



NATIONAL JOB FAIR 2019

Jobs for Independence and
Self-respect

Department of Employment and Human Resources
Ministry of Labour and Human Resources

16th National Job Fair Report

“Jobs for Independence and Self Respect”

Job fair is considered a multiservice platform for both employers and job seekers to share information regarding the labour market. For employers, it is an opportunity to get more interested applicants for their vacant posts in a short period of time. For job seekers, it is an opportunity to make a good impression to potential employers by speaking face-to-face with one another, fill



out resumes, and ask questions in attempt to get a good feel on the work needed. In short, job fair is a win-win situation for both employers and job seekers where the job seekers get informed about the vacancies available in the labour market while the employers get to meet and

interact with the potential job seekers.

The Department of Employment and Human Resources conducted the 16th National Job Fair on 25th & 26th May 2019 at Changlimithang parking area, Thimphu. More than thousand job seekers attended the 2-day job fair where employers and training providers from both overseas and in-country exhibited training and employment opportunities.



The National Job Fair was inaugurated by His Excellency Lyonpo Ugyen Dorji, the Minister for the Ministry of Labour and Human Resources. His Excellency highlighted the importance of participation in the national job fair which ensures Bhutanese youth, in transition from school to

world of work, to have access to information on domestic and overseas employment opportunities, the type of works and working environment on one hand and on the other hand, it is an opportunity for companies who are interested in employing Bhutanese youth to engage with them and shortlist possible candidates for employment. His Excellency said that with the increasing unemployment issues in the country, the government has accorded the highest priority to job creation and has set the overall goal for the 12th FYP as “Productive and Gainful Employment for the People of Bhutan”. His excellency also emphasized about various programs like Employment Responsibility System where the government and the private sector will work in a coordinated effort to enhance job creation with assigned employment target for each agency; Youth Engagement and Livelihood Program to provide job seekers with avenues to gain on the job skills and job experience which are required to enhance their

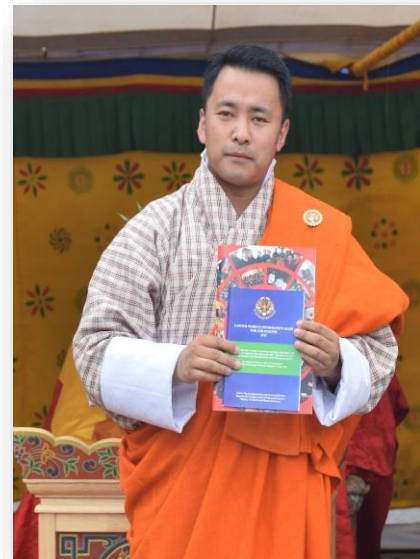


employability in the job market, and; National Service Program to increase the employability of our university graduates and emphasize skills training augmented with service activities related to the national development priorities. His Excellency wished everyone a fruitful and productive job fair.

Members of parliament, government officials and other dignitaries attended the opening of the Job Fair

Launch of Publications

During the Job Fair, His Excellency launched two books published by the Department of Employment and Human Resources: 1) **Labour Market information Guide for Job Seekers 2019**, a guidebook mainly to make job seekers better informed on the various employment and training opportunities provided by the Ministry of Labour and Human Resources and well aware of the current nature of our labour market, and 2) **Experiences and Stories of our Beneficiaries** which is a compilation of success stories of the beneficiaries of various School-to-Work Transition (STWT) support services provided by the DoEHR to different youths in transition to work from schools, colleges and different institutions. The document is published to inspire



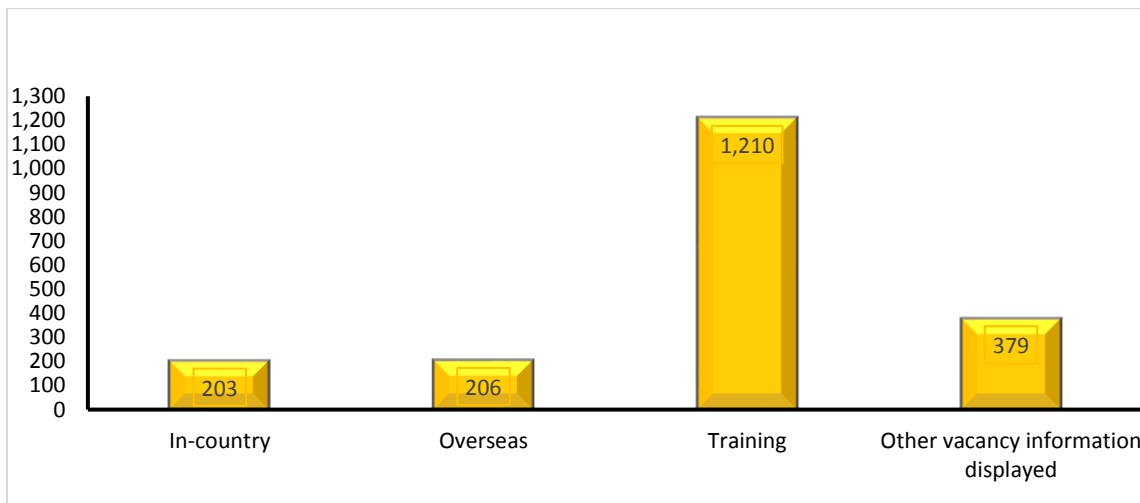
job seekers to take up various opportunities provided by the Department. The two documents are available for download at www.molhr.gov.bt under DoEHR publication section.



PARTICIPATION BY EMPLOYERS

A total of 41 exhibitors from the private and corporate sectors, including participants from overseas participated, with 1619 vacancies and training opportunities. From total of 1619 vacancies, 1210 were training opportunities, 203 were vacancies in the country and 206 were vacancies overseas. Apart from the vacancies and training opportunities displayed and announced by the exhibitors, information regarding 379 vacancies available in the country were also displayed for the job seekers as shown in the figure and tables below.

Figure 1: Vacancies and training displayed



Vacancy summary: 16th National Job Fair

Placement	Slots
In-country	203
Overseas	206
Training	1,210
Total	1,619

Vacancies overseas by qualification

Qualification	Slots
Class10 and above	140
General Graduate	64
Technical Graduate	2
Grand Total	206

Vacancies in-country by qualification

Qualification	Slots
Class9 & below	28
Class10	10
Class12	28
Certificate	30
Diploma	44

Training by qualification

Qualification	Slots
Class10 and above	525
Class12	105
Class12 and above	170
General Graduate	50
In-service	100

General Graduate	10
Technical Graduate	22
Masters	29
Illiterate	2
Grand Total	203

Others	260
Grand Total	1,210

Total Job offered against Vacancies

Against 1619 job vacancies and training opportunities displayed by the exhibitors during the job fair, 30 youths who registered and submitted documents got selected for employment. The number



of youths employed are bound to change as most of the exhibitors are scrutinizing the applications received against the vacancies announced and selection processes are yet to be completed. Following are the placements done as a result of the 16th National Job Fair. All the selected youths will be working with the agencies in the country.

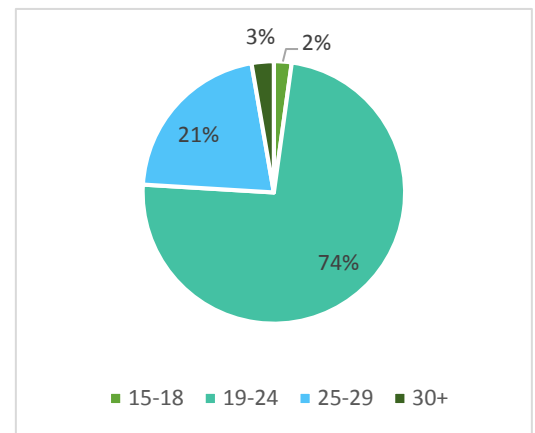
Companies	Total Recruitment	Remarks
High Quality Group of Companies	3	
Bhutan Elite security services	14	on spot
Bhutan Jobs	3	
NGN	1	
The Green Vietnamese Restaurant	7	
Pemba Cement Agent	2	on spot
Total	30	

JOB FAIR SURVEY OUTCOME

More than one thousand five hundred job seekers attended the 16th National Job Fair in two days. During the fair, participants were distributed feedback forms to assess overall profile of jobseekers who visited the Job Fair, their perception, and satisfaction level regarding the event. However, the MoLHR counter received only 598 forms, out of which only 549 were complete. Therefore, the following assessments were carried out using complete survey input from 549 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.

From the total of 549 job seekers who completed the survey questionnaires, 61.4 percent were female indicating that there are more female job seekers in the labour market compared to males. 74 percent of the respondents were within the age bracket of 19-24 years. There were also those above 30 years who participated in the Job Fair indicating that they were either seeking better employment opportunities for themselves or employment opportunities for relatives who are job seekers and could not make it to the fair.

Figure 2: Participants by age group



Likewise, in terms of level of qualifications of the participants, half of them were class 12 graduates (50 percent), followed by bachelor's degree (25 percent). 5 of them were with master's degree and 2 were lower secondary school dropouts.

Figure 3: Participants by Gender

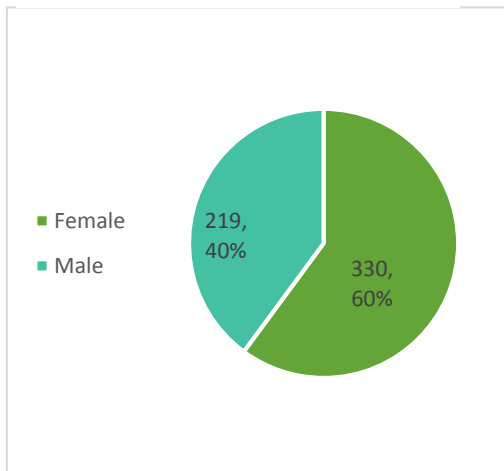
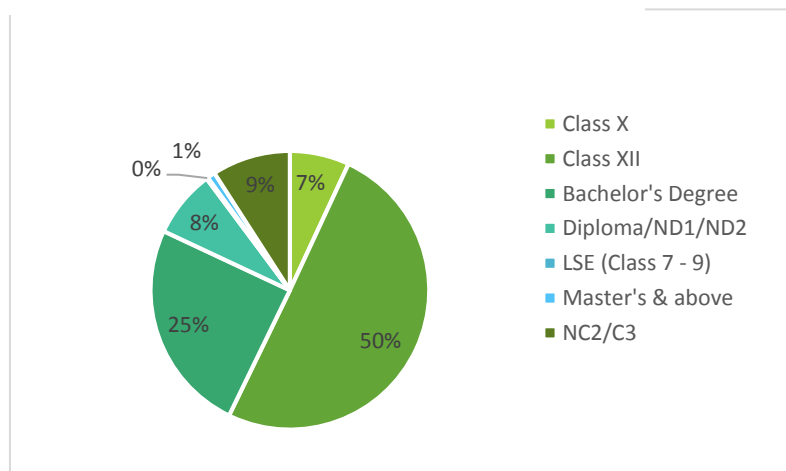


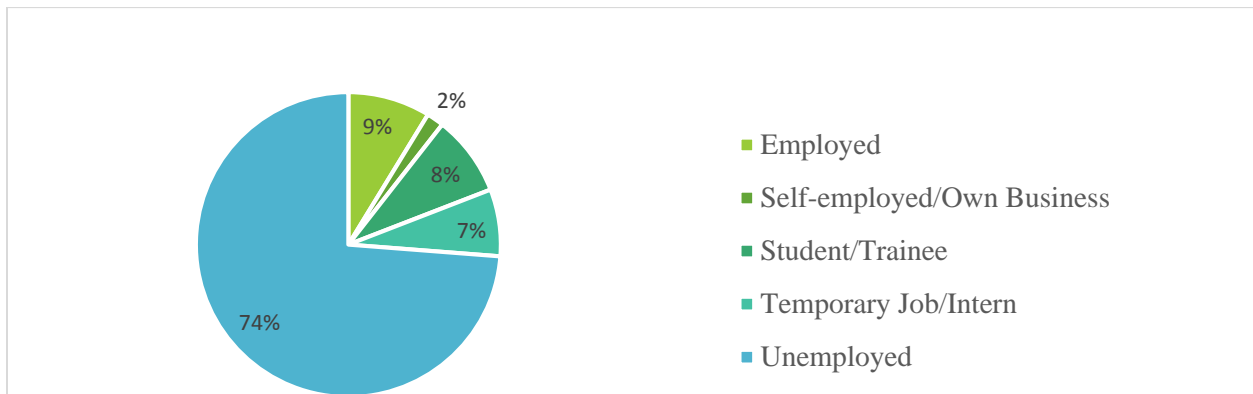
Figure 4: Participants by Qualification



Employment Status

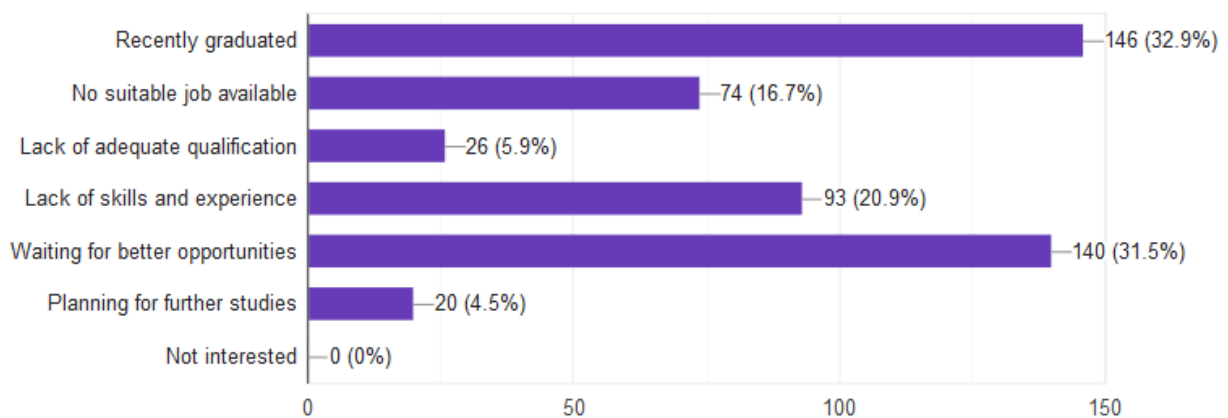
With respect to the employment status of the participants, 74 percent were unemployed, 8 percent were either students or trainees undergoing various training in the country. Another 8 percent of them were employed, 7 percent were in temporary jobs or doing internship and only 2 percent were self-employed.

Figure 5: Current status of participants



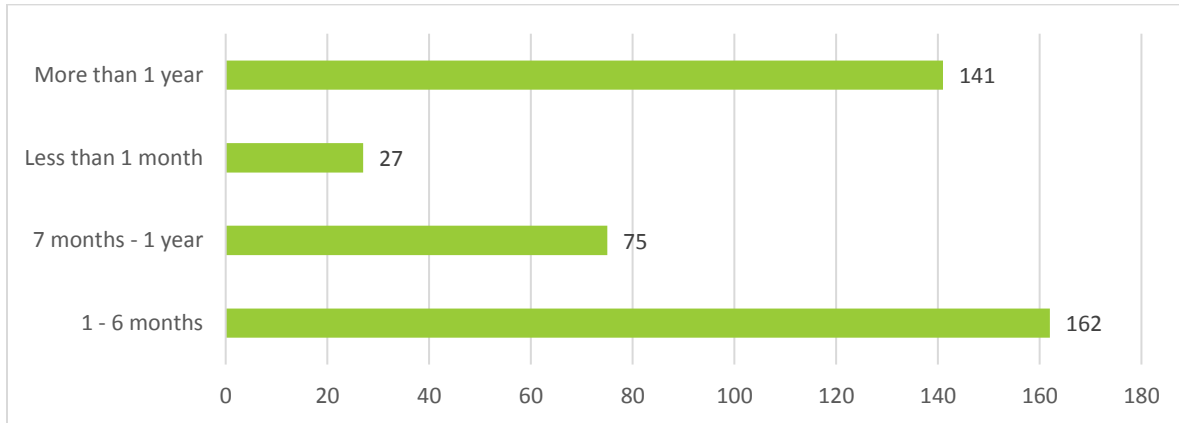
Those who were unemployed, were asked reasons for being unemployed. About 32.9 percent said they recently graduated; 31.5 percent were waiting for better opportunities. About 20.9 percent said they lack skills and necessary experience needed for employment; 16.7 percent said there were no suitable job in the market; 5.9 percent indicated the lack of adequate qualification as a reason for being unemployed; and 4.5 percent were planning for further studies.

Figure 6: Reason for being unemployed



Regarding the duration of unemployment, 162 of them were unemployed for more than a month but less than 6 months, 141 were unemployed for more than one year, 75 were unemployed for more than 6 months but less than a year, and 27 were unemployed for less than a month.

Figure 7: Duration of unemployment

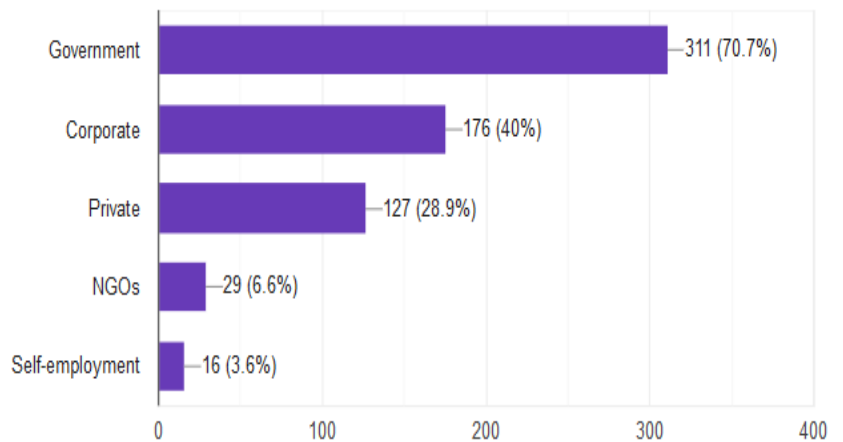


Assessing the employment status (of those unemployed) one year back, about 48 percent said they were student, 31.2 percent were unemployed, 1.4 percent were self-employed, 7.6 percent had temporary jobs/internship and 8.1 percent were employed.

Employment preference

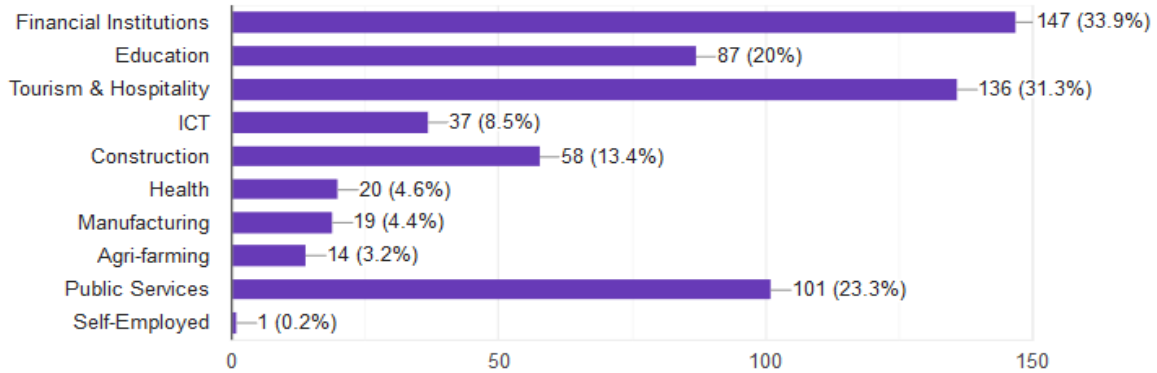
On the account of their preference regarding the employment, most of them preferred government (70.7 percent) followed by corporate sector with 40 percent. With only 3.6 percent opting for self-employment, it is the least preferred choice of career for those who completed the survey form.

Figure 8: Preferred Sector



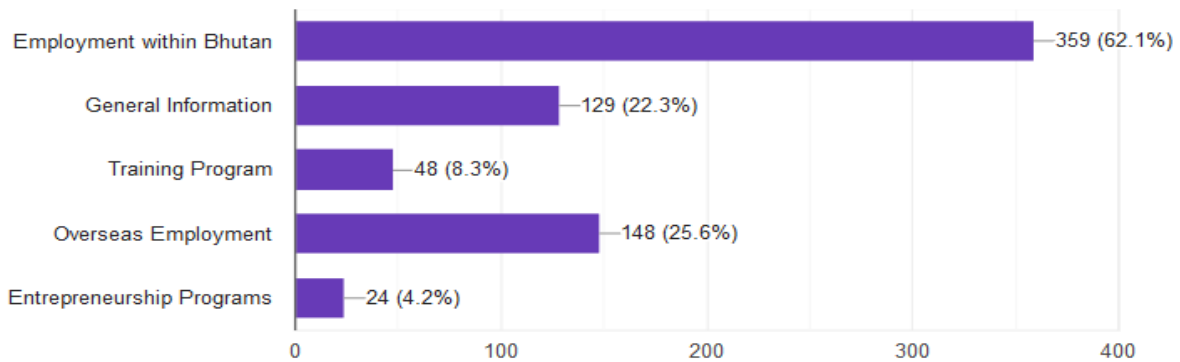
Regarding the sector, 33.9 percent preferred to work with the financial institutions, 31.3 percent preferred tourism and hospitality, 23.3 percent preferred public services and 20 percent preferred education sector. Self-employed was the least preferred sector with 0.2 percent.

Figure 9: Preferred field of work



About 62.1 percent of those who completed the survey questionnaires said that the main reason for attending job fair was to find employment in-country; 25.6 percent were looking for overseas employment opportunities; and the remaining 12.3 percent came seeking for information of different employment and training avenues.

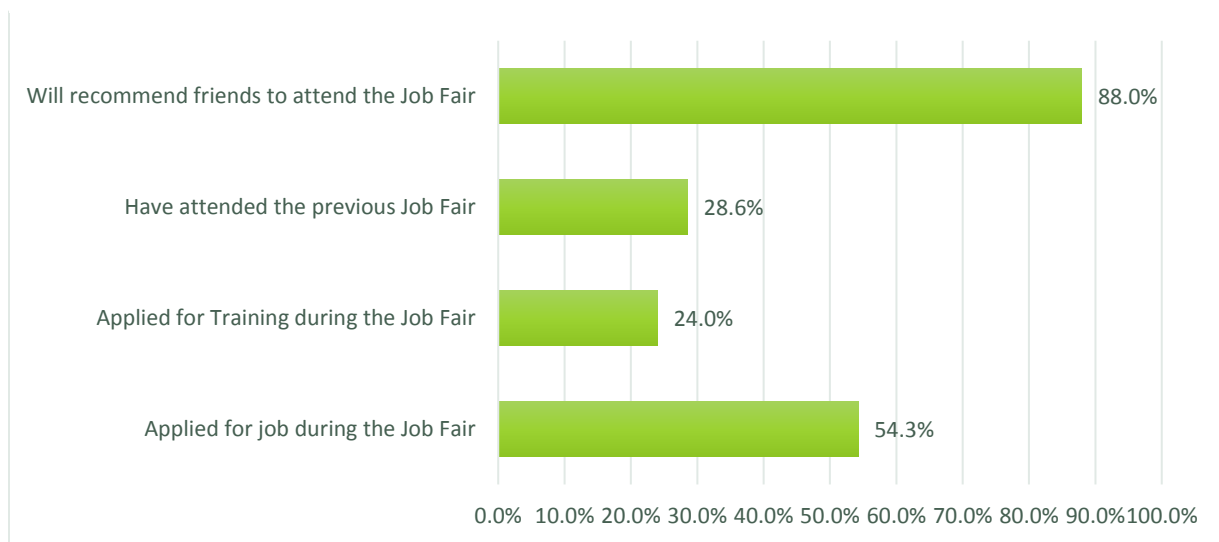
Figure 10: Purpose of visit



Level of satisfaction

Assessing if they have applied for any training or employment opportunities available during the job fair, about 54.3 percent of the participants said that they have applied for various jobs displayed; and around 24 percent indicated that they applied for various training opportunities. 28.6 percent of the participants said that they have attended the previous Job Fair and 88 percent indicated that they will re commend friends to attend the Job Fair. Considering above, majority of the participants were either ‘somewhat satisfied’ (45.9 percent) or ‘satisfied’ (43 percent) with the job fair indicating that they were able to gain access to suitable employment of their choices.

Figure 11: Level of satisfaction



Recommendations from the participants

Most of the participants thanked the Ministry for organizing Job Fair and giving them the platform to gather information regarding training and employment opportunities in-country and overseas. However, some of them had few recommendations which are listed below:

- ✓ On-the- spot recruitment should be encouraged
- ✓ Provide jobs that do not need any experience to solve unemployment issues
- ✓ More exhibitors with more vacancies needed
- ✓ More job opportunities needed for technical graduates
- ✓ Fees for training should be low
- ✓ Vacancies from Government and Corporate sector should also be displayed

Annexures

Annexure I: List of exhibitors for the Job Fair

SN	Company Name	SN	Company Name
1	Bhutan Resorts Private Limited Amankora Bhutan	22	Le-Meridien River Front, Paro
2	Taj Tashi	23	Le-Meridien, Thimphu
3	Bhutan Jobs	24	NLD Training Institute
4	DusitD2 Yarkay	25	High Quality Group of Companies
5	Financial Institutions Training Institute Ltd.	26	Larsen and Tourbo (L & T)
6	NGN Technologies Private Ltd.	27	Institute for Zorig Chusum, Thimphu
7	Rigsum Institute of Technical Education & Management Studies	28	Technical Training Institute, Thimphu
8	Royal Thimphu College	29	Technical Training Institute, Samthang
9	Dorji International Training Institute	30	Technical Training Institute, Chumey
10	Apollo Bhutan Institute of Nursing	31	BAEyul, Bhutan Association of Entrepreneurs
11	Yarab Institute for Hospitality Management	32	The English Playgroup Educational Co. (W.L.L), Kuwait
12	Institute for Management Studies Ltd.	33	Hiimori, Japan
13	Employ Bhutan Overseas Employment Agency Bhutan	34	Next Stage Japan Cooperative
14	Rumi Overseas Employment Agency	35	MoLHR
15	Pelbar Soap	36	Bongde Institute of Hospitality and Tourism
16	Bhutan International School of Hospitality and Tourism	37	Athang Training Academy
17	Overseas Employment Agency	38	Druk Sha Veggie
18	Pyelbar Lokchey Nyamchoe Ladhey	39	Redolence - The Scent Studio
19	The Green Vietnamese Restaurant	40	Kumbucha
20	Druk Air Corporation Ltd.	41	Bhutan Elite Security Services
21	Norbu Healing Arts Centre		

Annexure II: Welcome speech by Director General, DEHR

“Honourable Minister of Labour and Human Resources, Honourable Members of Parliament, Honourable Secretary of MoLHR, Chief Representative of JICA “Yours Excellency”, distinguished guest from home and abroad, colleagues, young friends, ladies and gentleman.

It is an honour for us in Department of Employment and Human Resources to welcome your Excellency Minister of Ministry of Labour and Human Resources to the 16th National Job Fair. We are extremely that your Excellency could find time to preside over today’s function in spite of the ongoing parliament session. This clearly reflects the highest priority your Excellency accorded to the issues of the youth. We would also like to warmly welcome Honourable Dashos, distinguished guests particularly from Japan, Kuwait and Thailand. Thank you for accepting our invitation and coming all the way to attend the fair. We are hopeful that this will be the beginning of a long and meaningful cooperation between our ministry and your companies. As in the past this year too, a large number of training institutions and training companies are here at the fair. Thank you so much for including the National Job fair in your calendar of activities. It is only because of your participation that this event becomes a success.

Your Excellency, we are very happy to report that job fairs are also being organized by our four regional offices Tashigang, Samdrup-Jongkhar, Gelephu and Phuentsholing. These fairs have become important annual events for both employers and job seekers. Many companies now use the fairs for on-site recruitments. Similarly, the training institutions have been able to reach out to potential candidates. Your Excellency, the National Statistics Bureau has just released the employment figures for 2018. Both overall and youth unemployment has increased. In percentage terms, it sounds rather alarming but if considered in absolute terms the situation is not as bad as it sounds. The statistics are however, reflective of how plan cycles impact job creation in the economy. Unemployment figures are usually high in the last and first years of the plan cycle as these two years are the phase of the planned period where activities are winding up and resources are used to for activities. However, addressing unemployment in general and youth unemployment in particular have always received high priority from every successive government. We at the department are energized by Lyonpo’s leadership and presence. As we begin to implement new programs from this financial year on, we are confident of achieving the 12th Five Year Plan target of maintaining the overall unemployment rate under 2.5 percent and reducing the youth

employment to below 6 percent. From our studies and experience of previous job fairs, many vacancies have gone unfilled. Hence, the question is why there is unemployment on one hand and no takers for vacancies on the other. Mismatch of job and skills, youth aspirations and attitude to blue collar jobs, strong joint family structure are at times cited for reasons for this paradoxical situations. Perhaps the more important reason lies in that the youths are going through a transition phase of their life and naturally take to decide on what they are going to do. Towards addressing the causes of unemployment, the ministry has been relentlessly implementing many of programs. Training & skilling, entrepreneurship, direct stipend support and overseas program are a just few to mention. Huge sums of money have been spent on skilling and stipend support so as to provide job seekers with the required skills and work experience. Direct stipend support is also aimed at easing initial hiring of employees by private companies and to eventually help push up wages.

Over 26,000 youths have benefitted directly from the Ministry's program during the past six years. Department would like to acknowledge the fact that much of Honourable Lyonpo's time has been spent addressing issues arising from the overseas program. I would like to submit that while some of the issues may be justified, overseas program was implemented not only because it is the most popular program among the youth but also because we need to achieve the following objectives of skilling & youth engagement, providing youth with work experience, developing work ethics and discipline among our youth and to make our program sustainable so that our programs don't depend upon annual budgets but are able to continue on their own. So, these are what I believe are extremely important objectives that we are pursuing through overseas program. Placements to Japan, in particular, were promoted taken into account many reforms Japanese labour market was implementing to recruit foreign workers. First, there was the amendment of the act that allowed recruitment from countries other than those with which Japan has Economic Pact Agreements (EPA). This was followed recently by introduction of special skill work visa. Therefore, to those of youth I would openly like to say that opportunities are opening up and with your Japanese language skills you really don't need to worry too much. The long term of goal of the overseas placement is not to have our youth permanently working abroad but to have them return and contribute in the nation building process as highly skilled workforce, as entrepreneurs and as ambassadors. We are confident that in-spite of initial hiccups and negative reporting if I may say so. Our office's initiatives will benefit the country long into the future. Thank you and Tashi Delek."

Annexure III: Honourable Minister of MoLHR's Speech at Job Fair 2019

“It is indeed a great honour and pleasure for me to be addressing this 16th National Job Fair themed “Jobs for Independence and Self Respect”. Till date the ministry has organized around 15 national job fairs and 25 regional job fairs and this year we have around 41 different employment agencies from various private, corporate and government sector including overseas employment agents displaying various job opportunities, training opportunities and job information in line with the current labour market situation. The fair is an opportunity for the job seekers to meet with the employers and understand the job market and the employment opportunities both within and outside the country. Participation in the national job fair will ensure that Bhutanese youth will transition from school to world of work will have access to information on domestic and overseas employment opportunities, the type of works and working environment should they choose to work overseas. It is an opportunity for companies who are interested in employing Bhutanese youth to engage with them and shortlist possible candidates for employment. All job seekers are invited to attend this fair.

The national unemployment rate as of 2018 is estimated at 3.4 percent based on the labour force survey report which was recently by NSB, National Statistics Bureau. Over the years, the unemployment rate has ranged between 2 percent to 4 percent but the unemployment rate among the youth has become very much of a big challenge to the government and for everyone involved. The youth unemployment rate increased to 15.7 percent in 2018 as compared 12.3 percent last year 2017 the year before that. Similarly, the youth unemployment problems are high in the urban areas as compared to the rural areas and most of the unemployment youths are those who have completed either higher secondary education or university. This is paradoxical or rather ironic. The overall goal in the 12th Fiver Year Plan is to achieve “Productive and Gainful Employment for the People of Bhutan” in particular the young labour entrants which will drive the country into higher levels of human development and contribute to the maximization of Gross National Happiness. Our government’s pledge was that being gainfully employed and engaged in productive livelihood activity is a right. Therefore, the government has accorded highest priority in creating employment and livelihood opportunities for the people and ensure that they have a decent job. In this regard, I am pleased to inform the gathering here that the government has approved the following programs in the recent weeks. First one is the employment responsibility system. Under this

system, the key government agencies will work together in a coordinated effort to create jobs and enable job creation in private sector but that will not be limited to the private sector as usual job creation in the public sector will continue. But the difference here is that under the employment responsibility system, each agency will be assigned specific employment targets. What this means is that unlike in the previous year where Ministry of Labour and Human Resources is solely responsible for engagement and employment of our youth will have that many more government agencies working along similar lines. We are hopeful that such a coordinated effort will definitely make an impact in terms of creating more jobs and solving the problem of youth unemployment in the country. The next program that we are going to implement immediately is the youth engagement and livelihood program. The youth engagement and livelihood program which we call (YELP) in short will provide job seekers with avenues to gain on the job skills and job experience which are required to enhance their employability in the job market. We also hope that this will provide livelihood opportunities for you all if not just the jobs. The third program that we are thinking of or rather approved is the national service program. The national service program is a national program which will facilitate a uniform effect among all the participants in particular, the university graduates by channeling them through a process of personal development to promote right attitude which is very important for job seekers and values while educating them on the development issues and priorities of the government. The focus will primarily be to increase the employability of our university graduates and will emphasize skills training augmented with service activities related to the national development priorities. In supplementary to the new programs the ministry will also focus on the technical and vocational education, overseas employment programs and other skills development programs. We hope that in the coming months and years that you will actively participate in these programs and take the opportunity to skill up and become more employable or rather get employed in the job market and then contribute towards national building in the long run. I am very confident that this job fair will enable each and every job seeker to find your prospective employers and companies on the other hand to find suitable candidates for the organizations. I wish every-one of you a very fruitful and productive job fair. Tashi Delek.”