

15th National Job Fair Report

“Jobs for Independence and Self Respect.”

The National Job Fair was initiated with the establishment of the Ministry of Labour and Human Resources (MoLHR) in 2003. Over the years, with the establishment of the four regional officers in Gelephu, S/Jongkhar, Phuntsholing and Trashigang, the Job Fair has been decentralized in these regions as well. The Job Fair is an opportunity for jobseekers to meet with employers and understand the job market and employment opportunities both within and outside the country. Participation in the Job Fair will ensure that Bhutanese youth in transition from school to the world of work will have access to information about domestic and overseas employment opportunities, the type of work and working environment should they choose to work overseas. It also provides a platform for employers to gain easy access to talents and job-ready human resources in the country.

The 15th National Job Fair was conducted from 17th to 18th May 2018 for two days at the parking area below Changlimithang Stadium, Thimphu. More than thousand jobseekers attended the 2-day job fair. During the Job Fair the employers from both overseas and in-country exhibited training and employment opportunities.

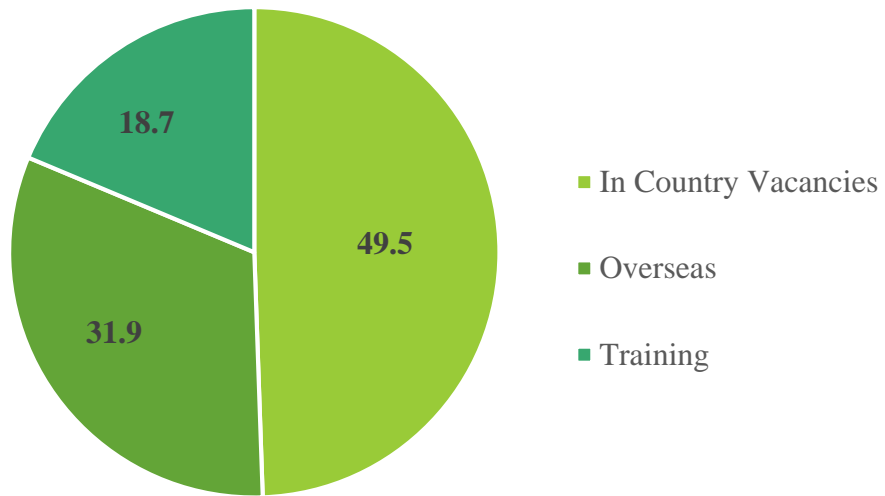
The theme for the Job Fair 2018 was *“Jobs for Independence and Self Respect”*. The opening ceremony of the Job Fair was graced by His Excellency Lyonchhen Dashi Tshering Tobgay. His Excellency the Prime Minister, while delivering the opening speech said that the Job Fair is a depiction of priority the government places in supporting youth employment. He acknowledged on the quality of education and training system in



Bhutan. Hon'ble Prime Minister said that the fact that overseas employers are rushing to participate in the National Job Fair is a clear indication of the quality of human resources in the country. Therefore, he urged the young jobseekers to take full opportunity of the two-day event to find employment of their choice. He said that the Job Fair offers training opportunities to those seeking skills, entrepreneurship support to those wishing to set up their own small businesses, employment for those seeking direct employment, internship support to those wishing to gain industry experience, and also opportunities for those seeking to find employment outside Bhutan.

Many other government officials and dignitaries attended the opening of the Job Fair. A total of 53 exhibitors from the private, corporate and government sectors, including participants from overseas participated, with 4,459 vacancies and training opportunities. From total of 4459 vacancies, 833 are training opportunities, 2205 are vacancies in the country and 1412 are overseas as shown in the following diagram.

Vacancies and Trainings Announced



Participation by Employers (In-country and Overseas representation)

A total of following 53 exhibitors from the private, corporate and government sectors, including participants from overseas participated during the 15th National Job Fair.



1. Bhutan Agro Industries Ltd.
2. Bhutan International School of Hospitality and Tourism
3. Bhutan Jobs
4. Bongde Institute of Hospitality & Tourism
5. Dorji International Training Institute
6. Employ Bhutan Overseas Employment Agent
7. Mountain Hazelnut Venture Pvt. Ltd
8. IED JOBS
9. Le Meridian Thimphu
10. National Housing Development Corporation Ltd.
11. National Pension and Provident Fund
12. Niche Institute of Management & Technology

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| 13. Rigsum Institute of Technical Education & Management Studies | 34. MoLHR (Active Vacancies) |
| 14. Royal Thimphu College | 35. Miniature Bhutan |
| 15. Norbu Healing Arts Centre | 36. Green Vibes |
| 16. Samling Infotech | 37. Pelbar Handmade Soap |
| 17. The Dealer | 38. Sadone Design (Entrepreneurs) |
| 18. NLD Training Institute | 39. Yuckyim |
| 19. Serbhumi Brewery | 40. National Institute for Zorig Chusum |
| 20. Six Senses Bhutan | 41. Bhutan Elite Security Ltd. |
| 21. Fashion Institute of Technology | 42. The Regency Hotel, Kuwait |
| 22. Best Placement Agency | 43. Sheraton and Four Points Kuwait |
| 23. Thunder Dragon Chilies | 44. TIJ Tokyo Institute of Japanese |
| 24. dusitD2 Yarkay | 45. JW Marriott / Courtyard Kuwait Hotels |
| 25. Technical Training Institute, Thimphu | 46. Support for New Departure |
| 26. Professional Skills Institute | 47. Kobe International Japanese Language Academy |
| 27. Bhutan Livestock Development Corporation Ltd | 48. Fukushima Japanese School |
| 28. TP Wangchuk Home Maintenance | 49. Fukuoka Kokudo-Kensetsu Technical College |
| 29. Farm Machinery Corporation Ltd. | 50. Osaka First Study |
| 30. Use Right System (URS);National Land Commission | 51. Fukuoka Foreign Language College |
| 31. Yarab Institute of Hospitality and Management | 52. Higashi Asia Nihongo Gakko |
| 32. Technical Training Institute, Samthang | 53. FSG College League |
| 33. Green Bhutan Corporation Ltd. | |

Total Job offered against Vacancies

During the event 3626 job vacancies (*2205-In country and 1421-Overseas*) and 833 Training opportunities (attached in annexure 1) were announced and displayed. Against the job vacancies and training opportunities the job seekers got registered and submitted the required documents to the employer, and as a result of the event 531 youths got employment and training opportunities. Moreover some more placements were done by the exhibitors during the Job Fair and still the confirmation on the placements are being carried out by the Employment Service Division (ESD). Following are the placements done during the 15th National Job Fair:

15th National Job Fair Placement Report

Sl. No.	Name of Agencies	No. of Candidates Placed				Remarks
		Male	Female	Total		
1	Bank of Bhutan Limited	29	31	60	303	In-Country Placement
4	Thimphu Headquarter (DES)	9	10	29		
5	Monastic School	1	0	1		
6	SoE's Corporations and others	78	93	171		
8	Farm Machinery Corporation Limited	14	2	16		
11	Mountain Hazelnut	4	1	5		
12	NLD Training institute	1	1	2		
13	Norbu Healing	2	2	4		
15	Rigsum ITE & Mgt. Studies	1	4	5		
18	Yarab Institute (Trainer)	1	1	2		
20	Royal University of Bhutan	1	2	3		
21	Thunder Dragon Chilies	0	1	1		
22	T P Wangchuk Home Maintenance	3	0	3		
24	National Pension Provident Fund	0	1	1		
7	Employ Bhutan to Kuwait, Bahrain, Dubai and Qatar	22	36	58	195	Overseas Placement
2	Cambridge School in Doha, Qatar (Through Best Placement Agency)	2	4	6		
3	BISHT to Kuwait and Qatar	34	25	59		
9	IED Jobs to Kuwait	6	10	16		
10	JW Marriot	21	12	33		
14	Regency Kuwait	4	8	12		
16	Samling Info Tech.	3	4	7		
17	Sherton	1	3	4		
19	Yarab Institute (Trainees)	14	9	23	33	Training
23	Dorji International Training Institute	3	7	10		
Total		254	267	531		

Out of 3626 job vacancies announced in-country and overseas, during 2 days Job Fair total of 498 job seekers got employment placement. Out of 498 job seekers, 303 job seekers opted for in-country placement 195 job seekers opted for overseas placement. By looking at the placement of both in-country and overseas placement, we can say that job seekers usually prefer in-country placements. On the other hand some of the job seekers preferred the school to work transition programs like the training opportunities as 33 job seekers has shown interest in taking up training.

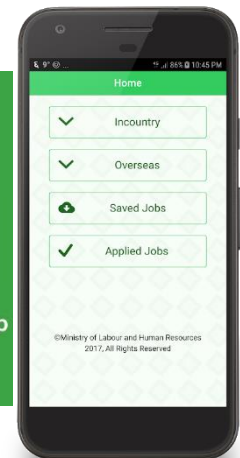
Launch of Bhutan JobSearch



During the Job Fair, the Bhutan JobSearch application was launched by Hon'ble Lyonchhen Dashi Tshering Tobgay. The application was developed by the MoLHR with objective to provide information on all the available jobs including the overseas vacancies in one single application, so that the job seekers do not have to hop from one website to another looking for job vacancies relevant to them. Through this application, a job seeker with a job seeker ID can apply for jobs offered under DES program. The

Bhutan JobSearch Application has following features:

- Provides information on jobs within Bhutan as well as overseas in a single application
- View jobs by categories, qualification required and location
- Shows number of vacancies in each job category
- Shows the deadline for application, information on where to apply
- Has social sharing buttons
- Can save job information offline to view later without the need of Internet
- Registered job seekers can apply for jobs through the App for Direct Employment Scheme of the Ministry by just giving the job seeker ID and CID
- List of jobs for which a job seeker has applied for are saved in 'Saved Jobs' and shows the date on which they are submitted
- Jobs that job seekers applied for are saved only on successful application and are notified of error if there is problem in submitting the application
- Web version of the app is also available



Immediately after the launch of the application, it was assessed that more than 1000 users downloaded the application on their phone.

Job Fair Survey Outcome

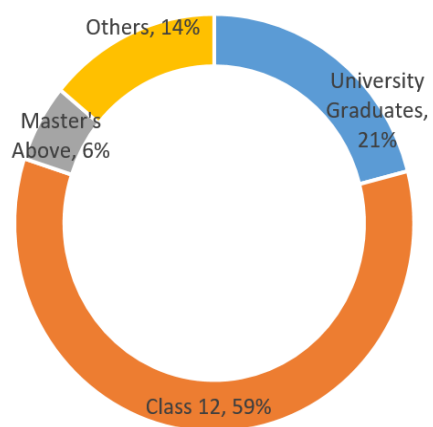
More than 2000 jobseekers attended in the 2-Day National Job Fair. During the event, the DEHR conducted a survey to collect overall feedback on the National Job Fair. More than 1500 participated in the survey, however, a total of 613 forms were received by the Department, out of which 103 forms were incomplete. Therefore, the following assessment has been carried out using complete survey input from 510 individuals. The assessment should provide overall understanding on the profile of jobseekers who visited the Job Fair, their perception, and satisfaction level with the event.

Demographic Profile

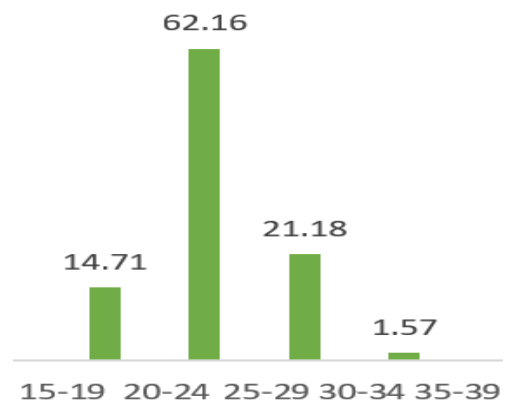
A total of 510 job seekers participated in the survey of which 58.24 percent were female. This could also indicate that there are more female job seekers compared to males in the job market. On the other hand, most of participants were within the age bracket of 20-24 years followed by 25-29 years. There were also those above the age bracket of 30+ years who participate in the Job Fair. This can indicate those seeking other employment opportunities or relatives of the job seekers who've come to gather information.

Likewise, in terms of level of qualifications of the participants, majority of them were class 12 graduates (59 percent), followed by bachelor's degree (21 percent). 6 percent are those with master's degree.

1. Profile by Educational Level



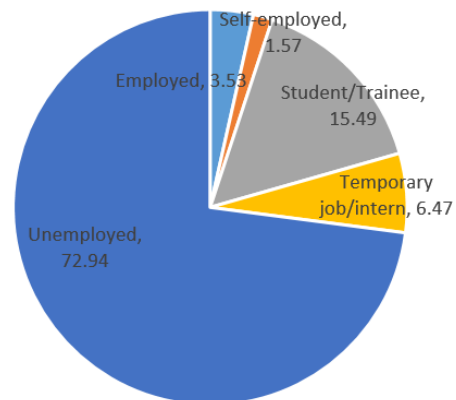
2. By age group



3. By Gender

MALE 42 FEMALE 58

4. By employment Status



Almost 73 percent of those who came for the Job Fair said they are unemployed. About 16 percent are currently enrolled in education or training institutions. About 5 percent said they are employed (including those self-employed) seeking for better employment opportunities. About 6 percent are in temporary jobs or internship.

Those who said they are unemployed were asked reasons for being unemployed. About 37 percent said they have never worked before and lack necessary experience to find employment. 30 percent felt that suitable jobs of their choice are not available. 5 percent felt that they lack necessary qualification and 3 percent said they lack necessary skills to seek employment of their choice. 25 percent said they had other reasons which were not specified in the survey.

Regarding the duration of unemployment (specifically for those who said they were unemployed), 49 percent said they were unemployed for more than one year, 19 percent were unemployed for more than 6 months but less than a year, 32 percent for more than a month but less than 6 months, and 0.27 percent for less than a month.

All participants were also asked on their status one year back, to assess whether they were employed or not. About 54 percent said they were either student or trainee. About 25 percent said they were unemployed, about 11 percent said they were employed, 1.2 percent said they were self-employed, and 7.6 percent said they were in temporary jobs/internship.

Satisfaction and Purpose of visit

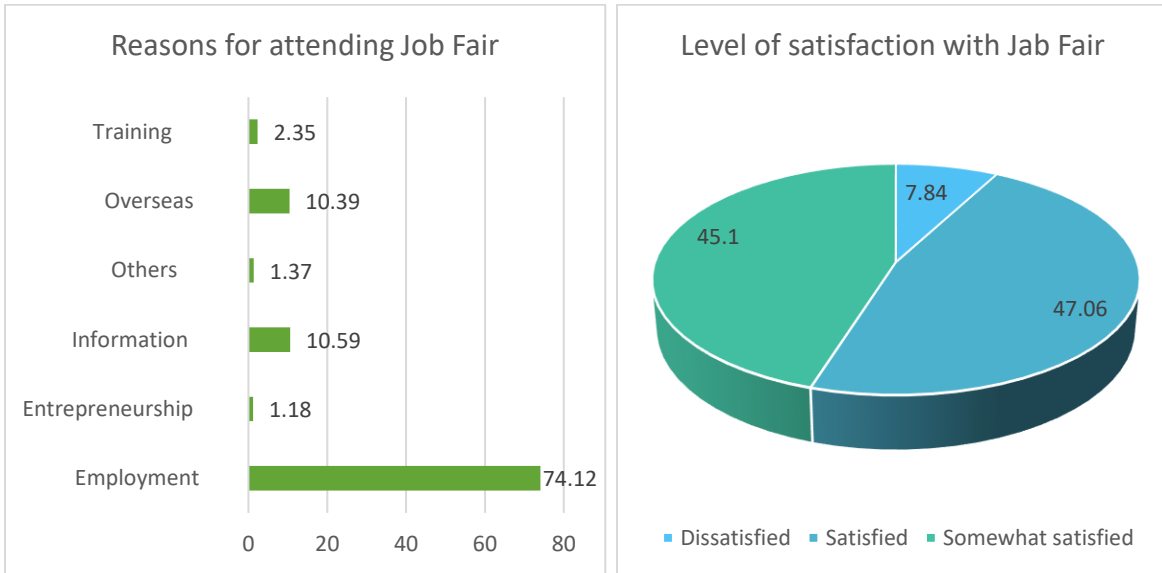


Those who participated in the survey were asked to specify their first choice of employment. 75 percent of those who participated in the survey said they would first prefer to work in the government sector. 13 percent said they would prefer to work in jobs offered by corporations. Only 5 percent indicated preference to work in private sector and 1.8 percent in entrepreneurship/self-employment. The survey outcome does not

deviate for the many perception surveys conducted by the MoLHR in the past through the Youth Perception Study, Beyond Graduation Survey and the National HRD Advisories.

The participants were also asked to specify their choice of sector for employment. A total of eight sectors were highlighted; agri-framing, construction, education, financial institutions, health, ICT, manufacturing, and tourism and hospitality. For many, the first choice of employment sector is financial institutions (37.4 percent) followed by others (not specified 19 percent), education (15

percent), construction (12 percent), and hospitality and tourism (11 percent). Only 1.6 percent indicated preference to work in agri-framing sector.



About 74 percent of those who came for the Job Fair said that the main reason for attending was because they wanted to find employment. 10.4 percent said they were looking for overseas employment opportunities and 10.6 percent came just to seek information of different employment and training avenues.

Considering above, majority of those who came for the Job Fair were either ‘somewhat satisfied’ (45.1 percent) or ‘satisfied’ (47.06 percent). This could mean that they were able to gain access to suitable employment of their choice. Only 7.84 said they were dissatisfied.

About 53 percent of the participants indicated that they have put application of jobs available through the Job Fair.



Annexures

Annexure I: Vacancies announced during the 15th National Job Fair

SN	Companies	In Country Vacancies	Overseas	Training	Total
1	Bhutan Agro Industries Ltd.	9	0	0	9
2	Bhutan International School of Hospitality and Tourism	3	705	0	708
3	Bhutan Jobs	20	0	0	20
4	Bongde Institute of Hospitality & Tourism	0	0	60	60
5	Dorji International Training Institute	0	0	90	90
6	EmployBhutan Overseas Employment Agent	0	150	0	150
7	Mountain Hazelnut Venture Pvt. Ltd	10	0	0	10
8	IED JOBS	0	140	0	140
9	Le Meridien Thimphu	0	0	0	0
10	National Housing Development Corporation Ltd.	116	0	0	116
11	National Pension and Provident Fund	1	0	0	1
12	Niche Institute of Management & Technology	0	0	350	350
13	Rigsum Institute of Technical Education & Management Studies	6	0	0	6
14	Royal Thimphu College	22	0	0	22
15	Norbu Healing Arts Centre	11	0	25	36
16	Samling Infotech	22	0	0	22
17	The Dealer	30	0	0	30
18	NLD Training Institute	7	0	0	7
19	Serbhum Brewery	6	0	0	6
20	Six Senses Bhutan	0	0	0	0
21	Fashion Institute of Technology	18	0	0	18
22	Best Placement Agency	0	0	0	0
23	Thunder Dragon Chilies	2	0	0	2
24	dusitD2 Yarkay	71	0	0	71
25	Technical Training Institute, Thimphu	0	0	60	60
26	Professional Skills Institute	0	0	0	0
27	Bhutan Livestock Development Corporation Ltd	47	0	0	47
28	TP Wangchuk Home Maintenance	13	0	0	13
29	Farm Machinery Corporation Ltd.	44	0	0	44
30	Use Right System (URS);National Land Commission	0	0	0	0
31	Yarab Institute of Hospitality and Management	2	0	84	86

32	Technical Training Institute, Samthang	0	0	45	45
33	Green Bhutan Corporation Ltd.	92	0	0	92
34	MoLHR (DES Vacancies)	1460	0	0	1460
35	MoLHR (Active Vacancies)	173	0	0	173
36	Miniature Bhutan				0
37	Green Vibes				0
38	Pelbar Handmade Soap				0
39	Sadone Design (Enterpreneuers)				0
40	Yukyim				0
41	National Institute for Zorig Chusum	0	0	119	119
42	Bhutan Elite Security Ltd.	20	0	0	20
43	The Regency Hotel, Kuwait	0	13	0	13
44	Sheraton and Four Points Kuwait	0	36	0	36
45	TIJ Tokyo Institute of Japanese	0	40	0	40
46	JW Marriott / Courtyard Kuwait Hotels	0	32	0	32
47	Support for New Departure	0	100	0	100
48	Kobe International Japanese Language Academy	0	40	0	40
49	Fukushima Japanese School	0	20	0	20
50	Fukuoka Kokudo-Kensetsu Technical College	0	10	0	10
51	Osaka First Study	0	70	0	70
52	Fukuoka Foreign Language College	0	10	0	10
54	FSG College League	0	15	0	15
Total		2205	1421	833	4459

Annexure II: Welcome speech by Director General, DEHR

Hon'ble Prime Minister of Bhutan
Hon'ble Minister of Education
Hon'ble Secretaries,
Distinguished Guests from Home and Abroad,
Young Friends,
Colleagues,
Ladies and Gentlemen,

It is my honor and privilege to welcome Your Excellency, Hon'ble Prime Minister of Bhutan to the 15th National Job Fair. We are actually aware of the busy schedule of Hon'ble Prime Minister and, therefore, are extremely grateful that Your Excellency most graciously consented to preside over the inaugural function. This clearly indicates the highest priority that Your Excellency has



accorded to the issues of employment in general and youth unemployment in particular. On behalf of the ministry, I would like to take this opportunity to thank you, Your Excellency, for all the support and guidance that we have been so privileged to receive.

We are also grateful to Hon'ble Education Minister and high dignitaries from the Royal Government of Bhutan and other agencies for your presence today.

We would also like to extend our warmest welcome to the distinguished representatives of companies from Kuwait, India and officials from the language institutes in Japan. We thank you from the bottom of our hearts for travelling all the way to Bhutan to participate in the Fair. I would like to assure you that you will find a highly educated and talented pool of youth, full of energy and enthusiasm to take the opportunities that you may have for them.

Your Excellency,

The job fairs bring together potential employers and jobseekers face to face enabling them to understand each other as well as the jobs and manpower available in the labor market. Every year, the job fairs are organized in the four regions and end with the National Job Fair in the capital around this time. Last year, 41 exhibitors participated with over a thousand job vacancies put on offer. Over 1500 jobseekers visited the Fair. This year we have 53 exhibitors, including

participants from overseas and a few start-ups. Some 4,459 vacancies have been announced including 833 trainings. We are confident that many youth visiting the fair will find jobs and training opportunities that match their interests and aspirations. We would like to urge all our youth to take full advantage of the opportunities being brought to you.

Your Excellency,

Unemployment is a global phenomenon. Unemployment in Switzerland is reported to be around 5.2%, USA 4.1%, Sweden 6.1%, and Australia (a popular destination for many Bhutanese) 5.8% and France 9.6%. Bhutan's unemployment is below 2.1%. We are doing extremely well by any standards.

However, as a result of free education granted by the Royal Government, unemployment among educated youth has been a source of concern. Some of the likely reasons cited for existence of unemployment of among educated youth are mismatch of jobs and skills, youth's aspirations and attitude to blue collar jobs, strong joint family structure, etc. Lack of jobs or want of opportunities is not one of the reasons. Towards addressing some of the causes of unemployment, the ministry has been relentlessly implementing many innovative programs:

- Training and skilling (both pre and post service) to bridge the gaps of skills;
- providing direct stipend support for those opting to work in private firms, CSOs or state owned enterprises (priority work experience to youth and lessening cost of initial hiring to employers);
- Entrepreneurship programs for those interested in businesses and self-employment; and
- Since many youth are interested in working overseas, ministry has also been pushing hard on finding placements abroad.

Over 25,000 youth have benefited from the ministry's programs during the past five years. We are particularly excited to report that placing 500 youth in Japan in 2017 represents a major breakthrough in finding a new overseas destination for our youth. Overseas placements help us achieve the short term goal of engaging youth in the immediate and the long term goal of building a highly skilled workforce and a robust economy from remittances, experiences and business links that our youth will bring back. We have been just informed that our IT graduates placed in Japan will soon be working in sophisticated high tech industries, developing robots and artificial intelligence. These industries apparently have possibilities of being relocated in countries like ours. We are therefore, confident that, in spite of the initial hick ups and some negative vibes that we have had, our overseas initiatives will benefit the country long into the future.

Before, I conclude, I would once again like to express our deep gratitude to Hon'ble Prime Minister for the generous funds granted and for being the driving force behind all our programs and initiatives.

Thank you and Tashi Delek!