65	Instrument Engineer	1	1	1	0	0	3
66	Translator	0	1	0	2	0	3
67	Producer	2	0	0	0	0	2
68	Reporter	10	0	0	0	10	20
69	Auditor	5	0	10	0	0	15
70	Polymer Engineer	0	0	1	0	1	2

71	Plastic Technologist	0	0	2	0	0	2
72	Consultant	1	1	1	0	0	3
73	Metallurgist	2	1	0	0	0	3
74	Veterinary Doctor	2	0	0	0	0	2
75	Editor	3	12	0	0	0	15
76	Specialized in Horse	0	0	1	0	0	1
77	Specialized in Poultry	0	0	1	0	0	1
78	Specialized in Piggery	0	0	0	1	0	1
79	Specialized in Sheep and Goat	0	0	0	1	0	1
80	Specialized in Fishery	0	0	1	0	0	1
81	Specialized in Animal Genetics	0	0	0	1	0	1
82	Architecture	3	0	0	0	0	3
83	Medical Transcriptionist	50	50	99	99	99	397
84	Project Engineer	1	0	0	0	0	1
85	Artist	3	0	0	0	0	3
86	JCB Engineer	8	0	0	0	0	8
87	Researcher	0	0	0	3	0	3
88	Pension Specialist	2	0	0	0	0	2
89	Forestry Officer	19	0	0	0	0	19
90	Planning Officer	1	0	0	0	0	1
91	Traditional Boot Making Teacher	12	0	0	0	0	12
92	In Engineer	1	1	1	1	1	5
93	Transmission Engineer	1	0	0	0	0	1
94	Transmission Engineer	1	0	0	0	0	1
95	Custom Relation Officer	2	0	0	0	0	2
96	Electrical Foreman	14	1	4	0	0	19
97	Hardware Technician	3	3	5	1	0	12
98	HRO	5	1	1	0	3	10
99	Job Incharge	16	0	0	0	0	16
100	Laboratory Technician	3	0	1	2	0	6
101	Liaison Officer	4	3	0	0	0	7
102	Marketing Officer	8	2	0	0	0	10
103	Maintenance Incharge	0	1	0	0	0	1
104	Oil Incharge	1	0	0	0	0	1
105	Press Technician	0	0	3	0	0	3
106	Pump House Attendant	2	0	0	0	0	2
107	Purchase Officer	3	0	0	0	1	4
108	Raw Material Officer	1	0	0	0	0	1
109	Section Officer	5	2	2	0	0	9
110	Security Officer	9	4	0	0	0	13
111	Senior Tester	0	0	1	0	0	1

112	Store Incharge	17	1	0	2	0	20
113	Supervisor	36	16	7	3	6	68
114	Technical Officer	1	0	0	0	0	1
115	Technician	97	18	22	25	53	215
116	Tester	2	0	0	0	0	2
117	Adm. Officer	14	10	12	20	20	76
118	Loan Appraisal Officer	20	0	30	42	50	142
119	Photographer	4	0	1	0	0	5
120	Optical Technician	0	1	0	0	0	1
121	Cable Technician	7	0	2	0	1	10
122	Trainee Officer	13	0	0	2	0	15
123	Post Master	1	0	1	0	2	4
124	Production Supervisor	0	2	0	0	0	2
125	Credit Officer	0	0	3	0	1	4
126	Desk Officer	3	0	3	0	1	7
127	Record Keeper	0	0	2	0	0	2
128	Personnel Officer	1	0	0	0	0	1
129	Mechanical Foreman	1	0	0	0	0	1
130	Incharge (General)	7	1	0	0	0	8
131	X-ray Technician	2	0	0	0	0	2
132	Tour Guide	4	4	7	0	0	15
133	Store Officer	1	0	0	0	0	1
134	Food Technologist	4	0	1	0	0	5
135	Shift Incharge	19	1	1	0	0	21
136	IT Staff/Instructor	4	6	1	0	0	11
137	Cameraman	6	1	0	5	0	12
138	Development Officer	0	2	0	0	0	2
139	Dancer	46	0	0	0	0	46
140	Singer	33	0	0	0	0	33
141	Semen Collector	1	0	0	0	0	1
142	Printer	1	0	0	0	20	21
143	Entertainer	1	0	0	0	0	1
144	Project Coordinator	8	0	0	0	0	8
145	Programme Developer	0	0	2	0	0	2
146	Asst. Accountant	0	1	0	0	0	1
147	Bill Collector	11	6	1	0	0	18
148	Cashier	5	2	2	0	1	10
149	Computer Operator	7	9	0	1	5	22
150	Laboratory Asst. (Lab. Boy/Girl)	4	1	0	4	0	9
151	Office Asst.	25	3	14	4	2	48
152	Personal Asst.	0	1	0	0	0	1

153	Receptionist	10	2	1	0	0	13
154	Tally Checker	0	2	0	0	0	2
155	Telephone Operator	1	0	0	0	0	1
156	Typist	1	0	0	0	0	1
157	Upper Division Clerk	1	1	0	0	0	2
158	Yarn Checker	1	2	0	0	0	3
159	General Clerk	7	7	2	0	0	16
160	Teller	2	1	1	0	0	4
161	Desk Clerk/Front Desk	0	0	2	0	0	2
162	Sub-staff	0	1	0	0	0	1
163	Field Asst.	10	0	0	0	0	10
164	System Adm.	1	0	0	0	0	1
165	Ticketing Clerk	3	0	2	0	0	5
166	Health Asst.	2	0	0	0	0	2
167	Postal Asst.	1	0	0	0	5	6
168	Asst. Gr. I	1	1	3	0	0	5
169	Savings Counter Attendant	1	0	0	0	0	1
170	Loan Counter Attendant	1	0	0	0	0	1
171	Banking Asst.	7	0	0	0	0	7
172	Reservationist	0	0	0	0	1	1
173	Soundman	2	0	0	0	0	2
174	Barber	27	7	7	0	2	43
175	Bartender	8	3	2	0	0	13
176	Beautician	21	10	0	3	0	34
177	Cook	253	88	106	18	56	521
178	Security Personal (Guard)	39	16	8	0	2	65
179	Sales Asst.	2	4	0	0	0	6
180	Sales Person	253	225	214	53	80	825
181	Waiter/Waitress	317	109	101	20	30	577
182	Cabin Crew	0	0	4	0	0	4
183	Night Guard	7	0	0	0	0	7
184	Fireman	0	1	0	0	0	1
185	Asst. Cook	2	1	0	0	13	16
186	Room Service	2	0	0	0	0	2
187	Watch Repairer	0	2	0	0	0	2
188	Video Game Operator	7	0	0	0	1	8
189	Customer Asst.	2	2	2	0	0	6
190	Forester	0	0	2	0	2	4
191	Milk Churner	2	0	0	0	0	2
192	Firewood Collector	1	0	0	0	0	1
193	Auto Mechanic	110	51	31	13	16	221

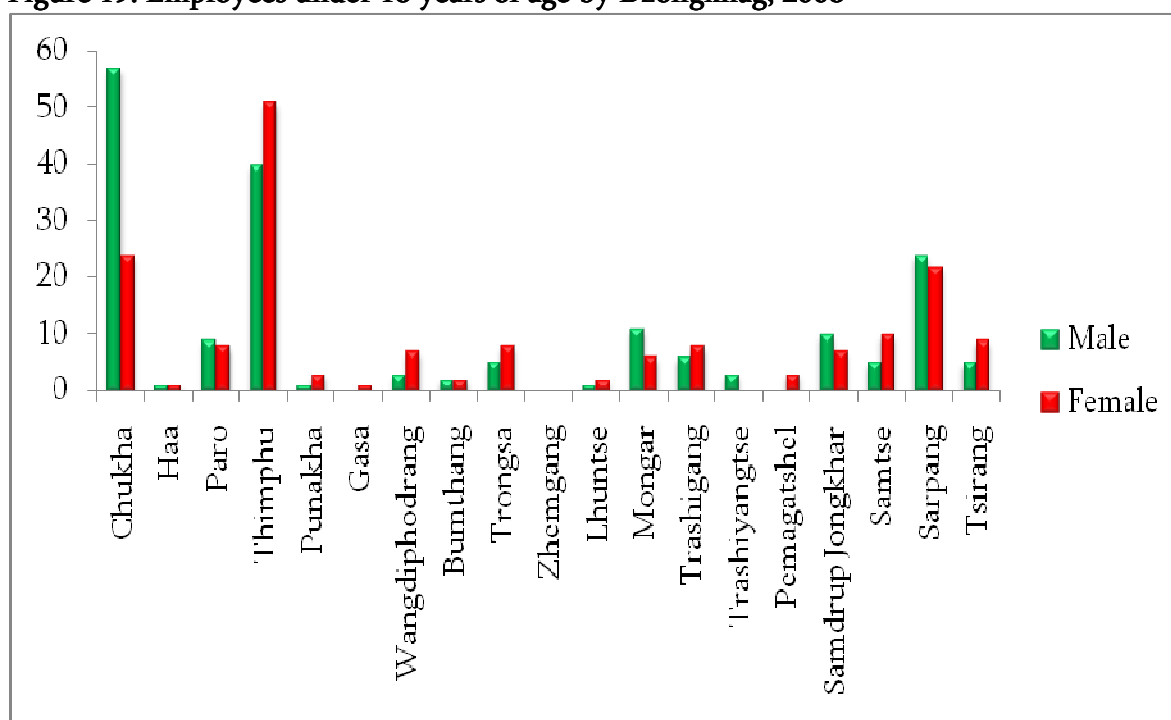
194	Baker	13	10	0	0	0	23
195	Blacksmith	1	0	0	0	0	1
196	Blaster	8	5	1	1	1	16
197	Carpenter	124	40	35	57	21	277
198	Cobbler	1	2	0	0	0	3
199	Craftsman	3	2	3	1	0	9
200	Denter	31	25	8	6	6	76
201	Electrician	66	25	11	7	7	116
202	Fillers	2	0	0	0	0	2
203	Fitter	13	2	9	2	2	28
204	Goldsmith	4	0	2	0	0	6
205	Lineman/Wireman	5	9	15	0	16	45
206	Mason	55	18	8	108	8	197
207	Mill Fitter	2	4	0	0	5	11
208	Oxygen Filler	4	2	0	0	0	6
209	Painter	60	10	19	5	14	108
210	Plumber	9	3	1	1	0	14
211	Process Foreman	1	0	0	1	0	2
212	Pump Attendant	0	0	2	0	0	2
213	Refrigerator Operator	0	1	0	0	0	1
214	Rigger	2	1	1	0	1	5
215	Rod Binder	0	5	0	0	0	5
216	Stitching Machine Operator/Tailor	98	32	45	2	4	181
217	Welder	35	35	5	1	7	83
218	Sawyer	48	1	5	0	6	60
219	Electronic Mechanic	12	2	5	2	0	21
220	Book Binder	3	2	6	0	0	11
221	Paper Processor	0	0	2	0	0	2
222	Rod Bender	1	0	0	0	0	1
223	Steel Cutter	1	0	0	0	0	1
224	Fabricator	4	5	0	1	0	10
225	Weaver	15	0	21	0	6	42
226	Tapper	19	2	1	1	1	24
227	Curving (Curvier)	3	2	4	0	0	9
228	Mechanic	17	14	17	22	43	113
229	Sculpture	0	5	0	0	0	5
230	Asst. Boiler Operator	4	0	0	0	0	4
231	Dozer Operator	0	1	0	0	0	1
232	Boiler	4	1	0	0	0	5
233	Circular Saw Operator	1	0	0	0	0	1
234	Compressor Operator	10	0	0	0	0	10

235	Crusher Operator	8	0	0	0	0	8
236	Drilling Operator	0	1	0	0	0	1
237	Driver (Heavy)	12	8	5	2	2	29
238	Driver (Light)	17	32	5	1	1	56
239	Hot Press Operator	10	9	5	3	3	30
240	Machinist	10	7	2	0	0	19
241	Panel Saw Operator	2	0	0	0	0	2
242	Sawmill Operator	1	0	0	3	0	4
243	Weigh Bridge Asst.	5	0	0	0	0	5
244	Digital Photographer	1	1	0	0	0	2
245	Cinema Operator	1	0	0	0	0	1
246	Printing Machine Operator	3	0	12	0	2	17
247	Plant Operator	79	22	16	16	18	151
248	Heavy Machine Operator (Crane, Dozer)	58	12	33	2	2	107
249	Roller Operator	1	0	0	0	0	1
250	Machine Operator	27	14	12	2	0	55
251	Machine Polisher	2	0	0	0	0	2
252	Diesel Generator Operator	3	0	0	0	0	3
253	Blending Asst. (Blender)	2	0	0	0	0	2
254	Tyre Operator/Repairer	2	1	0	0	0	3
255	Burner	1	0	0	0	0	1
256	Mill Operator/Rice Mill	1	0	0	0	0	1
257	Caretaker	3	1	0	0	0	4
258	Cleaner	3	2	1	0	0	6
259	Dish Washer	35	10	10	4	3	62
260	Dispatcher	2	1	0	0	0	3
261	Dry Sweeper	12	3	1	2	1	19
262	Handy Boy	1	2	9	0	5	17
263	Helper	240	170	99	33	81	623
264	House Keeper	58	10	4	1	0	73
265	Labourers	1170	173	3	46	4	1396
266	Loader	20	8	20	14	16	78
267	Messenger/Runner	6	3	4	0	3	16
268	Packer	4	1	0	0	0	5
269	Peon	2	5	0	0	0	7
270	Servicing Man	2	0	0	0	0	2
271	Wet Sweeper	3	0	2	0	0	5
272	Laundry Boy/Girl	19	1	2	0	0	22
273	Post Man	2	1	0	0	0	3
274	Delivery Boy/Girl	2	0	0	0	0	2

275	Meter Reader	1	0	6	0	0	7
276	Gardener	1	0	0	0	0	1
277	Dining	11	0	2	0	0	13
278	Dryer	0	0	2	0	0	2
279	Sorting	0	0	4	0	0	4
280	Bell Boy	0	1	0	0	0	1
281	ATP Trainee	1	0	0	0	0	1
282	Khalasi	17	0	0	0	0	17
283	Attendant	2	10	0	0	0	12
284	Pantry Attendant	1	1	0	3	0	5
285	Butcher	3	2	0	0	0	5
	Total	4842	1730	1412	855	964	9803

The Trade sector consists of the highest number of employees below the age of 18 years followed by Service sector. The main reason for Trade and Service sectors having more number of employees below 18 years of age is because the Trade and Service sector comprises the highest number of establishments in Bhutan. And since these sectors are usually small family businesses, they employ their family members or children who are not 18 years and above.

Figure 19: Employees under 18 years of age by Dzongkhag, 2008



The Dzongkhag wise distributions of employees below the age of 18 years are depicted in the table below. Chukha Dzongkhag has the highest number of employees registered below 18 years of age. And the other reason for underage employees could be because these establishments like Trade and Services do not require highly skilled or qualified employees and so the underage groups are easily absorbed at a very low wage rate which in turn becomes profitable to the employer.

Table 28: Number of employees under 18 years of age by Dzongkhag, 2008

Sl.	Dzongkhag	Employees under 18 years of age		Total
		Male	Female	
1	Chukha	57	24	81
2	Haa	1	1	2
3	Paro	9	8	17
4	Thimphu	40	51	91
5	Punakha	1	3	4
6	Gasa	0	1	1
7	Wangdiphodrang	3	7	10
8	Bumthang	2	2	4
9	Trongsa	5	8	13
10	Zhemgang	0	0	0
11	Lhuntse	1	2	3
12	Mongar	11	6	17
13	Trashigang	6	8	14
14	Trashiyangtse	3	0	3
15	Pemagatshel	0	3	3
16	Samdrup Jongkhar	10	7	17
17	Samtse	5	10	15
18	Sarpang	24	22	46
19	Tsirang	5	9	14
20	Dagana	0	2	2
	Total	183	174	357

Table 29: Number of Employees under 18 years of age by Type of Establishment, 2008

Sl.	Type of Establishment	Employees Under 18 years of age		Total
		Male	Female	
1	Agro-based	4	1	5
2	Forest-based	4	3	7
3	Mineral-based	5	1	6
4	Other industry	3	5	8
5	Construction	2	5	7
6	Services	24	20	44
7	Tourism-related	1	0	1
8	Personal services	14	17	31
9	Business services	4	1	5
10	Repair	3	4	7
11	Trade	115	116	231
12	All subclasses	4	1	5
	Total	183	174	357

Figure 19: Employees under 18 years of age by Type of Establishment, 2008

