



# LABOUR MARKET INFORMATION BULLETIN 2019

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



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## FOREWORD

The Labour Market Information and Research Division (LMIRD) of Department of Employment and Human Resources, Ministry of Labour and Human Resources is pleased to release the tenth issue of Labour Market Information Bulletin (LMIB).

Knowing how information is powerful and to have accessibility to timely and reliable labour market information, the Bulletin is intended to help both the supply side (jobseekers and workers) and the demand side (employers) understand the current labour market situation and be informed about various opportunities in the labour market.

Labour market information is crucial not only to help guide educational choices but also while transitioning between schooling and working. Right information will allow us to make right decisions and the availability of and access to reliable labour market information is a step towards making informed decisions.

On behalf of the Department, I hope this Bulletin will help government, non-government agencies, private/corporate sectors, students, job-seekers, researchers and career counselors to guide proper planning and decision making and help shape an informed workforce. The information and data highlighted in this current issue has been aligned with the fiscal year format in order to have data consistency.

The Department encourages and welcomes your comments and feedback on the Labour Market Information Bulletin 2019 for future improvement.

Director General  
**Department of Employment and Human Resources**  
**Ministry of Labour and Human Resources**

**Definitions:**

Sl.	Indicator	Definition
1	Supply of Labour	Supply of labour represents the number of workers entering into the labour market from schools, universities, educational institutions and technical & vocational training institutions.
2	Demand for Labour	Demand for labour encompasses the number of employment opportunities available in the public, corporate and private sector institutions within the country and abroad.
3	Price of Labour	Price of labour reveals the wage rates at which the Bhutanese labour exchanges locally.
4	Working Age Population	It refers to persons who are 15 years of age and above.
5	Labour Force (Economically Active Population)	The labour force comprises of the economically active population (employed + unemployed) 15 years of age and above.
6	Labour Force Participation Rate (LFPR)	LFPR is the proportion of the labour force (economically active population) to the working age population.
7	Employed	Persons who worked as paid employees, employers, own account workers (self-employed), or family workers during the reference period. It even includes persons with a job but not at work during the reference period.
8	Employment Rate	It is the proportion of employed persons to the labour force.
9	Employee	The person who works for payment (cash or kind).
10	Employer	The person who employs at least one paid employee under him.

11	Unemployed	Those persons who did not work during the reference period but were looking for work and simultaneously available for work.
12	Unemployment Rate	It is the proportion of unemployed persons to the labour force (economically active population).
13	Long-term Unemployment	Those persons who are unemployed for 12 months or more.
14	Not in Labour Force (Economically Inactive Population)	Not in labour force (Economically inactive population) comprise of working age population (15 years and above) who are not in the labour force.
15	Economically Inactive Rate	It is the proportion of economically inactive population to the working age population.
16	Employment to Population Ratio	It is the proportion of employed persons to the working age population.

**List of Abbreviations:**

<b>DoEHR</b>	Department of Employment and Human Resources
<b>DoL</b>	Department of Labour
<b>DTE</b>	Department of Technical Education
<b>ESD</b>	Employment Services Division
<b>FWD</b>	Foreign Workers Division
<b>ILO</b>	International Labour Organization
<b>LFS</b>	Labour Force Survey
<b>LMIRD</b>	Labour Market Information & Research Division
<b>MoE</b>	Ministry of Education
<b>MoLHR</b>	Ministry of Labour and Human Resources
<b>NGOs</b>	Non-Government Organizations
<b>NSB</b>	National Statistics Bureau
<b>TISD</b>	Technical Institute Support Division

## Key Indicators of Labour Market (2013 – 2018)

Indicators	2013	2014	2015	2016	2017	2018
<b>Labour Force Participation Rate (%)</b>	<b>65.3</b>	<b>62.6</b>	<b>63.1</b>	<b>62.2</b>	<b>65.7</b>	<b>62.6</b>
Male	72.1	71.0	71.2	71.7	72.1	70.1
Female	58.9	54.8	55.9	53.6	59.9	55.5
<b>AREA</b>						
<i>Rural</i>	67.9	65.7	64.8	65.4	68.0	64.3
Male	71.2	70.7	69.7	71.1	70.4	68.3
Female	64.8	61.1	60.4	60.3	65.7	60.5
<i>Urban</i>	59.5	55.3	59.2	54.5	62.1	58.9
Male	74.1	71.7	74.6	73.1	74.9	74.1
Female	45.9	39.8	45.5	37.5	50.6	45.1
<b>Employment share by sector</b>						
% share of employed in primary sector	56.3	56.7	58.0	57.2	51.3	54.0
% share of employed in secondary sector	9.7	9.8	8.7	8.5	11.8	11.5
% share of employed in tertiary sector	34.0	33.5	33.3	34.4	36.9	34.5
<b>Employment to population ratio</b>	<b>63.5</b>	<b>61.0</b>	<b>61.6</b>	<b>60.9</b>	<b>63.7</b>	<b>60.5</b>
Male	70.5	64.2	69.9	70.3	70.1	68.3
Female	56.7	52.9	54.2	52.3	94.0	53.2
<b>AREA</b>						
<i>Rural</i>	66.9	64.9	64.2	64.5	66.8	63.2
Male	70.1	70.0	69.2	69.9	69.2	67.1
Female	63.8	60.4	59.7	59.5	64.6	59.4
<i>Urban</i>	55.8	51.5	55.5	52.4	58.6	54.7
Male	71.4	69.0	71.4	71.1	71.7	70.8
Female	41.2	35.0	41.3	35.3	46.8	40.2
<b>Unemployment Rate (%)</b>	<b>2.9</b>	<b>2.6</b>	<b>2.5</b>	<b>2.1</b>	<b>3.1</b>	<b>3.4</b>
Male	2.2	1.9	1.8	2.0	2.7	2.7
Female	3.7	3.5	3.1	2.3	3.6	4.2
<b>AREA</b>						
<i>Rural</i>	1.5	1.2	1.0	1.5	1.7	1.8
Male	1.5	1.1	0.7	1.6	1.7	1.8
Female	1.6	1.2	1.2	1.4	1.8	1.7
<i>Urban</i>	6.3	6.7	6.3	3.9	5.6	7.1
Male	3.6	3.7	4.3	2.8	4.2	4.6
Female	10.3	11.9	9.3	5.9	7.4	10.9
<b>Youth Labour Force Participation Rate (%)</b>	<b>31.0</b>	<b>26.9</b>	<b>29.6</b>	<b>27.1</b>	<b>34.2</b>	<b>26.1</b>
Male	30.2	25.3	28.0	24.6	33.1	27.5
Female	31.8	28.4	31.0	29.1	35.1	24.8
<b>AREA</b>						
<i>Rural</i>	32.6	30.3	32.1	30.5	32.7	25.3
Male	32.2	28.1	30.1	26.7	31.9	26.6
Female	33.1	32.4	34.0	33.6	33.4	23.9
<i>Urban</i>	27.7	19.5	24.2	20.2	36.4	27.7
Male	25.5	18.7	22.9	20.5	35.0	29.5
Female	29.4	20.1	25.2	20.0	37.5	26.3
<b>Youth Unemployment Rate ( % )</b>	<b>9.5</b>	<b>9.4</b>	<b>10.7</b>	<b>13.2</b>	<b>12.3</b>	<b>15.7</b>
Male	9.2	8.6	8.2	16.4	11.2	15.4
Female	9.9	10.0	12.7	11.0	13.2	16.1
<b>AREA</b>						
<i>Rural</i>	4.0	5.1	4.8	9.9	8.6	10.8
Male	5.5	5.4	3.3	13.7	8.1	10.9
Female	2.6	5.0	6.0	7.4	9.1	10.7
<i>Urban</i>	22.8	24.0	28.0	23.3	17.0	24.4
Male	20.1	20.1	24.3	23.7	15.6	24.5
Female	24.5	27.0	30.5	23.0	17.9	24.3

Source: LFS Reports 2013-2017, MoLHR; LFS Report 2018, NSB

## INTRODUCTION

The labour market, like any other market can be described in terms of three key economic components - demand, supply and price (wage, remuneration). Demand for labour encompasses the number of employment opportunities available in the public, corporate and private sectors within and outside the country. Supply of labour represents the number of workers entering into the world of work from schools, universities, educational institutions and technical & vocational training institutions. Price of labour reveals the wage rates at which the labour is willing to exchange locally and internationally. The space where these three key components come together to interact is the labour market.

The International Labour Organization (ILO) defines Labour Market Information (LMI) as *“any information concerning the size and composition of the labour market or any part of the labour market, the way it or any part of it functions, its problems, the opportunities which may be available to it, and the employment-related intentions or aspirations of those who are part of it”*. LMI is crucial in facing the uncertainties of the changing demand and supply chains of the labour market - it can reduce job search costs for both employers and job seekers and make the supply and demand of labour more elastic thus making the labour market more flexible and adaptable to changing situations.

LMI also plays a key role in policy planning and implementation. It helps prospective job seekers (students) and workers realign their education and training in response to demand in the labour market leading to better career-management skills and a lower possibility of unemployment. For employers, effective LMI results in fewer skill shortages and a lower turnover rate from an informed workforce, and hiring the right people for the right job. Hence, policy planning geared towards guiding the reallocation of skilled workers as per the changing market forces, through effective LMI, can enhance productivity, competitiveness, and economic growth within the market.

Labour Market Information Bulletin provides practical and timely information on the employment situation in the country enabling individuals to explore employment trends in the public, private and corporate sectors. It also comprises of information on the supply and demand for workers both from within and outside the country.

## CHAPTER 1: LABOUR MARKET

### Bhutan's Labour Market

Bhutan's labour market is constantly undergoing changes over the years. The unemployment rate being an important parameter to measure the economy of the country has continued to be a growing concern for policy makers and the government. The issue is more centered on the youth population (15-24 years) as we witness an increasing number of young job seekers entering the labor market each year. It is also seen that the trend of unemployed persons with higher education qualification has been a rising phenomenon. This chapter aims to provide an account of the current labour market situation, derived from the Labour Force Survey (LFS) Report 2018, focusing on the economically active population, i.e. the labour force (employed and unemployed) and the economically inactive population.

### Labour Force

As per the Labour Force Survey Report 2018, Bhutan's working age population is estimated at 496,550 persons. Among the working age population, 63 percent are active and engaged in the labour market constituting the country's labour force, while the remaining 37 percent are out of the labour force and considered inactive.

The labour force can be characterized into two separate groups – employed and unemployed persons - based on their engagement in the labour market. The employed persons are further categorized into three groups based on their nature of employment - own account workers<sup>1</sup>, family workers<sup>2</sup> and employees<sup>3</sup>. About 37 percent of the employed persons work as own account workers, owing largely to their engagement in the agricultural-farming activities in rural areas followed by 32 percent as paid employees and 31 percent as family workers. As per the LFS Report 2018, the number of unemployed persons is estimated at 10,414 persons bringing the national unemployment rate at 3.4 percent.

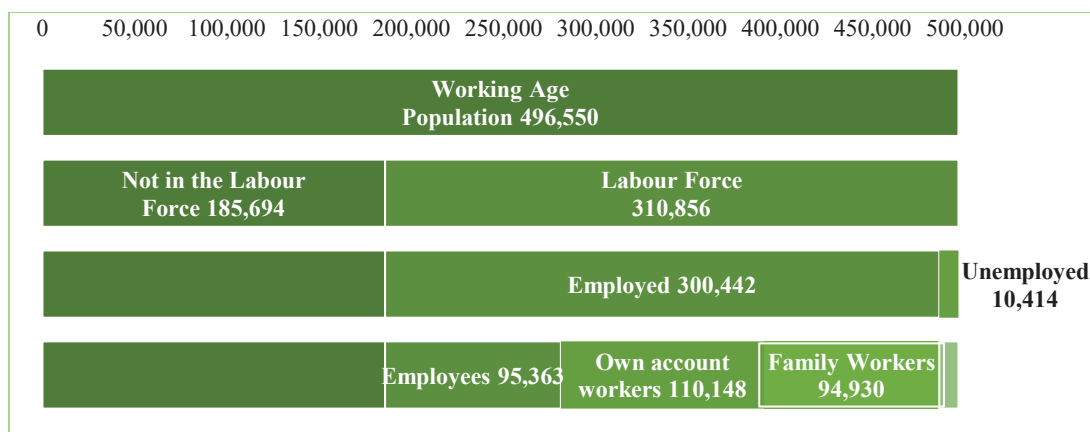
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<sup>1</sup>**Own Account Workers:** Own account workers (Agriculture), Own account workers (Non-agriculture) and Employers

<sup>2</sup>**Family Workers:** Family workers (Agriculture) and Family workers (Non-agriculture)

<sup>3</sup>**Employees:** Regular paid, casual paid and contract paid employees

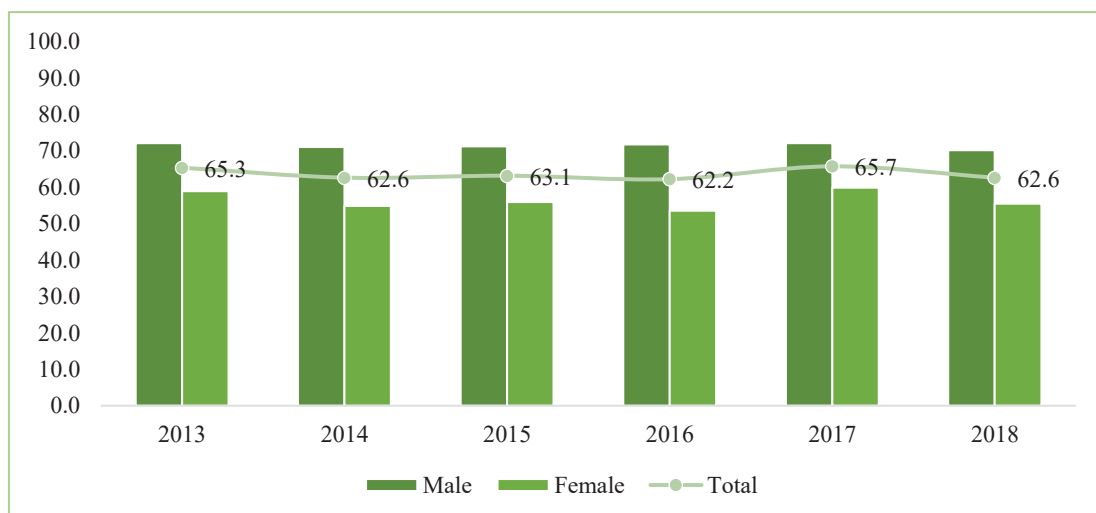
Figure 1.1: Composition of Labour Force, 2018



Source: LFS Report 2018, NSB

Over the last six years, the overall labour force participation rates (LFPR) have been fairly consistent without any major deviations. The same can be said for male LFPR as it has remained more or less the same over the years. However, female LFPR has shown fluctuations over the years, indicating a declining trend, as seen in Figure 1.2 below. This has further widened the gap between male and female participation rates. Comparatively, the difference between male and female participation rates have increased from 13 percentage points to about 15 percentage points indicating that less number of women are actively participating in the labour market.

Figure 1.2: Labour Force Participation Rate (LFPR) by gender (2013-2018)



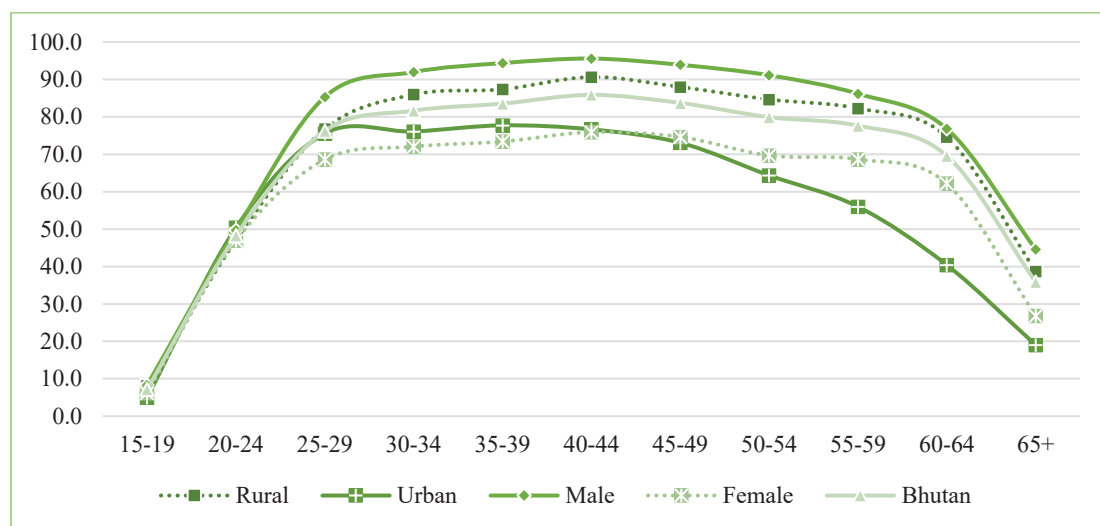
Source: LFS Reports 2013-2017, MoLHR; LFS Report 2018, NSB



Looking at the participation rates of the labour force by their age group, Figure 1.3 below shows the national labour force as fairly young with higher participation rates between age-groups 30-34 and 45-49 and peaking at age groups 40-44. This pattern, however, tends to be different for male and female labour force. Both male and female observe similar increase in participation rates between age groups 15-19 and 20-24, but the gap starts to widen after age groups 25-29 which suggests more female exiting the labour market than male after this age group.

In the same line, the LFPR for the labour force in rural and urban areas are also different, with the same starting pattern between the age groups of 15-19 and 25-29. The LFPR starts to fall for urban areas while that in the rural area continue to rise and remain constant after 25-29 age group. Moreover, the fall after the age groups of 45-49 years is also greater for those in urban areas than for those in rural areas.

Figure 1.3: Labour Force Participation rate (LFPR) by area and gender, 2018

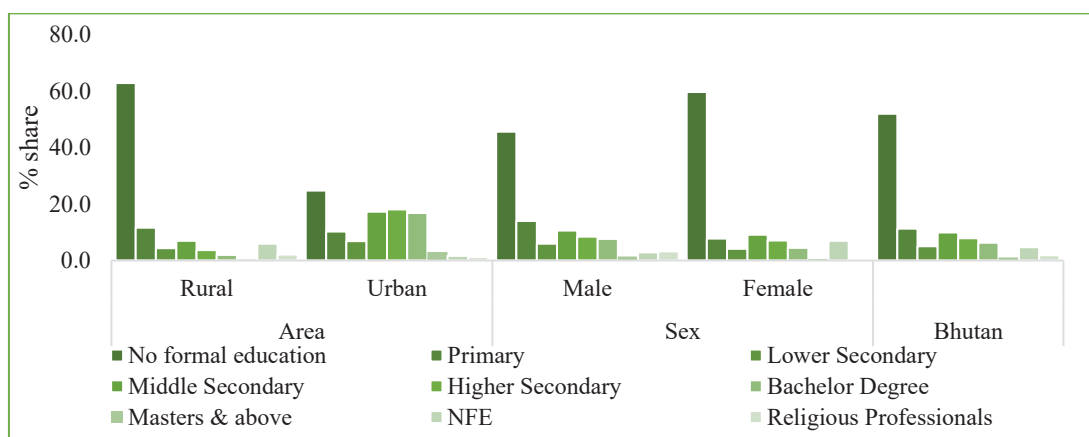


Source: LFS Report 2018, NSB

## Employment

A little over half of the total employed persons (52 percent), have no formal education which largely constitutes employed persons in the rural areas and in agricultural-farming activities. This is confirmed by the patterns of education group observed in rural areas with the presence of around 63 percent of employed persons with no formal education, followed by primary education and middle secondary education with around 12 percent and 7 percent respectively. Shares of education levels in urban areas tend to show lesser gaps among the education groups, and although share of employed persons with no formal education make up about 25 percent, this is followed by higher secondary education with 18 percent and, middle secondary education and Bachelor's degree making up about 17 percent each.

Figure 1.4: Percentage share of employed persons by education, area and gender, 2018



Source: LFS Report 2018, NSB

When we look at the nationwide share of employed persons by their nature of employment, majority of the employed persons work as family workers with around 29 percent of the total employed in agriculture. This category is then followed by regular paid employees with around 26 percent which is closely followed by own account workers (agriculture) with 25 percent. Comparative differences in the nature of employment can also be observed between rural and urban employed persons. In rural areas, commonly led by agricultural activities, around 40 percent of the employed persons are family workers (agriculture) and 34 percent of them are own account workers (agriculture). Urban areas, however, have around 64 percent of the employed persons as regular paid employees followed by own account workers (non-agriculture) with about 22 percent.

Male and female differences in terms of their nature of employment also show differences in their mode of engagement. While a majority of the employed females are found to be family workers (agriculture) followed by own account workers (agriculture), majority of the employed males are regular paid employees followed by own account workers (agriculture).

Table 1.1: Percentage share of employed persons by nature of employment, area and gender, 2018

Nature of Employment	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Regular Paid Employee	15.2	7.1	11.3	70.6	53.1	63.8	33.0	18.4	26.4
Casual Paid Employee	5.2	1.2	3.3	5.4	3.7	4.8	5.3	1.9	3.7
Contract/Piece Paid Worker	3.1	0.4	1.8	1.5	0.6	1.1	2.6	0.5	1.6
Own-account Worker (Non-agriculture)	8.1	7.3	7.7	17.8	28.0	21.7	11.2	12.4	11.8
Own-account Worker (Agriculture)	36.7	30.9	33.9	1.9	3.6	2.5	25.5	24.2	24.9
Family Worker (Non-agriculture)	1.9	2.1	2.0	1.9	8.2	4.3	1.9	3.6	2.7
Family Worker (Agriculture)	29.7	51.0	39.9	0.9	2.9	1.7	20.5	39.1	28.9
Don't know	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Source: LFS Report 2018, NSB

Table 1.2: Percentage distribution of employed persons by major occupation, area and gender, 2018

Major Occupation	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Legislators, Senior Officials and Managers	3.6	1.1	2.4	7.5	4.3	6.3	4.8	1.9	3.5
Professionals	5.0	1.7	3.4	16.4	15.0	15.9	8.7	4.9	7.0
Technicians and Associate Professionals	2.5	1.0	1.8	12.7	10.4	11.8	5.8	3.3	4.7
Clerks	0.6	0.7	0.6	5.4	7.2	6.1	2.1	2.3	2.2
Service Workers and Shop and Market Sale Workers	4.5	7.4	5.9	17.0	32.7	23.1	8.5	13.7	10.9
Skilled Agricultural Workers	66.4	81.5	73.6	2.8	6.6	4.3	46.0	63.1	53.7
Craft and Related Workers	5.9	4.1	5.1	7.7	15.9	10.8	6.5	7.0	6.7
Plant and Machine Operators	7.1	0.1	3.8	15.3	0.5	9.6	9.8	0.2	5.4
Elementary Occupations	3.2	2.4	2.8	3.5	6.5	4.6	3.3	3.4	3.3
Armed Forces	1.1	0.0	0.6	11.7	0.9	7.5	4.5	0.3	2.6
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Source: LFS Report 2018, NSB

Table 1.3 shows the share of employed persons by major economic activity by area and gender. Agriculture and Forestry activity engages more than half of the total employed persons. Public Administration and Defense Activities, and Wholesale activities make up 8 percent and 7 percent followed by Manufacturing with 6.6 percent. The composition of the employed persons by major economic activity also vary between rural and urban areas. In rural areas, 74 percent of the total employed persons are engaged in the Agriculture and Forestry activity, while the majority of the

employed persons in urban areas are found to be in Public Administration and Defense Activities.

For both employed male and female, the major activity of engagement is in the Agriculture and Forestry, with 46 percent and 63 percent respectively. However, there are difference in gender engagements across other activity groups. For the employed males, the second largest activity is in Public Administration and Defense Activities with around 13 percent followed by Construction with 7 percent. For female employed persons, the next big activity to follow Agriculture and Forestry activity is the Wholesale and Retail Trade with close to 10 percent of the female employed in this activity. This is then followed by 8 percent of the female employed in the Manufacturing activity.

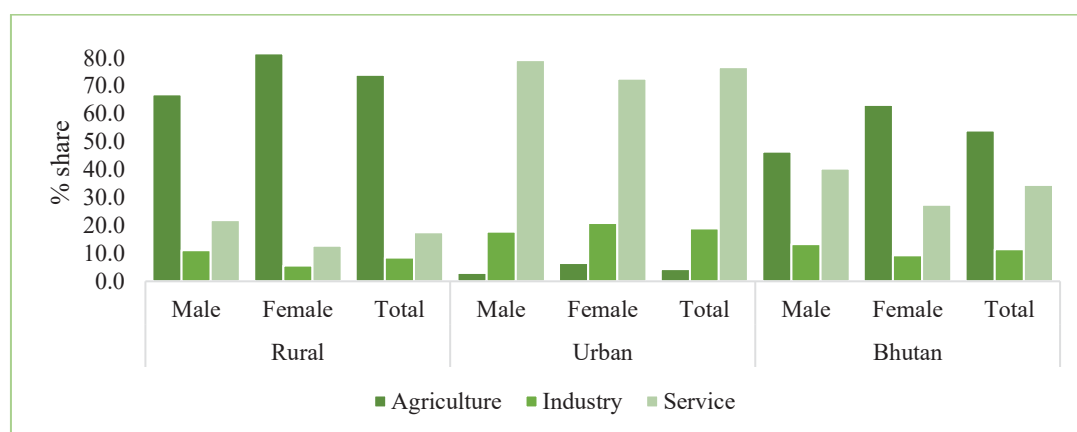
Table 1.3: Percentage distribution of employed persons by major economic activity, area and gender, 2018

Major Economic Activity	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture and Forestry	66.9	81.7	74.0	3.0	6.6	4.4	46.4	63.2	54.0
Mining and Quarrying	0.6	0.1	0.4	0.6	0.2	0.5	0.6	0.1	0.4
Manufacturing	3.7	4.6	4.1	9.0	18.4	12.6	5.4	8.0	6.6
Electricity and Gas Supply	0.9	0.2	0.6	4.9	1.9	3.7	2.2	0.6	1.5
Water Supply, Sewerage, Waste Management	0.1	0.0	0.0	0.2	0.1	0.2	0.1	0.0	0.1
Construction	6.8	0.9	4.0	8.1	2.4	5.9	7.2	1.3	4.5
Wholesale & Retail Trade; Repair of Motor Vehicles	2.5	6.0	4.2	10.8	21.2	14.8	5.2	9.7	7.2
Transportation and Storage	4.7	0.1	2.5	7.7	1.0	5.1	5.6	0.3	3.2
Accommodation and Food Service Activities	0.6	1.3	0.9	4.7	11.3	7.2	1.9	3.7	2.7
Information and Communication	0.2	0.1	0.2	2.9	2.1	2.6	1.0	0.6	0.9
Financial and Insurance Activities	0.2	0.1	0.1	2.5	3.0	2.7	0.9	0.8	0.9
Real Estate Activities	0.0	0.0	0.0	0.4	0.1	0.2	0.1	0.0	0.1
Professional, Scientific and Technical Activities	0.1	0.0	0.1	1.2	1.1	1.2	0.4	0.3	0.4
Administrative and Support Service Activities	0.7	0.1	0.4	5.0	2.5	4.0	2.1	0.7	1.5
Public Administration and Defence	5.4	2.1	3.8	25.3	8.8	18.9	11.8	3.7	8.2
Education	2.7	1.9	2.3	6.4	9.6	7.6	3.9	3.8	3.8
Human Health and Social Work	0.6	0.3	0.5	3.9	5.1	4.3	1.7	1.5	1.6
Arts, Entertainment and Recreation	0.2	0.1	0.1	0.9	1.3	1.1	0.4	0.4	0.4
Other Service Activities	3.0	0.2	1.7	1.8	1.5	1.7	2.6	0.5	1.7
Activities of Households as Employers	0.0	0.1	0.1	0.5	1.4	0.8	0.2	0.4	0.3
Activities of Extraterritorial Organizations and Bodies	0.0	0.1	0.0	0.3	0.7	0.4	0.1	0.2	0.1
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Source: LFS Report 2018, NSB

Using the major economic activity, the structure of employment in the labour market can be categorized into three sectors – agriculture<sup>4</sup>, industry<sup>5</sup>, and service<sup>6</sup> sectors. Figure 1.5 shows the percentage distribution of employed persons across the three sectors segregated by area and gender. While the employment structure has been gradually changing, moving from primary to tertiary sector, the agriculture sector continues to be the largest sector of employment in Bhutan’s labour market. As of 2018, agriculture sector constitutes 54 percent of the total employed persons followed by service sector with around 35 percent and industry sector with 12 percent of the employed persons.

Figure 1.5: Percentage distribution of employed persons by sector, area and gender, 2018



Source: LFS Report 2018, NSB

Figure 1.6 below shows the percentage share of employed persons by number of hours worked per week segregated by area and gender. It can be seen that majority of the employed persons have worked between 50-59 hours (29 percent) and 40-49 hours (28 percent), while only around 9 percent have worked less than 30 hours in a week. A majority of the employed persons in urban areas have worked between 40-49 hours while a majority of the employed persons in rural areas have worked between 50-59 hours in a week. Moreover, there are also noticeable differences when it comes to the

<sup>4</sup>**Agriculture Sector** : Agriculture and forestry

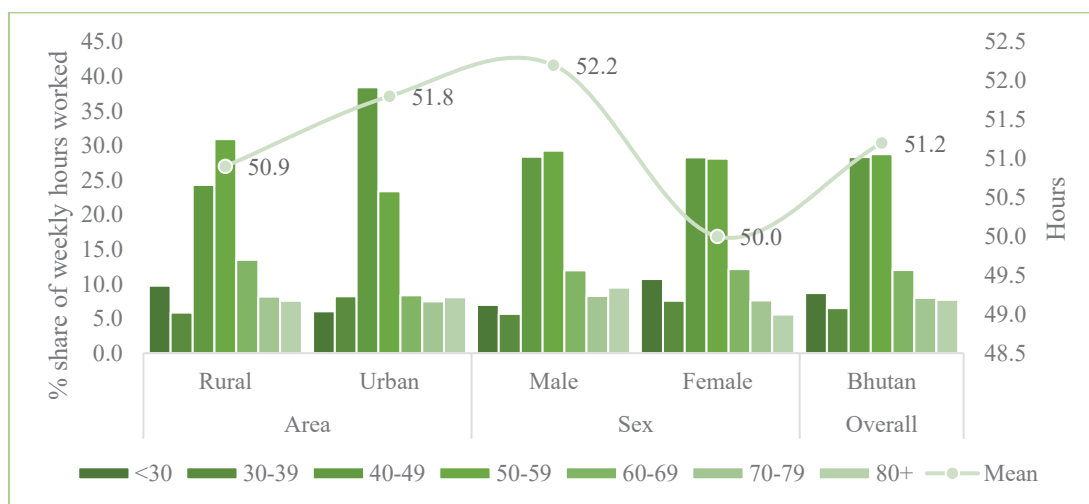
<sup>5</sup>**Industry Sector**: Mining and Quarrying, Manufacturing, Electricity and gas supply, Water supply, sewage, waste management and construction

<sup>6</sup>**Service Sector**: Wholesale & retail, Transportation and storage, Accommodation and food service activities, Information and communication, Financial intermediation, Real estate activities, Public administration, Education, Health and social work and Private Households with employed persons

share of employed persons who have worked for less than 30 hours in a week – there are about 10 percent of the employed persons who have worked for less than 30 hours in rural areas compared to 6 percent in urban areas.

A comparison of male and female weekly working hours show similar patterns, with noticeable difference in those who have worked less than 30 hours, and above 80 hours.

Figure 1.6: Percentage distribution of employed persons by number of hours worked per week, area and gender, 2018

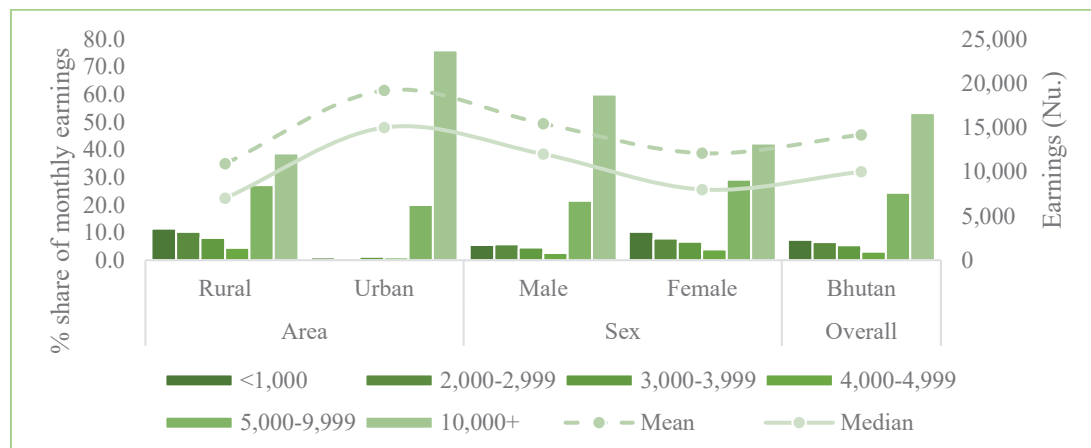


Source: LFS Report 2018, NSB

Figure 1.7 below shows the share of employed persons by average monthly earnings, with comparisons by area and gender. Overall, about 53 percent of the employed persons earn more than Nu. 10,000 per month followed by 24 percent who earn between Nu. 5,000 - Nu. 9,999 per month. Rural-urban comparison shows that while only around 39 percent of the employed persons in rural areas earn more than Nu. 10,000 per month, a third quarter (76 percent) of the employed persons in urban areas earn more than Nu. 10,000.

More than half of the employed males earn on average above Nu. 10,000 while only around 42 percent of the employed females earn above Nu. 10,000. The share is slightly higher for employed female who earn between Nu. 5,000 - Nu. 9,999 with 29 percent compared to 21 percent for employed males in the same range.

Figure 1.7: Percentage distribution of employed persons by average monthly earnings, area and gender, 2018



Source: LFS Report 2018, NSB

When we look at the share of employed persons by their major occupation groups, Skilled Agricultural workers comprise 54 percent followed by Service and Sales Workers with 11 percent. About three quarters of the total employed persons in rural areas are Skilled Agricultural workers whereas the employed persons in urban areas are mostly concentrated in Service and Sales workers with 23 percent and Professionals and Associate Professionals group with 16 percent and 12 percent respectively.

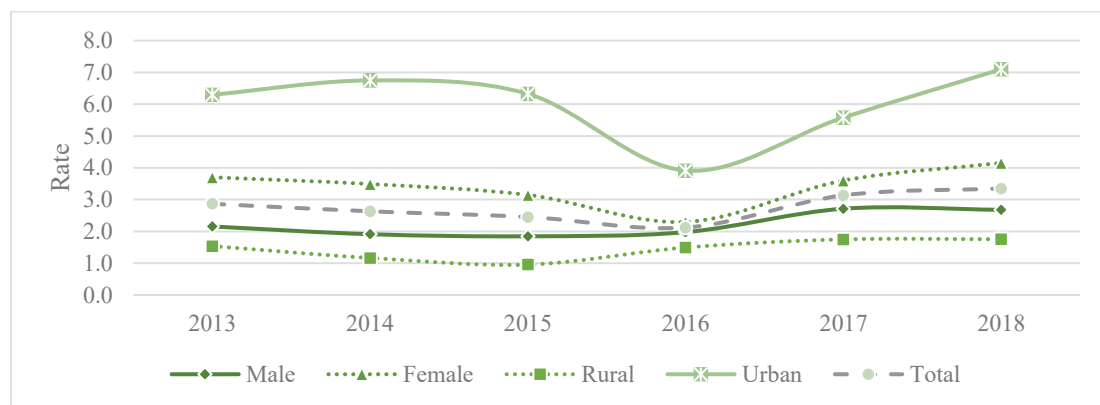
In terms of employed male and female comparisons by major occupational groups, more than half of the employed female are Skilled Agricultural workers while only 46 percent of the employed male are in the same category. Moreover, differences can be seen in higher occupation groups, namely Legislators, Senior Officials and Managers with about 5 percent male and only 2 percent of the female employed. Likewise, under the industrial-based lower occupational group who work as Plant and Machine Operators, there are close to 10 percent of male and only about 0.2 percent female employed in the category.

## Unemployment

Unemployment rates over the years have averaged between 3-4 percent annually. In general, male unemployment rates have been comparatively lower than female unemployment rates and the gap is wider when we have an area-wise comparison, with urban unemployment rates being significantly higher than rural unemployment rates. While the gap between male and female unemployment rates appeared to be

narrowing between 2013 and 2016 as seen in Figure 1.8 below, it has again widened over the past two years along with an increase in the national unemployment rate. As of 2018, the national unemployment rate stands at 3.4 percent with male unemployment reported at 2.7 percent and female unemployment at 4.2 percent. With urban unemployment rate at 7.1 percent against rural unemployment rate of 1.7 percent, unemployment continues to be an urban phenomenon.

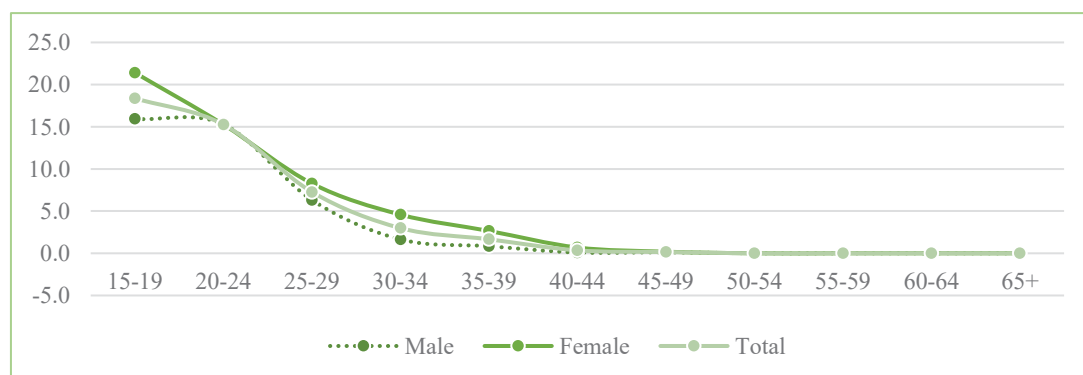
Figure 1.8: Unemployment rates over the years by area and gender (2013 – 2018)



Source: LFS Reports 2013-2017, MoLHR; LFS Report 2018, NSB

It can be seen from Figure 1.9 below that unemployment is more concentrated between the age groups 15-19 years and 20-24 years. Unemployment rate starts to decline steadily after 20-24 years. Hence, unemployment is not only prominent among the female population and in urban areas, but that it is also more prevalent among the young age group.

Figure 1.9: Unemployment rate by age group and gender, 2018

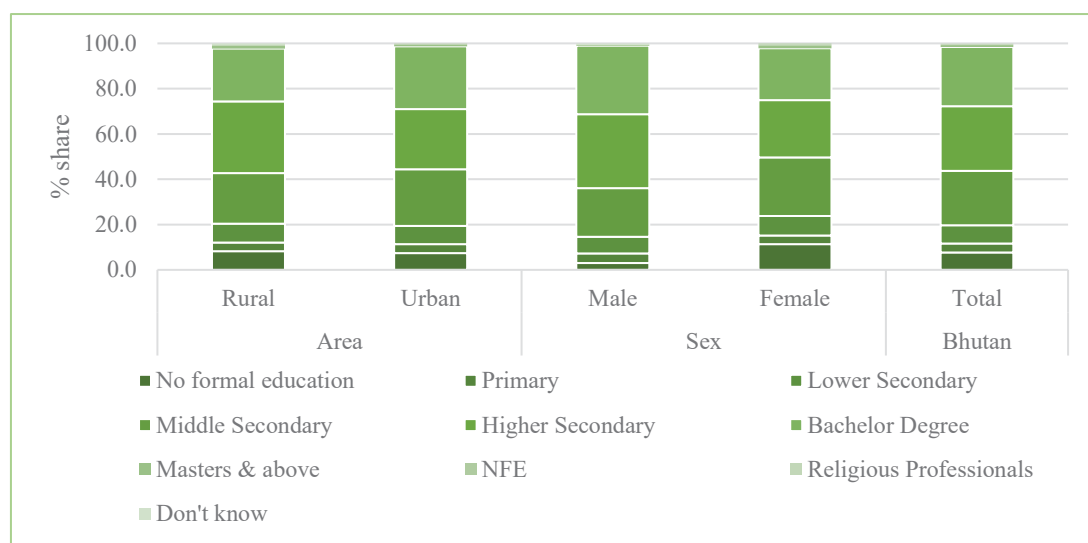


Source: LFS Report 2018, NSB



A majority of the unemployed persons are from the educated lot, with 28.5 percent who have completed Higher Secondary education, 24.0 percent who have completed Middle Secondary education and 26.1 percent with Bachelor's Degree education. While rural areas have a larger share of unemployed persons who have completed Higher Secondary education (31.6%), urban areas have slightly larger shares of unemployed persons with Bachelor's Degree education (27.2%). Similarly, larger shares of unemployed males have completed Higher Secondary education (32.7%) whereas a larger share of unemployed females have completed Middle Secondary education (25.2%).

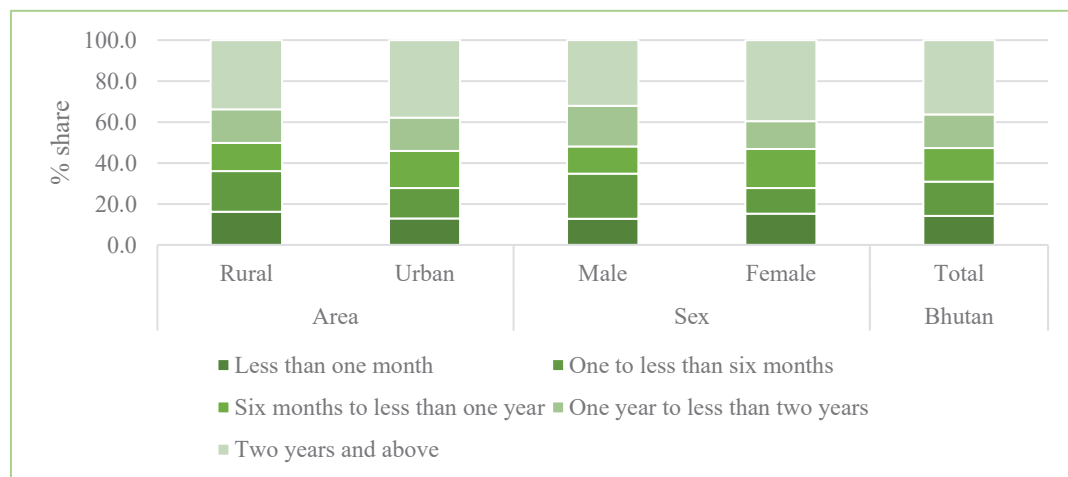
Figure 1.10: Percentage share of unemployed persons by education, gender and area, 2018



Source: LFS Report 2018, NSB

More than half of the unemployed persons have been unemployed for one year or more (52.6%) which indicates that unemployment is largely a long-term issue. A rural-urban comparison of the duration of unemployment, as seen in Figure 1.11 below shows that in both areas, the unemployed persons have been unemployed for two years or more – 33.7 percent and 37.9 percent respectively – with the difference being that urban areas have fairly larger shares of unemployed persons in this category than rural areas. The same can also be seen in the shares of both male and female unemployed persons of two years and more with 32.1 percent and 39.6 percent respectively.

Figure 1.11: Percentage share of unemployed persons by duration, area and gender, 2018

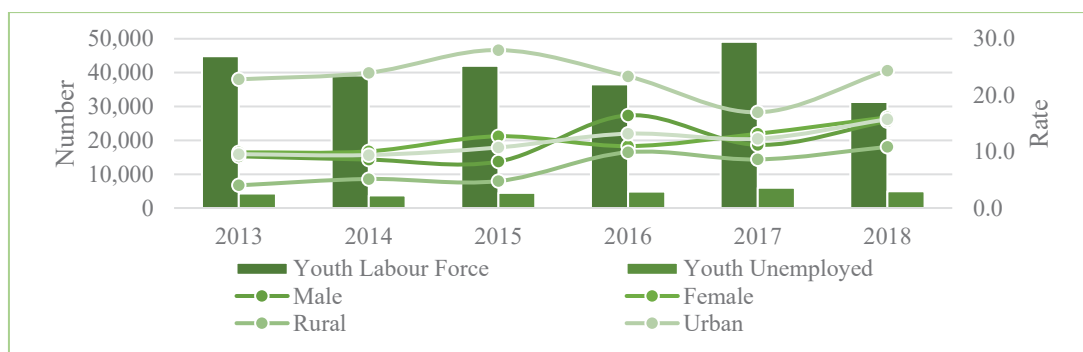


Source: LFS Report 2018, NSB

## Youth Unemployment

While the national unemployment rate has remained relatively low, youth unemployment rates have been increasing over the years. As compared to 9.6 percent in 2013, it stands at 15.7 percent as of 2018. Similar to the patterns of national unemployment, youth unemployment is also largely an urban phenomenon, having increased from 22.8 percent in 2013 to 24.2 percent in 2018. The gap between youth unemployment rates in rural and urban areas, however, have narrowed with rural-urban youth unemployment rates decreasing from 18.8 percentage points difference in 2013 to 13.6 percentage points difference in 2018. It can also be seen that both male and female youth unemployment rates have increased from 9.2 percent and 9.9 percent in 2013 to 15.4 percent and 16.1 percent in 2018 respectively.

Figure 1.12: Youth unemployment rate by gender (2013-2018)

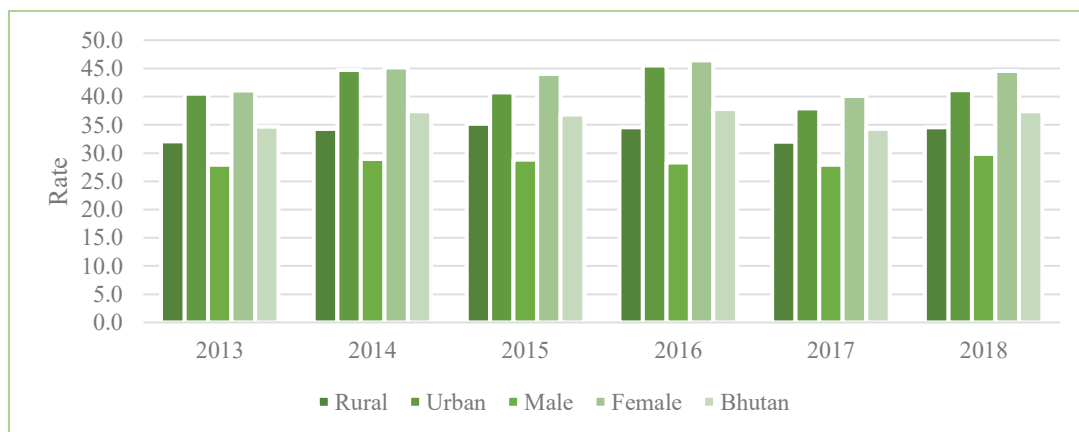


Source: LFS Reports 2013-2017, MoLHR; LFS Report 2018, NSB

### Not in the Labour Force

Similar to the LFPR trends, the rate of non-participation (inactivity) has also remained fairly consistent over the years, with a slight increase of 2.7 percentage points from 34.7 percent in 2013 to 37.4 percent in 2018.

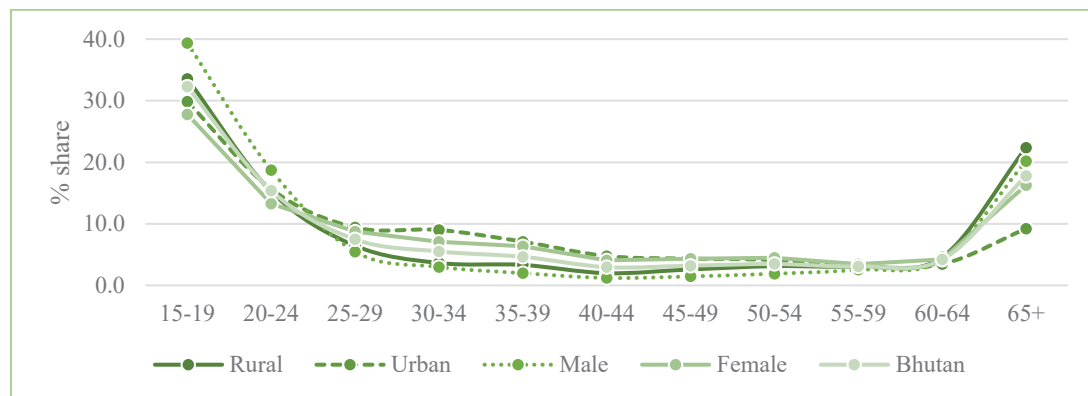
Figure 1.13: Rate of inactivity over the years (2013-2018)



Source: LFS Report 2018, NSB

Persons in the working age population are more likely to not be in the labour force if they fall under the young age group, specifically the age groups of 15-19 years and 20-24 years. The non-participation rate declines sharply after the age groups of 20-24 years suggesting their entry into the labour market as labour force. The inactivity rates again rise after age groups 60-64 years and increases sharply after 65 years and above. Although, area and gender comparisons also show similar patterns, urban inactivity rates and female inactivity rates are slightly higher across all age groups as shown in Figure 1.14.

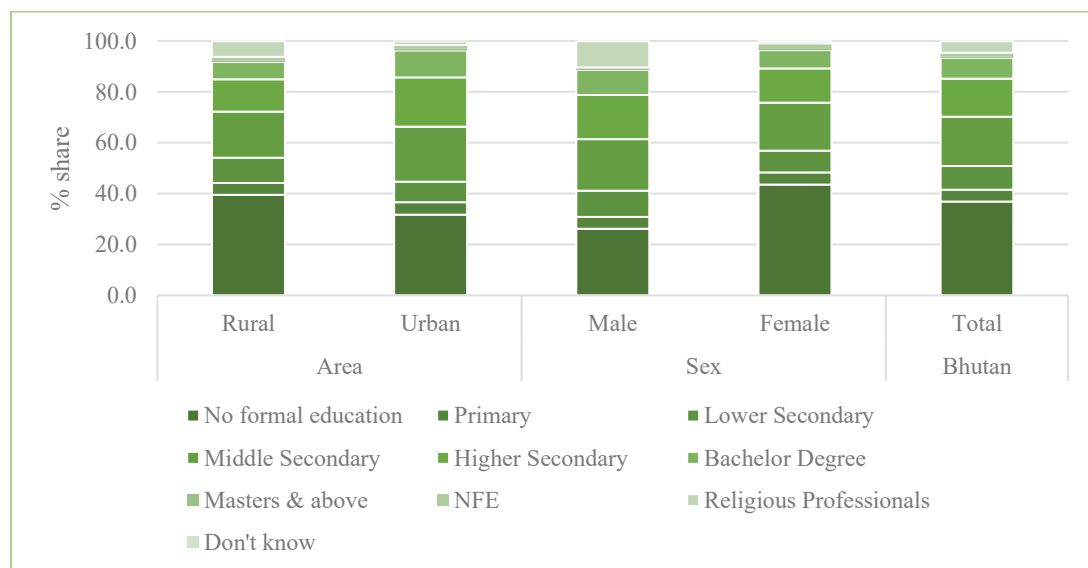
Figure 1.14: Percentage share of persons not in the labour force by age group, area and gender, 2018



Source: LFS Report 2018, NSB

Figure 1.15 shows the percentage share of persons not in the labour by education groups, segregated by area and gender. Overall, persons with no formal education make up 36.8 percent of the total inactive persons followed by persons who have completed middle secondary education with 19.4 percent and higher secondary education with 15.0 percent.

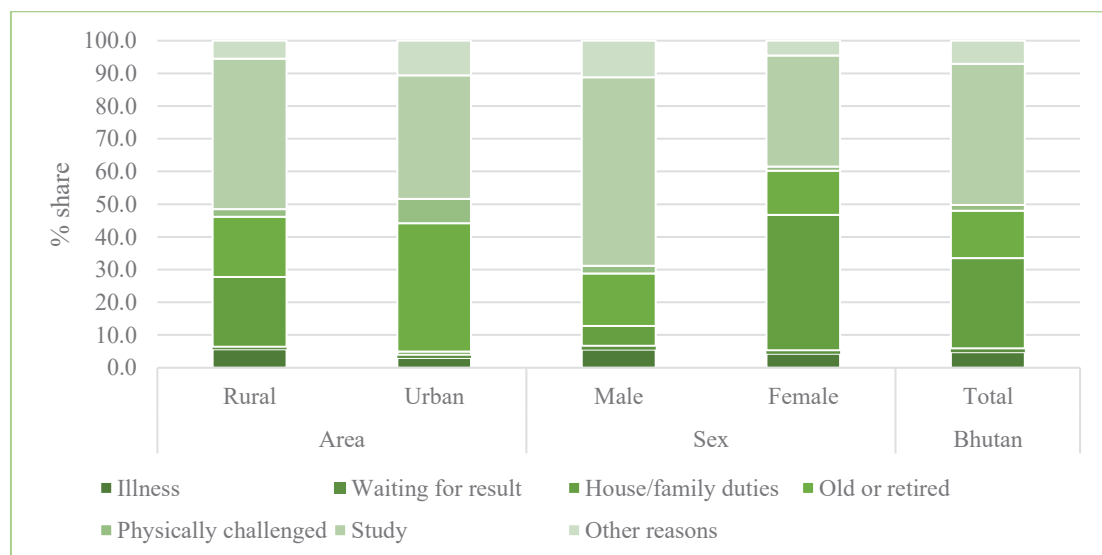
Figure 1.15: Percentage share of persons not in the labour force by education, area and gender, 2018



Source: LFS Report 2018, NSB

Majority of the persons not in the labour force have cited reasons such as study (43.1%) for being inactive, which is in line with the Figure 1.14, as the rate of non-participation was higher for persons between the age groups of 15-24 years. This is then followed by house/family duties with 27.6 percent and old and retired with 14.5 percent. The reasons for not being active are different when we look into area and gender comparisons. In rural areas, 46.0 percent of the persons not in the labour force cited study as the sole reason followed by 21.4 percent due to house/family work. In urban areas, however, the inactivity reason due to study comprised only of 37.7 percent whereas the reasons on old or retired constituted 39.3 percent. For male who were not in the labour force, reasons such as study constituted 57.6 percent followed by old or retired with 16.4 percent. In stark contrast, majority of the female not in the in the labour force cited reasons such as being engaged in house/family duties (41.3%), and study with 33.9 percent.

Figure 1.16: Percentage share of persons not in the labour force by reasons, area and gender, 2018



Source: LFS Report 2018, NSB

## CHAPTER 2: LABOUR MARKET INSTITUTION

In line with the Labour and Employment Act of Bhutan 2007, various aspects of labor protection, social security and safety measures are put into place. The government has rectified and improved the regulations on working environment and conditions of workers in both the private and corporate sectors.

Labour market institution is an institution of rules, practices and organizations which enhances smooth operation of the labour market. The balance between labour market flexibility and worker protection which results from the institution of labour administration can contribute to creation of jobs and allocation of labour efficiently. On the contrary, if the institutions are unbalanced and provide labour protection to certain section of groups, this may lead to poor outcomes in the labour market. To avoid this outcome, the Department of Labour under the Ministry of Labour and Human Resources has devoted their attention to provide balanced labour protection to all workforce.

Table 2.1 shows the number of establishments visited for inspections by the Department of Labour, MoLHR. During the last four fiscal years, a total of 9,549 inspections were carried out in various establishments under different categories—namely routine inspection, follow-up inspection, and special inspection. Out of the 9,549 inspections in the last four fiscal years, routine inspection was the most common type of inspection that was carried out, and Phuentsholing region had the highest number of establishments inspected followed by Thimphu region.

Table 2.1: Number of establishments visited for inspection by region (2015-2019)

Region	Routine Inspection				Follow-up Inspection				Special Inspection			
	2015-16	2016-17	2017-18	2018-19	2015-16	2016-17	2017-18	2018-19	2015-16	2016-17	2017-18	2018-19
Thimphu	249	170	538	1,215	61	65	33	35	7	209	49	9
Phuentsholing	1,046	610	668	580	157	22	10	13	0	3	10	1
Gelephu	260	332	326	306	80	9	0	5	0	0	55	1
Samdrup Jongkhar	311	305	329	328	81	36	78	43	1	1	5	1
Trashigang	115	258	140	165	31	37	13	10	0	1	2	1
Lobesa (PHPA)	23	80	0	0	1	0	0	0	11	8	0	0
<b>Total</b>	<b>2,004</b>	<b>1,755</b>	<b>2,001</b>	<b>2,594</b>	<b>411</b>	<b>169</b>	<b>134</b>	<b>106</b>	<b>19</b>	<b>222</b>	<b>121</b>	<b>13</b>

Source: Annual Report July 2018 – June 2019, DoL, MoLHR

Table 2.2 shows the number of complaints across the regions in the last four fiscal years along with their status – resolved, pending and withdrawn. It can be seen that Thimphu region recorded the maximum number of complaints. This could be due to

the presence of large number of establishments in the region. Samdrup Jongkhar and Gelephu region received the least number of complaints for three consecutive fiscal years.

Table 2.2: Status of complaints by region, 2015-2019

Region	Complaints				Resolved				Pending				Withdrawn	
	2015-16	2016-17	2017-18	2018-19	2015-16	2016-17	2017-18	2018-19	2015-16	2016-17	2017-18	2018-19	2017-18	2018-19
Thimphu	121	150	431	429	121	150	124	113	0	0	235	301	72	15
Phuentsholing	33	30	23	24	31	30	18	15	4	0	5	9	0	0
Gelephu	7	6	13	16	7	6	7	6	0	0	4	9	2	1
Samdrup Jongkhar	3	6	13	9	3	6	10	4	0	0	3	5	0	0
Tashigang	14	18	17	17	14	16	13	11	0	0	4	6	0	0
<b>Total</b>	<b>178</b>	<b>210</b>	<b>497</b>	<b>495</b>	<b>176</b>	<b>208</b>	<b>172</b>	<b>149</b>	<b>4</b>	<b>0</b>	<b>251</b>	<b>330</b>	<b>74</b>	<b>16</b>

Source: Annual Report July 2018 – June 2019, DoL, MoLHR

Table 2.3 shows the number of complaints received by reasons and region. The Ministry received a total of 495 complaints in the FY 2019. Thimphu region received the highest number of complaints (429 complaints) followed by Phuentsholing region with 24 complaints. Samdrup Jongkhar region received only 9 complaints which was the least among the regions. Among the nature of complaints, the non-payment of wages and absconding after taking advance were the major issues followed by termination of contract without serving notice.

Table 2.3: Number of complaints received by reasons and region, 2018-2019

Region	Thimphu	Phunts holing	Gelephu	Samdrup Jongkhar	Trashigang	Total
Non-payment of wages	108	6	10	8	15	147
Termination of contract without serving notice	66	10	2	0	0	78
Absconded after taking advance	142	0	0	0	0	142
Breach of agreement	9	0	0	0	0	9
Discrimination	1	0	0	0	0	1
Forgery	0	0	1	0	0	1
Harassment at work place	1	0	0	0	0	1
Job placement at Malaysia	3	0	0	0	0	3
Non-fulfillment of obligations	1	0	0	0	0	1
Non-issuance of relieving order	7	0	0	1	0	8
Non-payment in lieu of weekly rest period & public holiday	28	1	0	0	0	29
Non-payment of advance taken	1	0	0	0	0	1
Non-payment of benefits such as PF, GIS allowance and Gratuity	29	5	1	0	2	37
Non-payment of services charges	17	0	0	0	0	17
Non-payment of worker's compensation	4	2	0	0	0	6
Oversea Employment without Valid Employment Agent's License	4	0	0	0	0	4
Recruitment procedure lapses	4	0	0	0	0	4
Others	4	0	2	0	0	6
<b>Total</b>	<b>429</b>	<b>24</b>	<b>16</b>	<b>9</b>	<b>17</b>	<b>495</b>

Source: Annual Report July 2018– June 2019, DoL, MoLHR

Table 2.4 illustrates the number of employees who encountered various kinds of work site accidents (both fatal and injury) from 2015 to 2019 at their work place by sector. In 2018-19, a total of 42 employees encountered work site accidents (both fatal and injury) as compared to 90 employees who encountered work site accidents (both fatal and injury) in 2017-18. The work site accidents are more prevalent in the construction sector followed by manufacturing industry.

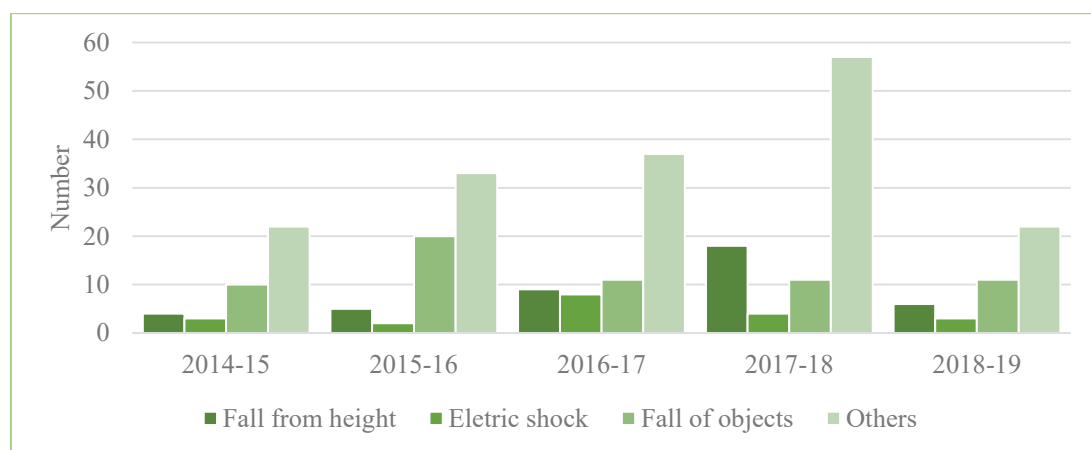
Table 2.4: Number of employees who encountered work site accidents by sector and types of accidents, 2015 - 2019

Sector	Fatal				Injury			
	2015-16	2016-17	2017-18	2018-19	2015-16	2016-17	2017-18	2018-19
Constructions	10	4	27	15	5	1	20	7
Hydropower	16	17	0	0	4	14	4	1
Manufacturing and Production	1	1	3	1	25	19	33	16
Mining and Quarry	1	1	0	0	0	2	0	2
Trading and services	1	1	2	0	0	0	0	0
Hotels & Restaurants	0	0	1	0	0	0	0	0
<b>Total</b>	<b>29</b>	<b>24</b>	<b>33</b>	<b>16</b>	<b>34</b>	<b>36</b>	<b>57</b>	<b>26</b>

Source: Annual Report July 2018 – June 2019, DoL, MoLHR

Figure 2.1 shows the summary of major causes of accident in the last five fiscal years. For the fiscal year 2018-19, the major cause of accident was found to be struck by moving objects followed by falls from height and electric shocks.

Figure 2.1: Number of employees who encountered work site accidents by cause of accidents, 2015-2019



Source: Annual Report July 2018 – June 2019, DoL, MoLHR



## Employer/Employee Registration

The Employer/Employee Registration was implemented in 2018 with an attempt to develop a comprehensive employment database system in the country. Currently, only those employers who require foreign workers register with the Department's Job Portal System and the Department is not able to track the formal employment figures for the private and corporate sectors. The main objective behind this activity was to develop an inclusive system which would function as the central employment repository interface. For 2018, the Department only collected information on the employers/employees of the private and corporate sectors except trading sector. The Department plans to incorporate information from all the other uncovered sectors during the fiscal year 2019-20, integrate the employee details from civil service and non-government organizations. After the completion of this activity, the Department will have complete information on the national workforce engaged in the formal sectors of the economy. Through this system, the Department will be in a position to develop reliable workforce planning and human resource development policies.

Table 2.5 shows the distribution of employed persons by nature of employment viz. casual, contract and regular. The registration covered 29,782 regular employees followed by 1,713 contract employees and 718 casual employees. Table 2.6 on the other hand shows the number of employees by type of employer. Majority of the employees work for the Private Sector followed by those working in the Corporate Sectors.

Table 2.5: Number of employee by nature of employment and gender

Nature of Employment	Male	Female	Total
Casual	362	346	708
Contract	1,160	553	1,713
Regular	17,816	11,966	29,782
<b>Total</b>	<b>19,338</b>	<b>12,865</b>	<b>32,203</b>

Source: BLMIS, DoEHR, MoLHR (as of 30 June, 2019)

Table 2.6: Number of employee by type of employer and gender

Type of Employer	Male	Female	Total
Cooperation	6,169	2,493	8,662
Foreign Direct Investment	1,332	616	1,948
Joint Venture	499	149	648
Private	11,338	9,607	20,945
<b>Total</b>	<b>19,338</b>	<b>12,865</b>	<b>32,203</b>

Source: BLMIS, DoEHR, MoLHR (as of 30 June 2019)

Table 2.7 illustrates the number of employees registered by region. Thimphu region had the highest number of employees registered followed by Phuentsholing and Gelephu regions. In terms of the education level of these employees, of the total 32,203 employees registered, 40.5 percent of the employees completed Middle and Higher Secondary education. Only 18.2 percent of the employees completed Bachelor's Degree and above and the remaining employees had education levels below Lower Secondary as shown in Table 2.8.

Table 2.7: Number of employee by region and gender

Regional	Male	Female	Total
Thimphu	10,299	6,359	16,658
Phuentsholing	4,722	3,110	7,832
Gelephu	2,154	1,766	3,920
Samdrup Jongkhar	715	522	1,237
Trashigang	1,448	1,108	2,556
<b>Total</b>	<b>19,338</b>	<b>12,865</b>	<b>32,203</b>

Source: BLMIS, DoEHR, MoLHR (as of 30 June 2019)

Table 2.8: Number of employees by education and gender

Qualificaton	Male	Female	Total
No education	3,582	2905	6,487
Certificate	5	1	6
Class 6	1,976	774	2,750
Class 8	1,672	965	2,637
Class 10	4,037	3118	7,155
Class 12	3,560	2982	6,542
General Graduate	1,949	1267	3,216
Technical Graduate	1,543	507	2,050
Masters	406	179	585
PhD	4	1	5
Others	604	166	770
<b>Total</b>	<b>19,338</b>	<b>12,865</b>	<b>32,203</b>

Source: BLMIS, DoEHR, MoLHR (as of 30 June 2019)

Table 2.9 shows the registered employees by major economic activity and gender. Majority of the employees are engaged under the Public Administration and Defense category followed by Hotels and Restaurants.

Table 2.9: Number of employees by major economic activities and gender

Major Economic Activity	Male	Female	Total
Agriculture and Forestry	451	184	635
Construction	2,521	1,251	3,772
Education	80	127	207
Electricity, Gas and Water Supply	131	31	162
Entertainment	10	18	28
Financial Intermediation	613	262	875
Health and Social Work	60	68	128
Hotels and Restaurants	3,009	3,645	6,654
Information and Communication Technology	132	54	186
Manufacturing	1,010	788	1,798
Mining and Quarrying	139	48	187
Private Households with Employed Persons	49	32	81
Public Administration and Defense Activities	7,416	3,280	10,696
Real Estate, Renting and Business Activities	671	181	852
Services	1,660	2,054	3,714
Tourism	175	152	327
Transport, Finance and Communications	496	219	715
Wholesale and Retail trade	715	471	1,186
<b>Total</b>	<b>19,338</b>	<b>12,865</b>	<b>32,203</b>

Source: BLMIS, DoEHR, MoLHR (as of 30 June 2019)

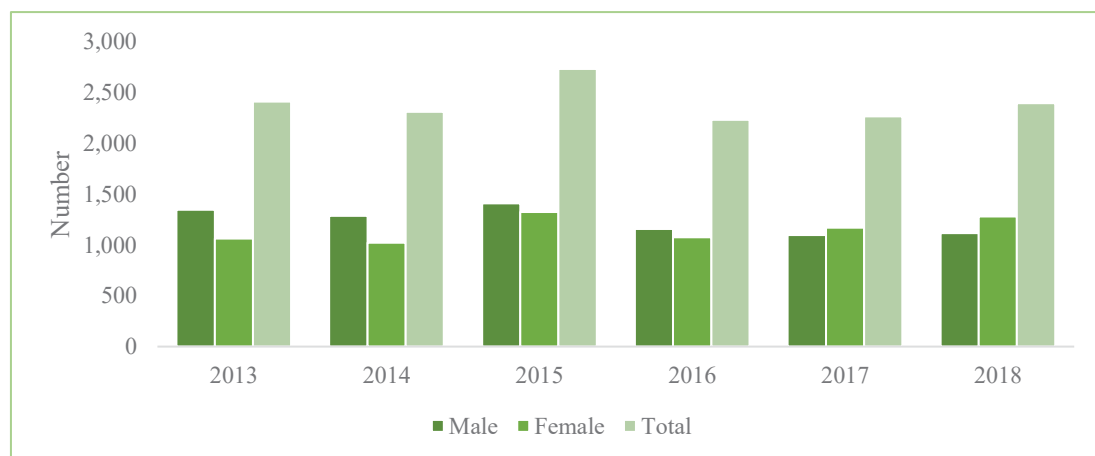
## CHAPTER 3: LABOUR SUPPLY

### National Graduates Orientation Program

The National Graduates Orientation Program (NGOP)<sup>7</sup> 2018 saw 2,392 University graduates in attendance of which 53 percent were male and the remaining 47 percent were female. As seen in Figure 3.1, the number of female university graduates have been increasing and has even surpassed male attendees in the program since 2017 which is indicative of the growing number of female labour force supply with tertiary education.

General graduates, more specifically in the field of business studies and general arts subjects, are among the highest in terms of courses attended. For NGOP 2018, there were 1,840 general graduates - 807 male and 1,033 female - with more than half of them having a degree in business studies. In comparison, there were only 552 technical graduates who attended the program of which 56 percent were male and the remaining 44 percent female.

Figure 3.1: Number of graduates attending NGOP over the years



Source: LMIRD, DoEHR, MoLHR

Around 77 percent of the University graduates who attended the program had completed their tertiary education from institutes within Bhutan, followed by those who completed their tertiary education in India.

<sup>7</sup>The total number of graduates in the country for a given year is expected to be slightly higher than the numbers reflected in the figures above since some graduates voluntarily choose not to attend the program.

Table 3.1: Number of graduates for NGOP 2018 by country of study

Country of Study	Male	Female	Total
Bhutan	851	994	1,845
India	246	241	487
Thailand	12	14	26
Bangladesh	0	13	13
Australia	3	3	6
Malaysia	1	5	6
United States	1	5	6
China	0	1	1
Nepal	0	1	1
Singapore	0	1	1
<b>Total</b>	<b>1,114</b>	<b>1,278</b>	<b>2,392</b>

Source: LMIRD, DoEHR, MoLHR

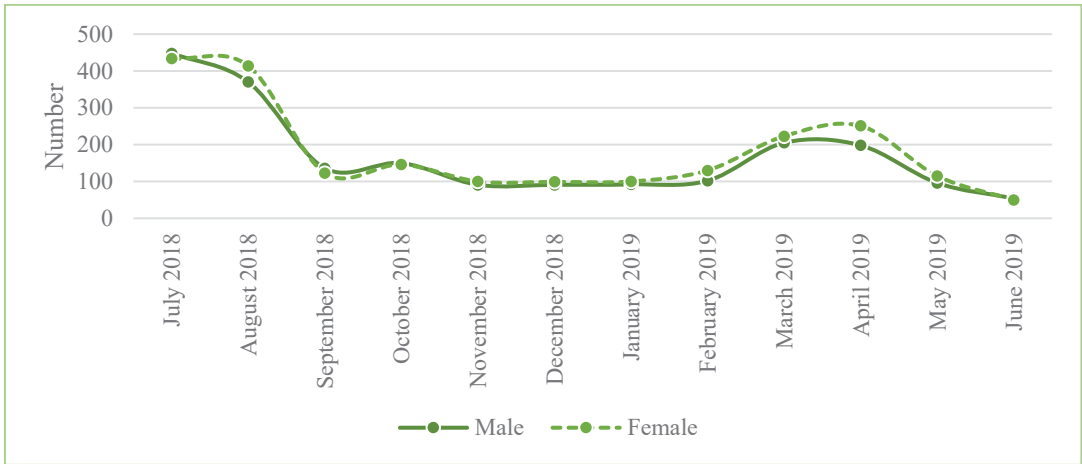
### Job Seekers

A closer look into the job seekers who registered with the Ministry's online Job Portal System<sup>8</sup> in 2018-19, there were 4,218 job seekers which constituted of 48 percent male and 52 percent female job seekers. Figure 3.2 shows that registration of job seekers into the Job Portal System peaked during the months of July and August as these are the months when Higher Secondary Education and Tertiary Education results are released.

Majority of the registered jobseekers were those who had Higher Secondary Education (1,787) followed by those with General Graduate (1,245). Middle Secondary Education comprised of 14 percent with 594 registered jobseekers as seen in Figure 3.3.

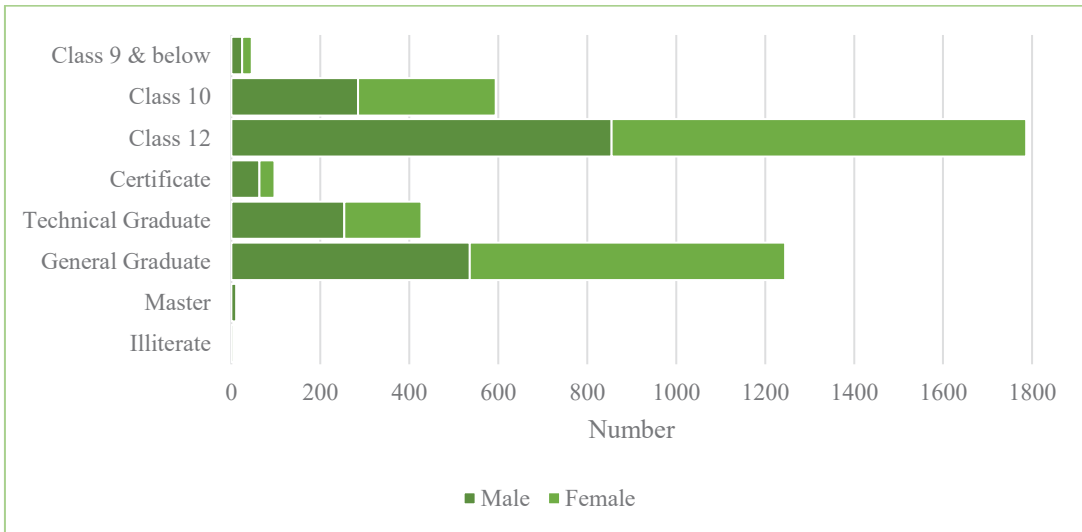
<sup>8</sup> The Job Portal is the Central Employment Repository of Bhutan that serves as a platform to connect Job-seekers and potential employers Bhutan

Figure 3.2: Number of jobseekers registered in the online Job Portal System by months, 2018-19



Source: ESD, DoEHR, MoLHR

Figure 3.3: Number of job seekers registered by educational attainment and gender, 2018-19



Source: ESD, DoEHR, MoLHR

## Tertiary and Technical Education Statistics

Although unemployment is higher among those with higher education, majority of the vacancies in the past one year has been for those with lower education or for skilled labour which presents a disconnect within the labour market. It then becomes crucial that Bhutanese students planning to pursue higher/tertiary education or training are well informed to make their decisions that would ease transitioning into the labour market and ensure higher employability upon completion of their studies.

As of 2018, there were about 12,865 students pursuing tertiary education in Bhutan, with the Royal University of Bhutan (RUB) alone constituting around 86 percent of the total undergraduate students. Of the total enrollment, the numbers of male undergraduate students are slightly higher than the number of female undergraduate students as shown in the Table 3.2 below.

Table 3.2: Number of undergraduates within Bhutan by institutes and gender, 2018

Name of College	Male	Female	Total
<b>Royal University of Bhutan</b>	<b>5,863</b>	<b>5,232</b>	<b>11,095</b>
College of Natural Resources	393	457	850
College of Science and Technology	687	278	965
Gaeddu College of Business Studies	858	737	1,595
College of Language and Culture Studies	541	618	1,159
Jigme Namgyel Engineering College	588	250	838
Paro College of Education	732	795	1,527
Samtse College of Education	579	553	1,132
Sherubtse College	838	788	1,626
Royal Thimphu College ( <i>affiliated</i> )	440	576	1,016
Gyalpoizhing College of Information Technology	85	73	158
Norbuling Rigter College ( <i>affiliated</i> )	79	88	167
Yonphula Centenary College	43	19	62
<b>Khesar Gyalpo University of Medical Sciences</b>	<b>346</b>	<b>288</b>	<b>634</b>
Faculty of Nursing & Public Health	256	193	449
Faculty of Postgraduate Medicine	23	13	36
Faculty of Traditional Medicine	52	40	92
Reldri Academy of Health Sciences ( <i>affiliated</i> )	15	42	57
<b>Autonomous Institutes</b>	<b>128</b>	<b>123</b>	<b>251</b>
Royal Institute of Management	111	97	208
Jigme Singye Wangchuck school of law	17	26	43
	<b>6,811</b>	<b>6,054</b>	<b>12,865</b>

Source: State of Tertiary Education in Bhutan 2018, MoE

In addition to the growing number of undergraduate students within Bhutan, there are also several undergraduate students who are pursuing their tertiary education outside Bhutan. As of 2018, there were 4,965 undergraduate students outside Bhutan, a majority of them (68 percent) studying in India followed by Australia and Thailand with 16 percent and 9 percent respectively.

Table 3.3: Number of undergraduate students outside Bhutan by country of study and gender, 2018

Country	Scholarship		Self funded		Male	Female	Total
	Male	Female	Male	Female			
Armenia	1	1	0	0	1	1	2
Australia	61	44	332	345	393	389	782
Austria	0	1	0	0	0	1	1
Bangladesh	11	52	34	58	45	110	155
Canada	2	0	6	7	8	7	15
Cuba	1	1	0	0	1	1	2
France	1	1	0	0	1	1	2
Germany	1	1	0	0	1	1	2
Hong Kong	1	1	0	0	1	1	2
India	112	82	1,814	1,371	1,926	1,453	3,379
Indonesia	1	1	0	0	1	1	2
Italy	0	1	0	0	0	1	1
Japan	7	6	0	0	7	6	13
Korea	1	4	0	0	1	4	5
Malaysia	1	0	18	11	19	11	30
Mongolia	1	0	0	0	1	0	1
Nepal	1	0	0	0	1	0	1
Netherland	2	5	0	0	2	5	7
New Zealand	4	2	0	0	4	2	6
Philippines	2	0	0	0	2	0	2
Singapore	3	1	4	7	7	8	15
Spain	1	0	0	0	1	0	1
Sri Lanka	6	6	5	8	11	14	25
Switzerland	0	0	3	1	3	1	4
Thailand	153	110	93	101	246	211	457
United Kingdom	3	1	0	0	3	1	4
USA	5	11	14	19	19	30	49
<b>Total</b>	<b>382</b>	<b>332</b>	<b>2,323</b>	<b>1,928</b>	<b>2,705</b>	<b>2,260</b>	<b>4,965</b>

Source: State of Tertiary Education in Bhutan 2018, MoE

Although there are a very large number of undergraduate students pursuing their tertiary education both inside and outside Bhutan, the number of trainees in the



Technical Training Institutes (TTIs) is comparatively low. During the fiscal year 2018-19, there were 678 trainees in TTIs under MoLHR of which about 72 percent were male and 28 percent female (Table 3.4).

In the Institute of Zorig Chusums (IZCs) under MoLHR, there were 169 trainees - 69 percent were male and 31 percent female (Table 3.5). In both Technical Training Institutes (TTIs) and Zorig Chusums (IZCs), the female enrolments are much lower comparing to male.

Table 3.4: Number of trainees currently enrolled in Technical Training Institutes (TTIs) by trade and gender, 2018 - 2019

Trade	Male	Female	Total
<b>TTI - Chumey</b>	<b>72</b>	<b>51</b>	<b>123</b>
Carpentry NCII	15	6	21
Masonry NC II	14	16	30
Plumbing NCII	3	12	15
Welding NCII	10	6	16
Carpentry NCIII	8	0	8
Masonry NCIII	15	5	20
Plumbing NCIII	7	6	13
<b>TTI - Khuruthang</b>	<b>54</b>	<b>37</b>	<b>91</b>
Mechanical Fitter NCII	15	5	20
Mechanical Welder NCII	11	9	20
Electrical NCII	14	10	24
Welder NC III	4	6	10
Electrical NC III	10	7	17
<b>TTI - Rangjung</b>	<b>70</b>	<b>24</b>	<b>94</b>
Electrical NCII	35	13	48
Computer Hardware and Networking NCII	8	7	15
Furniture Making NCII	9	3	12
Automobile NCII	11	0	11
Furniture Making (Short courses)	7	1	8
<b>TTI - Samthang</b>	<b>121</b>	<b>24</b>	<b>145</b>
Auto mechanic NCII	22	13	35
Auto electrician NCII	10	3	13
Heavy Vehicle Driving	21	0	21
Heavy Earth Mover Operator	11	0	11
Auto mechanic NCIII	13	2	15
Automobile NCIII	10	6	16
Heavy Vehicle Driving NCII	22	0	22

Heavy Earth Mover Operator NCII	12	0	12
<b>TTI - Thimphu</b>	<b>67</b>	<b>6</b>	<b>73</b>
Auto mechanic NCII	25	2	27
Auto Painting NCII	20	4	24
Refrigerator and Air conditioning NCII	0	0	0
Auto mechanic NCIII	14	0	14
Auto mechanic NCIII	8	0	8
<b>JWPTI - Dekiling</b>	<b>106</b>	<b>46</b>	<b>152</b>
Carpentry NCII	6	7	13
Masonry NCII	24	5	29
Plumbing NCII	14	10	24
Mechanical Fitter NCII	9	3	12
Mechanical Welder NCII	16	0	16
Furniture Making (Fast track)	8	7	15
Transmission and Distribution	14	8	22
Hydro-power mechanic	15	6	21
<b>Total</b>	<b>490</b>	<b>188</b>	<b>678</b>

Source: TISD, DTE, MoLHR

Table 3.5: Number of trainees currently enrolled in Institute of Zorig Chusum by trade and gender, 2018 - 2019

Trade	Male	Female	Total
<b>IZC- Thimphu</b>	<b>77</b>	<b>23</b>	<b>100</b>
Lhadi (Painting) NCIII	21	2	23
Shingtshen (Painting)NCII	15	0	15
Jimzo (Sculpture) NCIII	10	0	10
Jimzo (Sculpture) NCII	3	1	4
Patra (Wood Carving) NCIII	9	0	9
Patra (Wood Carving) NCII	10	0	10
Tshemdrup (Embroidery) NCIII	3	19	22
Trezo (Gold and Silver smith) NCIII	6	0	6
Thagzo	0	1	1
<b>College of Zorig Chusum – Trashhi Yangtse</b>	<b>39</b>	<b>30</b>	<b>69</b>
Patra( Wood carving) NCII	25	0	25
Lhadri (Painting) NCII	13	0	13
Tshemzo (Tailoring) NCII	0	30	30
Shagzo / Saezo (Wood Turning) NCII	1	0	1
<b>Total</b>	<b>116</b>	<b>53</b>	<b>169</b>

Source: TISD, DTE, MoLHR

## Foreign Workers

As of June 2019, there were 50,057 foreign workers within the country, which constituted of 97.2 percent male and only 2.4 percent female foreign workers. Table 3.6 shows the number of foreign workers by major occupation groups. A majority of the foreign workers were engaged in occupation groups that are considered to be labour intensive. There were 87.3 percent of the foreign workers classified as Craft and Related Trade Workers followed by Elementary Occupations with 5.9 percent.

Table 3.6: Number of foreign workers by major occupation and gender, 2018 - 2019

Major Occupation	Male	Female	Total
Managers	198	15	213
Professionals	839	105	944
Technicians and Associate Professionals	387	18	405
Clerical support workers	78	36	114
Service and sales workers	145	13	158
Skilled Agricultural, Forestry and Fishery	48	0	48
Craft and related trade workers	43,280	409	43,689
Plant and machine operators and assemblers	1,513	2	1,515
Elementary Occupation	2,379	592	2,971
<b>Total</b>	<b>48,867</b>	<b>1,190</b>	<b>50,057</b>

Source: DoL, MoLHR as of June 2019

## CHAPTER 4: LABOUR DEMAND

The demand for labour, in its simplest form, is the willingness of an economy or firm to employ workers at a given point in time. The data pertaining to labour demand in this section is collected and compiled by the Employment Services Division (ESD), Department of Employment and Human Resources of the Ministry from advertisements in various media outlets, as well as from administrative records maintained by relevant agencies.

### Vacancies

During the fiscal year 2018-19, a total of 5,201 vacancies were compiled by the ESD. About 32.5 percent of the vacancies came from the Private sector, 27.8 percent from the government/autonomous agencies and 20.7 percent from the Overseas respectively. Vacancies from Corporate sector made 18.2 percent and NGOs made up a negligible share to the overall vacancies announced during the fiscal year.

Table 4.1 presents the same vacancies classified by education level across the five major enterprises. 29.0 percent and 15.1 percent of the vacancies announced were for those with Middle Secondary education and General Graduate level respectively followed by 13.6 and 11.9 percent for those who had Higher Secondary and Certificate holders. Vacancies for Class 9 and below accounted for only 10.5 percent of the total vacancies. This overview of the vacancy classification by education level indicates a huge demand for Middle Secondary Education groups on the one hand and the increasing supply of job seekers with Higher Secondary education on the other hand.

Table 4.1: Number of vacancies by qualification and enterprise, 2018 - 2019

Qualification	Government/ Autonomous	Corporate	Private	NGOs	Overseas	Total
Master	0	4	52	2	0	58
General Graduate	165	152	262	17	189	785
Technical Graduate	68	66	156	3	0	293
Diploma	189	31	79	0	0	299
Certificate	134	194	291	0	0	619
Class XII	227	198	278	2	0	705
Class X	284	119	209	7	887	1,506
Class IX & Below	188	105	250	4	0	547
Illiterate	192	81	114	1	0	388
Other	0	0	1	0	0	1
<b>Total</b>	<b>1,447</b>	<b>950</b>	<b>1,692</b>	<b>36</b>	<b>1,076</b>	<b>5,201</b>

Source: ESD, DoEHR, MoLHR

Table 4.2 shows the vacancies reported monthly across the four major enterprises the fiscal year 2018–19. On average, about 433 vacancies were announced every month.

There are, however, certain months where the vacancies announced were below average. For example, in July 2018, September 2018, November 2018, December 2018, April 2019, May 2019, and June 2019, the vacancies announced were below the monthly average. This could particularly be due to the variations in the recruitment months of the respective enterprises.

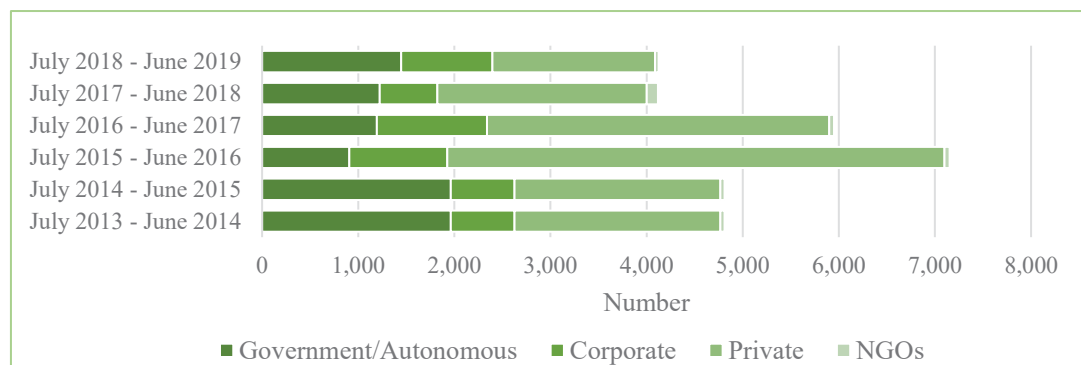
Table 4.2: Number of vacancies (in months) by enterprise, 2018-19

Months	Government/ Autonomous	Corporate	Private	NGOs	Overseas	Total
July 2018	67	36	178	0	32	313
August 2018	275	73	219	2	30	599
September 2018	133	2	112	1	0	248
October 2018	130	132	170	3	0	435
November 2018	64	95	105	8	58	330
December 2018	56	7	54	1	240	358
January 2019	42	183	159	6	310	700
February 2019	301	29	121	1	22	474
March 2019	118	162	113	9	269	671
April 2019	126	31	216	5	30	408
May 2019	120	124	146	0	25	415
June 2019	15	76	99	0	60	250
<b>Total</b>	<b>1,447</b>	<b>950</b>	<b>1,692</b>	<b>36</b>	<b>1,076</b>	<b>5,201</b>

Source: ESD, DoEHR, MoLHR

Looking at the trend in vacancies across the four major enterprises from July 2013 - June 2019 as presented in Figure 4.1, Private sector has constantly shown to display the highest absorption capacity of manpower in the labour market followed by the government/autonomous agencies. Corporate sector made up third highest in manpower requirement while vacancies from NGOs have been consistently negligible.

Figure 4.1: Number of vacancies by major enterprises, 2013 - 2019



Source: ESD, DoEHR, MoLHR

## Referrals

Job referrals carried out by Employment Service Centers (ESD) and Regional Offices of MoLHR are often used as a means to help employers connect with jobseekers thereby minimizing time and cost of normal recruitment processes. As part of the referral program, the Employment Service Centers and Regional Offices of MoLHR recommends jobseekers with various qualification and skill levels to prospective employers. However, for the 5,201 vacancies between July 2018 - June 2019, there were only 1,256 referrals made, and majority of the referrals (96.1%) were made in private sector as shown in Table 4.3.

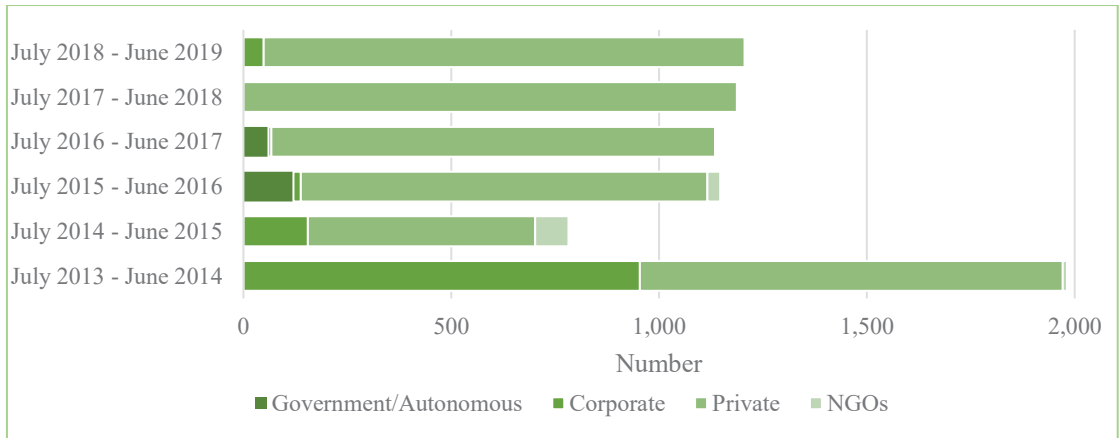
Table 4.3: Number of referrals (in months) by sectors, 2018-19

Months	Government/ Autonomous	Corporate	Private	NGOs	Total
July 2018	0	0	379	0	379
August 2018	0	0	50	0	50
September 2018	0	0	50	0	50
October 2018	0	0	57	0	57
November 2018	0	0	95	0	95
December 2018	0	0	139	0	139
January 2019	0	0	100	0	100
February 2019	0	49	81	0	130
March 2019	0	0	50	0	50
April 2019	0	0	96	0	96
May 2019	0	0	91	0	91
June 2019	0	0	19	0	19
<b>Total</b>	<b>0</b>	<b>49</b>	<b>1,207</b>	<b>0</b>	<b>1,256</b>

Source: ESD, DoEHR, MoLHR

In comparison to the last five years, job referrals have slightly increased during the FY 2018-19 as shown in Figure 4.2.

Figure 4.2: Number of referrals by sectors, 2013-2019



Source: ESD, DoEHR, MoLHR

## Placements

During the fiscal year 2018–19, records show that 4,402 placements were made. As in the previous years, there were more placements made compared to vacancies. This mainly happens since few companies or firms do not announce their vacancies through the Job Portal System or mainstream media, whereas almost all jobseekers are registered with the Job Portal System. So when the jobseekers' status are tracked by the Employment Officers, they are found to be employed thereby reflecting higher placements as compared to the vacancies announced.

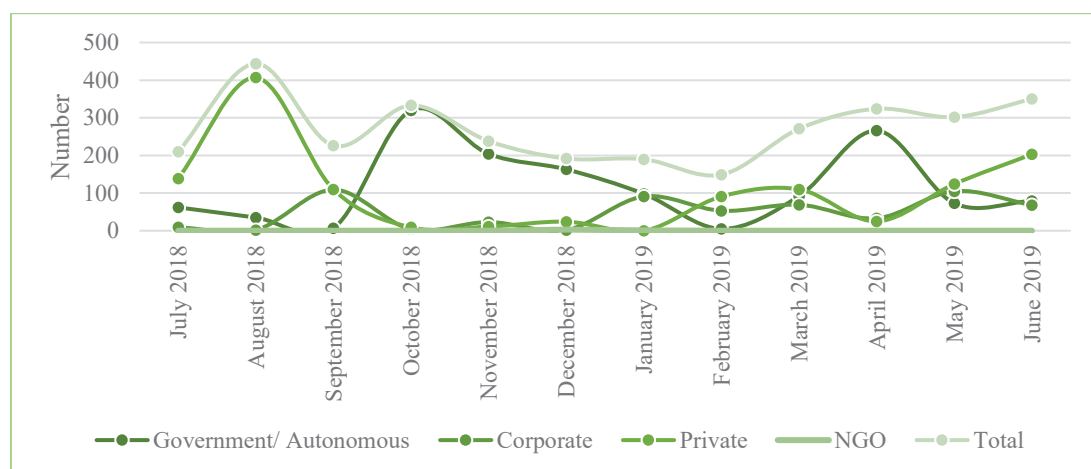
Overall, 4,402 placements were made against 5,201 vacancies announced. The highest placements were made in the month of August 2018 with 11.6 percent and February 2019 recorded the lowest with only 220 placements contributing to only 5 percent of the overall placements made as shown in the Table 4.4 and Figure 4.3.

Table 4.4: Number of placements (in months) by sectors – 2018 - 2019

Months	Government/ Autonomous	Corporate	Private	NGO	Overseas	Total
July 2018	62	9	139	0	128	338
August 2018	35	2	407	0	65	509
September 2018	7	109	110	0	80	306
October 2018	320	4	9	0	82	415
November 2018	204	23	11	0	113	351
December 2018	163	2	24	3	154	346
January 2019	98	91	0	1	67	257
February 2019	5	53	91	0	71	220
March 2019	92	69	110	0	88	359
April 2019	266	33	25	0	163	487
May 2019	73	105	124	0	112	414
June 2019	79	68	203	0	50	400
<b>Total</b>	<b>1,404</b>	<b>568</b>	<b>1,253</b>	<b>4</b>	<b>1,173</b>	<b>4,402</b>

Source: ESD, DoEHR, MoLHR

Figure 4.3: Placements (in month) by Sector 2018 - 2019



Source: ESD, DoEHR, MoLHR

## Employment Facilitation Programs

In the context of changing labour market scenario and changing efforts to facilitate employment for the growing number of jobseekers, several employment facilitation programs were initiated by the Ministry in the 11FYP. The major employment facilitation program was the *Guaranteed Employment Program*<sup>9</sup> which comprised of

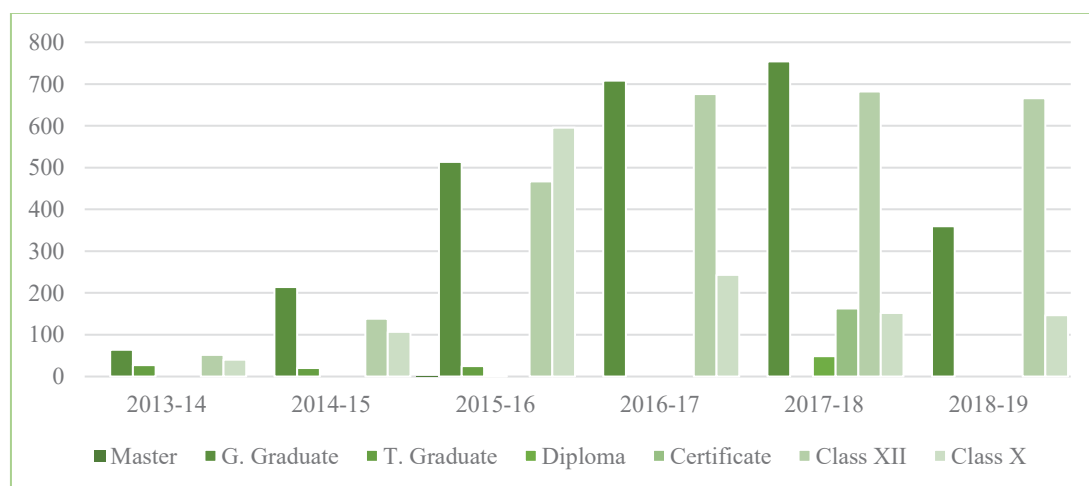
<sup>9</sup> For the Fiscal Year 2018-19, there were no new engagements in Direct Employment Scheme as the program was being restructured. Therefore, the report only contains information on Overseas Employment by registered Private Agents and the Ministry during the fiscal year.



(1) Direct Employment Scheme, (2) Overseas Employment Program, and (3) Skills Development Program in order to address the employability issues directly and through skills development both within and outside the country. During this plan period (12FYP), the Direct Employment Scheme is being replaced by the Youth Engagement and Livelihood Program.

Between July 2013 and June 2019, 6,868 job seekers have been placed overseas, with over three-quarters of the placements in the last five years alone. Figure 4.4 shows the number of overseas placements in the last five years by education level. It can be seen that overseas employment has been limited to only those who had completed tertiary, higher secondary and middle secondary education. From June 2018 – July 2019 alone, 39 percent of the overseas placements were for jobseekers with Higher Secondary Education followed by 38 percent for University Graduates and the remaining 18.7 percent for jobseekers with Middle Secondary Education.

Figure 4.4: Number of Overseas placements, 2013 - 2019



Source: ESD, DoEHR, MoLHR

### Labour Market Tightness

In recent years, the number of jobseekers has increased sharply corresponding to increased job vacancies, as seen in Table 4.5, but the effort of the jobseekers to look for jobs is still low as compared to the job vacancies that are available. Between July 2018 – June 2019, there were 4,218 registered job seekers against 5,201 compiled vacancies.

Over the years, the number of job vacancies collected has fluctuated despite little variations in number of jobseekers registering in the Job Portal System. However, for

the last two years, the number of placements carried out against number of vacancies were high narrowing the gap between the number of registered jobseekers and total vacancies documented by the Employment Services Division. Despite higher numbers of reported job vacancies and placements, it is also important to note that job referrals have been consistently low even though referrals are easy, less time consuming and a cost effective method of facilitating employment support.

Table 4.5: Number of registered job seekers, Vacancy, Referral and Placement over the years

Year	Jobseekers registered	Vacancies	Referred	Placed
July 2013 - June 2014	8,500	5,029	782	2,834
July 2014 - June 2015	8,360	5,087	1436	5,476
July 2015 - June 2016	8,598	8,258	1161	9,204
July 2016 - June 2017	6,640	7,079	1139	6,892
July 2017 - June 2018	7,809	5,067	1270	8,121
July 2018 - June 2019	4,218	5,201	1206	4,402
<b>Total</b>	<b>44,125</b>	<b>35,721</b>	<b>6994</b>	<b>36,929</b>

Source: ESD, DoEHR, MoLHR

Labour market tightness<sup>10</sup>, which is the ratio of job vacancies to the referral flows, for Bhutan has been increasing from 6.4 in July 2014- June 2015 to 4.3 in July 2018 - June 2019, as seen in Figure 4.4, indicating inadequacy in the rise in the number of referrals issued in comparison to the increasing number of vacancies over the years. Hence, a higher labour market tightness could suggest a larger disconnect between employers and jobseekers whereby employers with vacancies find it increasingly difficult contacting relevant job seekers in the labour market.

<sup>10</sup>The number of referral flows is given by:  $E=kU$ ,

where

E = number of referral flows

U = number of registered job seekers

Therefore, k implies an average number of referral per job seekers. If  $k \geq 1$ , a job seeker applies for more than one job vacancy on an average. Dividing the number of job vacancies (V) by the referral flow (E) equation gives:

$$\bullet \quad = 1/k \theta$$

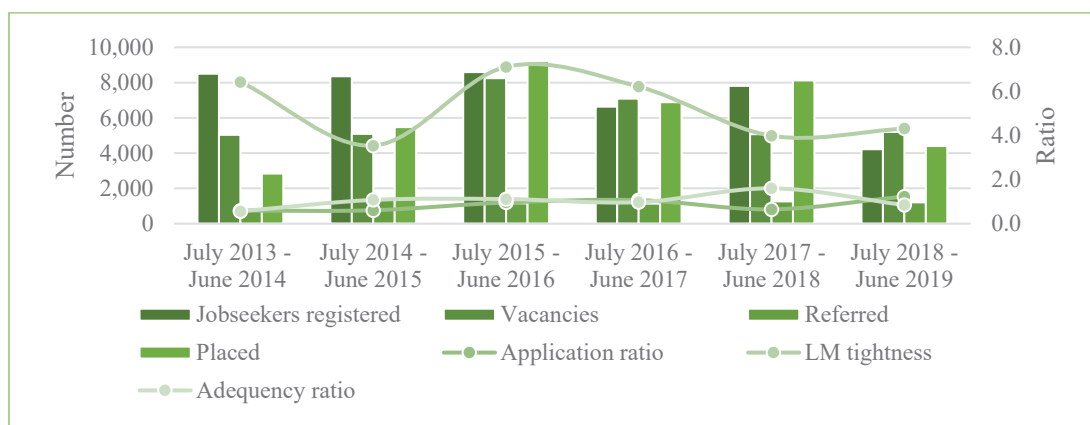
Where (V/E) = labour market tightness.

Application ratio<sup>11</sup>, which is the ratio of job vacancies to the registered jobseekers, has fluctuated more or less the same over the years with 0.6 between July 2013 – June 2014 to 1.2 between July 2018 – June 2019 indicating a reduction in the number of vacancies in relation to the rise in the number of jobseekers over the years.

Adequacy ratio, which is the ratio of job placements to job vacancies on the other hand shows a consistent rise from 0.6 between July 2013 – June 2014 to 0.8 between July 2018 – June 2019 due to the proportionate increase in the number of placements made. However, simply relying on a rising adequacy ratio alone is not enough since there are several other factors that need to be looked into, such as the quality of their placement that may include:

- wages and other benefits;
- nature of employment: regular paid, contract or casual or temporary; and
- Whether their placement is in line with their academic and/or training background.

Figure 4.4: Trends for labour market tightness, application ratio and adequacy ratio, 2013 - 2019



<sup>11</sup>The symbol  $\theta$  in the above equation indicates application ratio, where  $(\theta=V/U)$

## Appendix

Table 1.1: Total Labour Force by age group, area and gender, 2018

Age group	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	2,105	1,509	3,614	463	556	1,019	2,568	2,065	4,633
20-24	8,572	7,772	16,345	4,768	5,535	10,304	13,340	13,307	26,647
25-29	13,066	12,646	25,712	9,792	9,066	18,858	22,858	21,712	44,570
30-34	13,853	13,088	26,940	10,853	7,707	18,559	24,706	20,795	45,500
35-39	13,745	13,926	27,672	10,167	5,898	16,065	23,912	19,823	43,736
40-44	11,906	11,262	23,168	6,860	3,270	10,129	18,765	14,532	33,298
45-49	11,032	11,884	22,917	5,116	2,511	7,627	16,148	14,394	30,542
50-54	10,416	10,399	20,815	3,553	1,261	4,814	13,969	11,660	25,629
55-59	9,567	7,869	17,436	1,809	719	2,528	11,376	8,588	19,964
60-64	8,930	7,392	16,322	1,036	484	1,520	9,965	7,876	17,842
65+	10,731	6,357	17,088	989	417	1,406	11,719	6,774	18,493
<b>Total</b>	<b>113,924</b>	<b>104,105</b>	<b>218,028</b>	<b>55,405</b>	<b>37,422</b>	<b>92,827</b>	<b>169,328</b>	<b>141,527</b>	<b>310,856</b>

Table 1.2: Labour Force Participation Rate by age group, area and gender, 2018

Age group	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	9.7	6.7	8.2	5.1	4.9	5.0	8.3	6.1	7.2
20-24	46.9	47.2	47.0	55.7	46.6	50.4	49.7	46.9	48.3
25-29	80.3	73.4	76.8	93.1	62.8	75.6	85.3	68.6	76.2
30-34	90.4	81.7	86.0	94.0	60.0	76.1	92.0	72.0	81.6
35-39	93.0	82.4	87.3	96.3	58.3	77.7	94.3	73.4	83.5
40-44	95.1	86.3	90.6	96.3	53.7	76.6	95.6	75.9	85.9
45-49	94.3	82.8	88.0	93.1	50.8	73.1	93.9	74.6	83.7
50-54	92.1	78.3	84.6	88.3	36.5	64.3	91.1	69.7	79.9
55-59	88.6	75.6	82.2	75.0	34.2	56.0	86.1	68.6	77.6
60-64	80.9	68.2	74.6	53.7	26.4	40.4	76.8	62.2	69.6
65+	46.9	29.9	38.7	29.1	10.5	19.0	44.6	26.8	35.9
<b>Total</b>	<b>68.3</b>	<b>60.5</b>	<b>64.3</b>	<b>74.1</b>	<b>45.1</b>	<b>58.9</b>	<b>70.1</b>	<b>55.5</b>	<b>62.6</b>

Table 1.3: Total employed persons by age group, area and gender, 2018

Age group	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	1,856	1,282	3,138	303	341	644	2,159	1,623	3,782
20-24	7,653	7,005	14,658	3,648	4,271	7,920	11,301	11,276	22,577
25-29	12,561	12,108	24,669	8,853	7,807	16,660	21,414	19,915	41,329
30-34	13,613	12,913	26,526	10,685	6,928	17,612	24,298	19,841	44,139
35-39	13,644	13,852	27,497	10,068	5,445	15,513	23,712	19,297	43,009
40-44	11,906	11,238	23,144	6,843	3,194	10,036	18,748	14,432	33,181
45-49	11,032	11,880	22,913	5,097	2,486	7,583	16,129	14,366	30,495
50-54	10,416	10,399	20,815	3,553	1,261	4,814	13,969	11,660	25,629
55-59	9,567	7,869	17,436	1,809	719	2,528	11,376	8,588	19,964
60-64	8,930	7,392	16,322	1,036	484	1,520	9,965	7,876	17,842
65+	10,731	6,357	17,088	989	417	1,406	11,719	6,774	18,493
<b>Total</b>	<b>111,910</b>	<b>102,297</b>	<b>214,206</b>	<b>52,883</b>	<b>33,352</b>	<b>86,235</b>	<b>164,792</b>	<b>135,649</b>	<b>300,442</b>

Table 1.4: Total employed persons by education, area and gender, 2018

Education	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
No formal education	63,507	71,279	134,786	11,718	9,625	21,344	75,225	80,904	156,130
Primary	16,722	8,159	24,881	6,434	2,433	8,866	23,156	10,592	33,748
Lower Secondary	5,571	3,823	9,393	4,148	1,776	5,924	9,719	5,598	15,317
Middle Secondary	8,945	6,051	14,996	8,558	6,347	14,905	17,503	12,398	29,901
Higher Secondary	4,976	3,002	7,978	9,025	6,589	15,614	14,001	9,591	23,592
Bachelor Degree	2,970	1,272	4,242	9,661	4,859	14,519	12,630	6,131	18,761
Masters & above	422	109	531	2,000	568	2,568	2,422	677	3,099
NFE	4,391	8,283	12,675	317	1,120	1,436	4,708	9,403	14,111
Religious Professionals	4,305	302	4,607	977	15	992	5,282	317	5,599
Don't know	101	17	118	46	21	67	147	38	185
<b>Total</b>	<b>111,910</b>	<b>102,297</b>	<b>214,206</b>	<b>52,883</b>	<b>33,352</b>	<b>86,235</b>	<b>164,792</b>	<b>135,649</b>	<b>300,442</b>

Table 1.5: Total employed persons by nature of employment, area and gender, 2018

Nature of Employment	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Regular Paid Employee	17,016	7,269	24,285	37,355	17,698	55,053	54,371	24,966	79,338
Casual Paid Employee	5,835	1,262	7,097	2,856	1,248	4,104	8,691	2,510	11,201
Contract/Piece Paid Worker	3,434	435	3,870	770	184	954	4,205	619	4,824
Own-account Worker (Non-agriculture)	9,095	7,468	16,562	9,415	9,332	18,745	18,509	16,798	35,307
Own-account Worker (Agriculture)	41,100	31,571	72,671	981	1,189	2,170	42,081	32,760	74,841
Family Worker (Non-agriculture)	2,174	2,151	4,325	1,006	2,742	3,748	3,180	4,893	8,073
Family Worker (Agriculture)	33,256	52,142	85,398	500	960	1,459	33,756	53,102	86,857
<b>Total</b>	<b>111,910</b>	<b>102,297</b>	<b>214,206</b>	<b>52,883</b>	<b>33,352</b>	<b>86,235</b>	<b>164,792</b>	<b>135,649</b>	<b>300,442</b>

Table 1.6: Total employed persons by enterprise, area and gender, 2018

Enterprise	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	8,958	4,228	13,186	12,501	7,116	19,617	21,459	11,344	32,803
Public/Govt. Companies	2,410	892	3,301	7,173	2,792	9,964	9,582	3,683	13,266
Private Companies	3,539	1,019	4,558	6,059	3,135	9,194	9,598	4,154	13,752
Armed Forces	1,229	45	1,274	6,337	408	6,745	7,566	453	8,019
Agri. Farming	74,868	83,730	158,599	1,337	2,006	3,342	76,205	85,736	161,941
Private Business	20,570	12,185	32,755	19,009	17,508	36,517	39,579	29,693	69,272
NGO/INGO/CSO	336	198	534	467	388	855	803	586	1,389
Don't know	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>111,910</b>	<b>102,297</b>	<b>214,206</b>	<b>52,883</b>	<b>33,352</b>	<b>86,235</b>	<b>164,792</b>	<b>135,649</b>	<b>300,442</b>

Table 1.7: Total employed persons by major occupation groups, area and gender, 2018

Major Occupation	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Legislators, Senior Officials and Managers	4,025	1,098	5,123	3,952	1,439	5,391	7,977	2,536	10,514
Professionals	5,631	1,699	7,330	8,698	5,014	13,712	14,329	6,713	21,042
Technicians and Associate Professionals	2,817	1,025	3,843	6,736	3,472	10,208	9,553	4,498	14,051
Clerks	661	673	1,334	2,833	2,411	5,244	3,494	3,084	6,578
Service Workers and Shop and Market Sale Workers	5,067	7,613	12,680	9,005	10,919	19,924	14,072	18,532	32,603
Skilled Agricultural Workers	74,361	83,358	157,719	1,484	2,191	3,676	75,846	85,549	161,395
Craft and Related Workers	6,596	4,241	10,836	4,057	5,289	9,346	10,653	9,530	20,183
Plant and Machine Operators	7,992	102	8,094	8,109	164	8,273	16,101	266	16,367
Elementary Occupations	3,560	2,445	6,005	1,846	2,152	3,997	5,406	4,597	10,002
Armed Forces	1,199	43	1,243	6,163	300	6,463	7,362	344	7,706
<b>Total</b>	<b>111,910</b>	<b>102,297</b>	<b>214,206</b>	<b>52,883</b>	<b>33,352</b>	<b>86,235</b>	<b>164,792</b>	<b>135,649</b>	<b>300,442</b>

Table 1.8: Total employed persons by major economic activity, area and gender, 2018

Major Economic Activity	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture and Forestry	74,916	83,535	158,452	1,586	2,202	3,787	76,502	85,737	162,239
Mining and Quarrying	706	82	788	335	55	389	1,041	136	1,177
Manufacturing	4,185	4,704	8,889	4,785	6,124	10,908	8,970	10,827	19,797
Electricity and Gas Supply	1,038	217	1,256	2,574	643	3,218	3,612	861	4,473
Water Supply, Sewerage, Waste Management	65	0	65	113	34	146	178	34	212
Construction	7,584	927	8,511	4,266	791	5,057	11,850	1,718	13,568
Wholesale & Retail Trade; Repair of Motor Vehicles	2,793	6,140	8,933	5,703	7,057	12,760	8,496	13,198	21,693
Transportation and Storage	5,233	123	5,357	4,049	318	4,368	9,283	441	9,724
Accommodation and Food Service Activities	680	1,314	1,994	2,475	3,754	6,229	3,154	5,068	8,223
Information and Communication	181	145	326	1,546	704	2,250	1,727	849	2,576
Financial and Insurance Activities	240	67	307	1,317	1,004	2,320	1,556	1,071	2,627
Real Estate Activities	0	13	13	186	25	211	186	38	224
Professional, Scientific and Technical Activities	83	35	117	647	352	999	729	387	1,116
Administrative and Support Service Activities	831	130	961	2,643	840	3,483	3,475	970	4,444
Public Administration and Defence	6,081	2,121	8,202	13,393	2,935	16,327	19,474	5,056	24,530
Education	2,997	1,930	4,927	3,371	3,196	6,568	6,368	5,127	11,495
Human Health and Social Work	675	318	993	2,049	1,694	3,743	2,724	2,012	4,736
Arts, Entertainment and Recreation	191	81	271	475	450	925	666	531	1,197
Other Service Activities	3,384	234	3,617	953	501	1,455	4,337	735	5,072
Activities of Households as Employers	46	115	161	270	452	721	316	567	883
Activities of Extraterritorial Organizations and Bodies	0	66	66	148	221	369	148	288	435
<b>Total</b>	<b>111,910</b>	<b>102,297</b>	<b>214,206</b>	<b>52,883</b>	<b>33,352</b>	<b>86,235</b>	<b>164,792</b>	<b>135,649</b>	<b>300,442</b>

Table 1.9: Total employed persons by sectors, area and gender, 2018

Sector	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	74,916	83,535	158,452	1,586	2,202	3,787	76,502	85,737	162,239
Industry	12,475	5,713	18,188	9,386	6,970	16,354	21,861	12,681	34,542
Service	24,518	13,049	37,566	41,912	24,180	66,092	66,429	37,233	103,660
<b>Total</b>	<b>111,910</b>	<b>102,297</b>	<b>214,206</b>	<b>52,883</b>	<b>33,352</b>	<b>86,235</b>	<b>164,792</b>	<b>135,649</b>	<b>300,442</b>

Total 1.10: Total employed persons by average hours worked per week, area and gender, 2018

Hours worked per week	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<30	9,419	11,428	20,847	2,094	3,123	5,217	11,514	14,511	26,064
30-39	5,278	7,220	12,498	4,033	3,034	7,066	9,311	10,254	19,564
40-49	26,254	25,777	52,030	20,539	12,596	33,135	46,793	38,372	85,165
50-59	34,826	31,383	66,209	13,422	6,756	20,178	48,248	38,139	86,387
60-69	15,150	13,763	28,913	4,527	2,691	7,219	19,677	16,454	36,131
70-79	9,562	7,975	17,538	4,102	2,348	6,450	13,644	10,323	23,988
80+	11,420	4,751	16,171	4,165	2,805	6,970	15,585	7,556	23,141
<b>Total</b>	<b>111,910</b>	<b>102,297</b>	<b>214,206</b>	<b>52,883</b>	<b>33,352</b>	<b>86,235</b>	<b>164,792</b>	<b>135,649</b>	<b>300,442</b>

Total 1.11: Total employed persons by average monthly earnings, area and gender, 2018

Average monthly earnings (in Nu.)	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<1,000	6,841	7,365	14,205	231	571	802	7,027	7,936	15,007
2,000-2,999	7,213	5,606	12,819	90	497	587	7,303	6,102	13,405
3,000-3,999	5,545	4,435	9,978	316	702	1,019	5,861	5,136	10,997
4,000-4,999	3,131	2,408	5,539	250	594	844	3,380	3,002	6,383
5,000-9,999	19,353	14,389	33,742	7,935	8,167	16,102	27,288	22,556	49,844
10,000+	34,172	13,752	47,924	42,133	18,915	61,048	76,305	32,667	108,972
<b>Total</b>	<b>76,254</b>	<b>47,952</b>	<b>124,207</b>	<b>50,955</b>	<b>29,446</b>	<b>80,401</b>	<b>127,209</b>	<b>77,399</b>	<b>204,608</b>

Table 1.12: Total employed persons by training, area and gender, 2018

Employed persons by Training	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employed with training	17,758	6,036	23,794	13,830	6,158	19,988	31,588	12,194	43,782
Employed without training	94,152	96,261	190,412	39,038	27,194	66,232	133,189	123,455	256,645
Don't know	0	0	0	15	0	15	15	0	15
<b>Total</b>	<b>111,910</b>	<b>102,297</b>	<b>214,206</b>	<b>52,883</b>	<b>33,352</b>	<b>86,235</b>	<b>164,792</b>	<b>135,649</b>	<b>300,442</b>

Table 1.13: Total unemployed persons by age group, area and gender, 2018

Age group	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	249	227	476	160	215	375	409	442	851
20-24	919	767	1,687	1,120	1,264	2,384	2,039	2,031	4,070
25-29	505	538	1,043	939	1,259	2,198	1,444	1,797	3,241
30-34	240	175	414	168	779	947	408	954	1,361
35-39	101	74	175	99	453	552	200	526	727
40-44	0	24	24	17	76	93	17	100	117
45-49	0	4	4	19	25	44	19	28	47
50-54	0	0	0	0	0	0	0	0	0
55-59	0	0	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0	0	0
65+	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>2,014</b>	<b>1,808</b>	<b>3,822</b>	<b>2,522</b>	<b>4,070</b>	<b>6,592</b>	<b>4,536</b>	<b>5,878</b>	<b>10,414</b>

Table 1.14: Total unemployment rate by age group, area and gender, 2018

Age group	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	11.8	15.0	13.2	34.6	38.7	36.8	15.9	21.4	18.4
20-24	10.7	9.9	10.3	23.5	22.8	23.1	15.3	15.3	15.3
25-29	3.9	4.3	4.1	9.6	13.9	11.7	6.3	8.3	7.3
30-34	1.7	1.3	1.5	1.5	10.1	5.1	1.7	4.6	3.0
35-39	0.7	0.5	0.6	1.0	7.7	3.4	0.8	2.7	1.7
40-44	0.0	0.2	0.1	0.2	2.3	0.9	0.1	0.7	0.4
45-49	0.0	0.0	0.0	0.4	1.0	0.6	0.1	0.2	0.2
50-54	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
55-59	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
60-64	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
65+	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>1.8</b>	<b>1.7</b>	<b>1.8</b>	<b>4.6</b>	<b>10.9</b>	<b>7.1</b>	<b>2.7</b>	<b>4.2</b>	<b>3.4</b>

Table 1.15: Total unemployed persons by education, area and gender, 2018

Education	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
No formal education	139	178	317	0	487	487	139	665	804
Primary	136	11	146	51	212	263	187	223	410
Lower Secondary	184	131	315	152	375	527	335	506	841
Middle Secondary	485	370	855	492	1,157	1,648	976	1,527	2,503
Higher Secondary	569	638	1,207	914	844	1,758	1,483	1,482	2,965
Bachelor Degree	454	442	896	913	910	1,823	1,367	1,351	2,719
Masters & above	21	25	46	0	44	44	21	69	90
NFE	0	13	13	0	18	18	0	31	31
Religious Professionals	0	0	0	0	25	25	0	25	25
Don't know	27	0	27	0	0	0	27	0	27
<b>Total</b>	<b>2,014</b>	<b>1,808</b>	<b>3,822</b>	<b>2,522</b>	<b>4,070</b>	<b>6,592</b>	<b>4,536</b>	<b>5,878</b>	<b>10,414</b>

Table 1.16: Total unemployed persons by duration, area and gender, 2018

Duration	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than one month	371	250	621	209	647	855	580	896	1,476
One to less than six months	468	289	756	534	444	978	1,002	733	1,735
Six months to less than one year	306	222	529	293	899	1,191	599	1,121	1,720
One year to less than two years	342	285	627	557	515	1,072	900	800	1,699
Two years and above	526	763	1,289	930	1,566	2,496	1,456	2,329	3,785
<b>Total</b>	<b>2,014</b>	<b>1,808</b>	<b>3,822</b>	<b>2,522</b>	<b>4,070</b>	<b>6,592</b>	<b>4,536</b>	<b>5,878</b>	<b>10,414</b>

Table 1.17: Total youth labour force by age group, area and gender, 2018

Age group	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	2,105	1,509	3,614	463	556	1,019	2,568	2,065	4,633
20-24	8,572	7,772	16,345	4,768	5,535	10,304	13,340	13,307	26,647
<b>Total</b>	<b>10,677</b>	<b>9,281</b>	<b>19,959</b>	<b>5,231</b>	<b>6,091</b>	<b>11,323</b>	<b>15,908</b>	<b>15,372</b>	<b>31,280</b>

Table 1.18: Total youth labour force participation rate by age group, area and gender, 2018

Age group	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	9.7	6.7	8.2	5.1	4.9	5.0	8.3	6.1	7.2
20-24	46.9	47.2	47.0	55.7	46.6	50.4	49.7	46.9	48.3
<b>Total</b>	<b>26.6</b>	<b>23.9</b>	<b>25.3</b>	<b>29.5</b>	<b>26.3</b>	<b>27.7</b>	<b>27.5</b>	<b>24.8</b>	<b>26.1</b>

Table 1.19: Total youth employed persons by age group, area and gender, 2018

Age group	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	1,856	1,282	3,138	303	341	644	2,159	1,623	3,782
20-24	7,653	7,005	14,658	3,648	4,271	7,920	11,301	11,276	22,577
<b>Total</b>	<b>9,509</b>	<b>8,287</b>	<b>17,796</b>	<b>3,951</b>	<b>4,612</b>	<b>8,564</b>	<b>13,460</b>	<b>12,899</b>	<b>26,359</b>



Table 1.20: Total youth unemployed persons by age group, area and gender, 2018

Age group	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	249	227	476	160	215	375	409	442	851
20-24	919	767	1,687	1,120	1,264	2,384	2,039	2,031	4,070
<b>Total</b>	<b>1,168</b>	<b>994</b>	<b>2,163</b>	<b>1,280</b>	<b>1,479</b>	<b>2,759</b>	<b>2,448</b>	<b>2,473</b>	<b>4,921</b>

Table 1.21: Total youth unemployment rate by age group, area and gender, 2018

Age group	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	11.8	15.0	13.2	34.6	38.7	36.8	15.9	21.4	18.4
20-24	10.7	9.9	10.3	23.5	22.8	23.1	15.3	15.3	15.3
<b>Total</b>	<b>10.9</b>	<b>10.7</b>	<b>10.8</b>	<b>24.5</b>	<b>24.3</b>	<b>24.4</b>	<b>15.4</b>	<b>16.1</b>	<b>15.7</b>

Table 1.22: Total inactive population by age group, area and gender, 2018

Age group	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	19,691	20,877	40,568	8,690	10,679	19,368	28,381	31,556	59,937
20-24	9,705	8,706	18,410	3,793	6,347	10,139	13,498	15,053	28,551
25-29	3,212	4,572	7,783	726	5,375	6,101	3,938	9,947	13,885
30-34	1,465	2,933	4,399	697	5,140	5,838	2,161	8,073	10,235
35-39	1,038	2,977	4,014	394	4,212	4,606	1,432	7,190	8,621
40-44	609	1,788	2,397	263	2,825	3,088	872	4,613	5,484
45-49	670	2,463	3,132	380	2,433	2,812	1,050	4,896	5,946
50-54	893	2,885	3,777	473	2,194	2,667	1,366	5,079	6,445
55-59	1,225	2,539	3,764	604	1,385	1,988	1,829	3,923	5,752
60-64	2,114	3,446	5,560	894	1,347	2,241	3,010	4,792	7,801
65+	12,157	14,905	27,061	2,409	3,568	5,977	14,567	18,473	33,040
<b>Total</b>	<b>52,777</b>	<b>68,089</b>	<b>120,866</b>	<b>19,323</b>	<b>45,506</b>	<b>64,829</b>	<b>72,101</b>	<b>113,595</b>	<b>185,694</b>

Table 1.23: Total inactive rate by reasons, area and gender, 2018

Age group	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	90.3	93.3	91.8	94.9	95.1	95.0	91.7	93.9	92.8
20-24	53.1	52.8	53.0	44.3	53.4	49.6	50.3	53.1	51.7
25-29	19.7	26.6	23.2	6.9	37.2	24.4	14.7	31.4	23.8
30-34	9.6	18.3	14.0	6.0	40.0	23.9	8.0	28.0	18.4
35-39	7.0	17.6	12.7	3.7	41.7	22.3	5.7	26.6	16.5
40-44	4.9	13.7	9.4	3.7	46.3	23.4	4.4	24.1	14.1
45-49	5.7	17.2	12.0	6.9	49.2	26.9	6.1	25.4	16.3
50-54	7.9	21.7	15.4	11.7	63.5	35.7	8.9	30.3	20.1
55-59	11.4	24.4	17.8	25.0	65.8	44.0	13.9	31.4	22.4
60-64	19.1	31.8	25.4	46.3	73.6	59.6	23.2	37.8	30.4
65+	53.1	70.1	61.3	70.9	89.5	81.0	55.4	73.2	64.1
<b>Total</b>	<b>31.7</b>	<b>39.5</b>	<b>35.7</b>	<b>25.9</b>	<b>54.9</b>	<b>41.1</b>	<b>29.9</b>	<b>44.5</b>	<b>37.4</b>

Table 1.24: Total inactive population by education, area and gender, 2018

Education	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
No formal education	15,942	31,862	47,803	2,934	17,656	20,590	18,876	49,517	68,393
Primary	2,674	2,845	5,519	708	2,480	3,188	3,382	5,325	8,707
Lower Secondary	5,569	6,472	12,041	1,856	3,300	5,157	7,425	9,772	17,197
Middle Secondary	9,473	12,501	21,974	5,110	8,928	14,038	14,582	21,429	36,012
Higher Secondary	7,723	7,582	15,305	4,823	7,757	12,581	12,546	15,339	27,886
Bachelor Degree	4,266	4,013	8,279	2,811	4,021	6,832	7,077	8,033	15,110
Masters & above	230	269	499	221	307	528	451	576	1,027
NFE	180	1,685	1,865	783	116	898	205	2,538	2,742
Religious Professionals	6,688	762	7,450	25	853	877	7,470	878	8,349
Don't know	34	98	132	52	88	140	85	186	271
<b>Total</b>	<b>52,777</b>	<b>68,089</b>	<b>120,866</b>	<b>19,323</b>	<b>45,050</b>	<b>64,828</b>	<b>72,100</b>	<b>113,594</b>	<b>185,694</b>

Table 1.25: Total inactive population by reasons, area and gender, 2018

Reasons	Rural			Urban			Bhutan		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Illness	3,236	3,608	6,844	749	1,213	1,962	3,986	4,821	8,806
Waiting for result	512	413	926	345	883	599	857	1,296	2,154
House/family duties	3,062	22,772	25,834	1,321	24,151	629	4,383	46,923	51,307
Old or retired	9,799	12,336	22,135	1,795	3,005	25,473	11,594	15,341	26,935
Physically challenged	1,549	1,353	2,902	124	173	4,800	1,673	1,526	3,199
Study	30,074	25,531	55,605	11,444	13,020	24,465	41,518	38,551	80,069
Other reasons	4,545	2,076	6,620	3,545	3,060	6,900	8,089	5,136	13,224
<b>Total</b>	<b>52,777</b>	<b>68,089</b>	<b>120,866</b>	<b>19,323</b>	<b>45,505</b>	<b>64,828</b>	<b>72,100</b>	<b>113,594</b>	<b>185,694</b>

Table 2.1: Number of job seekers registered, referred and placed in July 2018

Sl. #	Qualification	Registered		Autonomous			Corporate			Private			NGOs			Overseas			Consolidated		
		Male	Female	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral
1	Phd	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Master	5	1	6	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	0
3	General Graduate	158	222	380	20	2	0	8	3	0	36	26	70	0	0	32	40	0	96	71	70
4	Technical Graduate	65	38	103	2	8	0	5	0	0	12	10	0	0	0	0	0	0	19	18	0
5	Diploma	0	0	0	1	2	0	2	0	0	6	1	0	0	0	0	0	0	9	3	0
6	Certificate	44	23	67	6	9	0	2	0	0	32	18	21	0	0	0	0	0	40	27	21
7	Class 12	141	101	242	17	27	0	1	4	0	19	50	238	0	0	0	71	0	37	152	238
8	Class 10	35	45	80	11	4	0	9	2	0	14	29	50	0	0	0	17	0	34	52	50
9	Class 9 & below	0	2	2	2	3	0	1	0	0	49	5	0	0	0	0	0	0	52	8	0
10	Illiterate	0	2	2	8	7	0	8	0	0	7	0	0	0	0	0	0	0	23	7	0
11	Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>448</b>	<b>434</b>	<b>882</b>	<b>67</b>	<b>62</b>	<b>0</b>	<b>36</b>	<b>9</b>	<b>0</b>	<b>178</b>	<b>139</b>	<b>379</b>	<b>0</b>	<b>0</b>	<b>32</b>	<b>128</b>	<b>0</b>	<b>313</b>	<b>338</b>	<b>379</b>

Table 2.2: Number of job seekers registered, referred and placed in August 2018

Sl. #	Qualification	Registered		Autonomous			Corporate			Private			NGOs			Overseas			Consolidated		
		Male	Female	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral
1	Phd	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Master	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
3	General Graduate	161	249	410	23	28	0	23	1	0	29	55	0	1	0	30	8	0	106	92	0
4	Technical Graduate	60	39	99	11	0	0	7	1	0	8	29	0	0	0	0	0	0	26	30	0
5	Diploma	0	0	0	108	0	0	2	0	0	8	1	0	0	0	0	0	0	118	1	0
6	Certificate	14	8	22	76	0	0	1	0	0	17	41	0	0	0	0	0	0	94	41	0
7	Class 12	91	69	160	15	6	0	14	0	0	53	124	0	1	0	0	43	0	83	173	0
8	Class 10	43	43	86	5	0	0	21	0	0	29	123	0	0	0	0	14	0	55	137	0
9	Class 9 & below	1	6	7	14	0	0	2	0	0	9	32	50	0	0	0	0	0	25	32	50
10	Illiterate	0	0	0	23	0	0	3	0	0	66	2	0	0	0	0	0	0	92	2	0
11	Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>370</b>	<b>414</b>	<b>784</b>	<b>275</b>	<b>35</b>	<b>0</b>	<b>73</b>	<b>2</b>	<b>0</b>	<b>219</b>	<b>407</b>	<b>50</b>	<b>2</b>	<b>0</b>	<b>30</b>	<b>65</b>	<b>0</b>	<b>599</b>	<b>509</b>	<b>50</b>

Table 2.3: Number of job seekers registered, referred and placed in September 2018

Sl. #	Qualification	Registered		Autonomous			Corporate			Private			NGOs			Overseas			Consolidated							
		Male	Female	Total	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral				
1	Phd	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
2	Master	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
3	General Graduate	35	38	73	1	0	0	0	2	0	20	2	0	1	0	0	0	0	0	0	34	0	22	38	0	
4	Technical Graduate	12	10	22	1	0	0	1	4	0	5	11	0	0	0	0	0	0	0	0	0	0	7	15	0	
5	Diploma	0	0	0	41	5	0	0	8	0	3	12	0	0	0	0	0	0	0	0	0	0	44	25	0	
6	Certificate	4	3	7	23	0	0	0	2	0	22	2	0	0	0	0	0	0	0	0	0	0	0	45	4	0
7	Class 12	45	42	87	29	1	0	1	81	0	23	49	0	0	0	0	0	0	0	0	39	0	53	170	0	
8	Class 10	23	22	45	9	1	0	0	5	0	10	14	50	0	0	0	0	0	0	0	7	0	19	27	50	
9	Class 9 & below	14	7	21	20	0	0	0	7	0	20	20	0	0	0	0	0	0	0	0	0	0	40	27	0	
10	Illiterate	2	0	2	9	0	0	0	0	0	8	0	0	0	0	0	0	0	0	0	0	0	0	17	0	0
11	Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	<b>Total</b>	<b>136</b>	<b>123</b>	<b>259</b>	<b>133</b>	<b>7</b>	<b>0</b>	<b>2</b>	<b>109</b>	<b>0</b>	<b>112</b>	<b>110</b>	<b>50</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>80</b>	<b>0</b>	<b>248</b>	<b>0</b>	<b>306</b>	<b>50</b>			

Table 2.4: Number of job seekers registered, referred and placed in October 2018

Sl. #	Qualification	Registered		Autonomous			Corporate			Private			NGOs			Overseas			Consolidated						
		Male	Female	Total	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral			
1	Phd	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2	Master	0	0	0	0	0	0	3	0	0	8	0	0	0	0	0	0	0	0	0	0	11	0	0	0
3	General Graduate	56	73	129	1	43	0	27	2	0	20	0	0	1	0	0	0	10	0	49	55	0	0	0	
4	Technical Graduate	34	15	49	0	22	0	3	1	0	12	2	0	0	0	0	0	0	0	0	15	25	0	0	
5	Diploma	0	0	0	0	100	0	2	0	0	4	0	0	0	0	0	0	0	0	0	6	100	0	0	
6	Certificate	1	0	1	0	57	0	15	0	0	55	2	17	0	0	0	0	0	0	0	70	59	17	0	
7	Class 12	38	39	77	73	0	47	1	0	10	3	30	0	0	0	0	0	55	0	130	132	30	0		
8	Class 10	20	19	39	12	8	0	20	0	15	2	10	1	0	0	0	0	17	0	48	27	10	0		
9	Class 9 & below	1	0	1	16	5	0	14	0	0	44	0	0	0	0	0	0	0	0	74	5	0	0		
10	Illiterate	0	0	0	28	0	0	1	0	0	2	0	0	1	0	0	0	0	0	32	0	0	0		
11	Other	0	0	0	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12	0		
	<b>Total</b>	<b>150</b>	<b>146</b>	<b>296</b>	<b>130</b>	<b>320</b>	<b>0</b>	<b>132</b>	<b>4</b>	<b>0</b>	<b>170</b>	<b>9</b>	<b>57</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>82</b>	<b>0</b>	<b>435</b>	<b>415</b>	<b>57</b>				

Table 2.5: Number of job seekers registered, referred and placed in November 2018

Sl. #	Qualification	Registered		Autonomous			Corporate			Private			NGOs			Overseas			Consolidated					
		Male	Female	Total	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral		
1	Phd	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
2	Master	0	0	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	
3	General Graduate	18	25	43	21	12	0	42	10	0	26	4	0	4	0	0	0	0	0	0	92	0	118	0
4	Technical Graduate	20	17	37	1	11	0	3	9	0	5	3	9	2	0	0	0	0	0	0	0	0	11	23
5	Diploma	0	0	0	4	7	0	1	0	0	9	0	16	0	0	0	0	0	0	0	0	0	14	7
6	Certificate	0	0	0	2	14	0	6	1	0	26	0	50	0	0	0	0	0	0	0	0	0	34	15
7	Class 12	33	31	64	16	127	0	31	3	0	31	1	7	1	0	0	0	0	0	0	20	0	79	151
8	Class 10	20	27	47	3	12	0	2	0	0	6	0	13	0	0	0	58	1	0	69	1	0	13	
9	Class 9 & below	0	0	0	14	2	0	9	0	0	2	2	0	1	0	0	0	0	0	0	0	0	26	4
10	Illiterate	0	0	0	3	18	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	18
11	Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>91</b>	<b>100</b>	<b>191</b>	<b>64</b>	<b>204</b>	<b>0</b>	<b>95</b>	<b>23</b>	<b>0</b>	<b>105</b>	<b>11</b>	<b>95</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>58</b>	<b>113</b>	<b>0</b>	<b>330</b>	<b>0</b>	<b>351</b>	<b>95</b>	

Table 2.6: Number of job seekers registered, referred and placed in December 2018

Sl. #	Qualification	Registered		Autonomous			Corporate			Private			NGOs			Overseas			Consolidated					
		Male	Female	Total	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral		
1	Phd	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2	Master	1	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	2	0	0
3	General Graduate	19	17	36	15	22	0	3	0	0	5	7	11	1	2	0	0	63	0	24	94	11	0	
4	Technical Graduate	16	17	33	5	2	0	0	0	0	14	1	40	0	0	0	0	0	0	0	19	3	40	
5	Diploma	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0
6	Certificate	0	0	0	6	0	0	2	0	10	9	50	0	0	0	0	0	0	0	0	10	17	50	
7	Class 12	36	44	80	4	109	0	0	0	9	3	18	0	1	0	0	66	0	13	179	18	0		
8	Class 10	19	21	40	12	6	0	4	0	0	11	3	20	0	0	0	240	25	0	267	34	20		
9	Class 9 & below	0	0	0	20	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	23	3	0	
10	Illiterate	0	0	0	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	15	0	
11	Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	<b>Total</b>	<b>91</b>	<b>99</b>	<b>190</b>	<b>56</b>	<b>163</b>	<b>0</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>54</b>	<b>24</b>	<b>139</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>240</b>	<b>154</b>	<b>0</b>	<b>358</b>	<b>0</b>	<b>346</b>	<b>139</b>	

Table 2.7: Number of job seekers registered, referred and placed in January 2019

Sl. #	Qualification	Registered		Autonomous			Corporate			Private			NGOs			Overseas			Consolidated		
		Male	Female	Total	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed
1	Phd	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Master	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3	General Graduate	22	19	41	5	8	0	8	48	0	20	0	0	0	0	0	0	0	0	3	0
4	Technical Graduate	11	11	22	3	1	0	6	1	0	55	0	0	1	0	0	0	0	0	0	0
5	Diploma	0	0	0	1	0	0	0	0	0	2	0	7	0	0	0	0	0	0	0	0
6	Certificate	0	0	0	1	0	0	117	0	0	6	0	0	0	0	0	0	0	0	0	124
7	Class 12	40	51	91	3	50	0	12	35	0	25	0	72	0	0	0	0	0	55	0	40
8	Class 10	16	19	35	4	26	0	17	1	0	16	0	19	0	0	0	0	310	9	0	347
9	Class 9 & below	1	0	1	7	3	0	20	5	0	11	0	2	1	1	0	0	0	0	0	39
10	Illiterate	1	0	1	18	10	3	1	0	23	0	0	0	0	0	0	0	0	0	0	44
11	Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>Total</b>	81	100	181	42	98	0	183	91	0	159	0	100	6	1	0	310	67	0	700	257

Table 2.8: Number of job seekers registered, referred and placed in February 2019

Sl. #	Qualification	Registered		Autonomous			Corporate			Private			NGOs			Overseas			Consolidated		
		Male	Female	Total	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed
1	Phd	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Master	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
3	General Graduate	12	17	29	48	2	0	8	1	0	8	0	0	1	0	0	22	11	0	87	14
4	Technical Graduate	10	5	15	0	1	0	1	1	12	5	7	0	0	0	0	0	0	0	6	9
5	Diploma	0	0	0	1	0	1	0	0	37	1	1	0	0	0	0	0	0	0	2	2
6	Certificate	0	0	0	8	0	0	2	16	0	44	17	0	0	0	0	0	0	0	54	33
7	Class 12	66	95	161	13	0	0	9	28	0	12	55	22	0	0	0	0	51	0	34	134
8	Class 10	10	13	23	200	0	0	1	0	0	32	11	55	0	0	0	0	9	0	233	20
9	Class 9 & below	3	0	3	1	0	0	1	7	0	18	0	4	0	0	0	0	0	0	20	7
10	Illiterate	1	0	1	31	1	0	5	0	0	1	0	0	0	0	0	0	0	0	37	1
11	Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>Total</b>	102	130	232	301	5	0	29	53	49	121	91	81	1	0	22	71	0	474	220	130

Table 2.9: Number of job seekers registered, referred and placed in March 2019

Sl. #	Qualification	Registered		Autonomous			Corporate			Private			NGOs			Overseas			Consolidated					
		Male	Female	Total	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed			
1	Phd	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
2	Master	2	0	2	0	0	0	0	0	1	0	0	2	0	0	0	0	0	0	0	3	0	0	
3	General Graduate	21	20	41	27	39	0	13	7	0	30	1	30	1	0	0	25	23	0	0	96	70	30	
4	Technical Graduate	12	5	17	2	10	0	5	27	0	5	9	0	0	0	0	0	0	0	0	12	46	0	
5	Diploma	0	0	0	1	2	0	10	0	0	8	0	0	0	0	0	0	0	0	0	0	19	2	0
6	Certificate	0	0	0	2	1	0	17	0	0	7	6	0	0	0	0	0	0	0	0	0	26	7	0
7	Class 12	132	165	297	48	21	0	44	33	0	14	73	9	0	0	0	0	60	0	106	187	9	0	
8	Class 10	37	30	67	3	1	0	37	0	0	26	9	6	6	0	0	244	5	0	316	15	6	0	
9	Class 9 & below	0	3	3	11	9	0	35	2	0	21	12	5	0	0	0	0	0	0	67	23	5	0	
10	Illiterate	1	0	1	24	9	0	1	0	0	1	0	0	0	0	0	0	0	0	26	9	0	0	
11	Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Total	205	223	428	118	92	0	162	69	0	113	110	50	9	0	0	269	88	0	671	359	50	0	

Table 2.10: Number of job seekers registered, referred and placed in April 2019

Sl. #	Qualification	Registered		Autonomous			Corporate			Private			NGOs			Overseas			Consolidated				
		Male	Female	Total	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed		
1	Phd	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Master	1	1	2	0	3	0	0	0	0	31	0	0	0	0	0	0	0	0	0	31	3	0
3	General Graduate	17	15	32	1	206	0	2	0	0	29	1	44	3	0	0	30	35	0	65	242	44	0
4	Technical Graduate	6	5	11	36	15	0	8	4	0	25	0	7	0	0	0	0	0	0	69	19	7	0
5	Diploma	0	0	0	15	3	0	0	4	0	27	0	13	0	0	0	0	0	0	42	7	13	0
6	Certificate	0	0	0	4	0	0	1	0	0	25	5	32	0	0	0	0	0	0	30	5	32	0
7	Class 12	133	186	319	4	30	0	9	18	0	33	2	0	0	0	0	0	126	0	46	176	0	0
8	Class 10	39	40	79	8	1	0	5	0	0	5	16	0	0	0	0	0	2	0	18	19	0	0
9	Class 9 & below	2	4	6	20	4	0	6	0	0	40	1	0	2	0	0	0	0	0	68	5	0	0
10	Illiterate	0	0	0	38	4	0	0	7	0	1	0	0	0	0	0	0	0	0	39	11	0	0
11	Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total	198	251	449	126	266	0	31	33	0	216	25	96	5	0	0	30	163	0	408	487	96	0

Table 2.11: Number of job seekers registered, referred and placed in May 2019

Sl. #	Qualification	Registered		Autonomous			Corporate			Private			NGOs			Overseas			Consolidated			
		Male	Female	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	
1	Phd	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2	Master	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
3	General Graduate	10	10	20	3	3	0	10	4	0	13	2	0	0	0	25	28	0	0	0	51	37
4	Technical Graduate	5	5	10	2	27	0	2	0	0	6	0	0	0	0	0	0	0	0	0	10	27
5	Diploma	0	0	0	17	11	0	6	0	0	8	0	9	0	0	0	0	0	0	0	31	11
6	Certificate	0	0	0	12	6	0	5	83	0	31	2	0	0	0	0	0	0	0	0	48	91
7	Class 12	70	78	148	5	11	0	22	16	0	39	116	19	0	0	0	51	0	0	66	194	19
8	Class 10	10	21	31	14	5	0	3	1	0	23	2	11	0	0	0	33	0	0	40	41	11
9	Class 9 & below	1	0	1	57	3	0	17	1	0	20	2	2	0	0	0	0	0	0	94	6	2
10	Illiterate	0	1	1	10	7	0	59	0	0	5	0	0	0	0	0	0	0	0	74	7	0
11	Other	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0
	<b>Total</b>	<b>96</b>	<b>115</b>	<b>211</b>	<b>120</b>	<b>73</b>	<b>0</b>	<b>124</b>	<b>105</b>	<b>0</b>	<b>146</b>	<b>124</b>	<b>41</b>	<b>0</b>	<b>25</b>	<b>112</b>	<b>0</b>	<b>0</b>	<b>415</b>	<b>414</b>	<b>41</b>	<b>41</b>

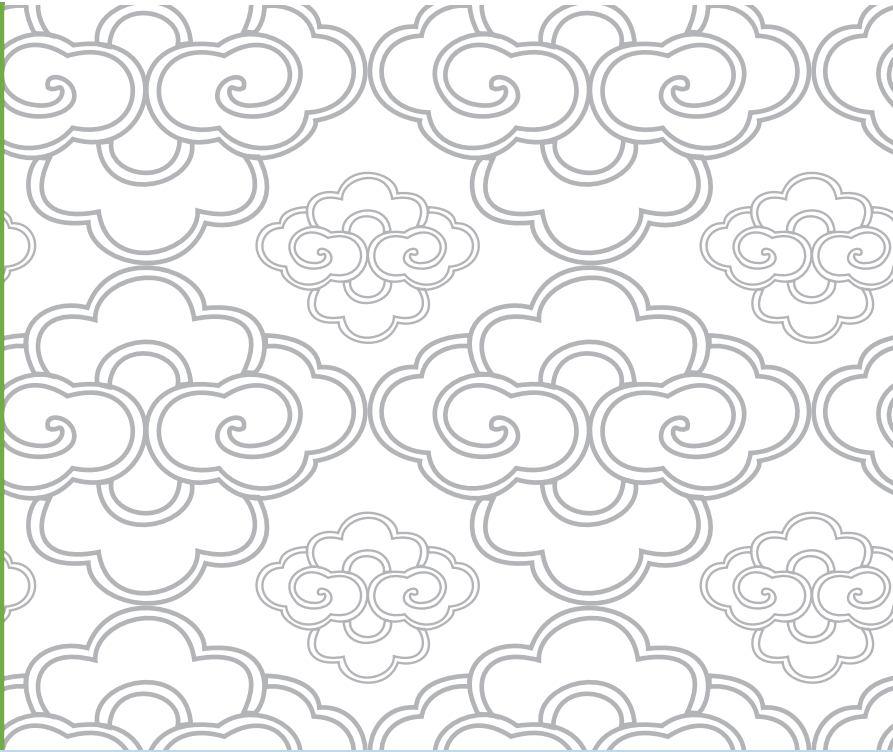
Table 2.12: Number of job seekers registered, referred and placed in June 2019

Sl. #	Qualification	Registered		Autonomous			Corporate			Private			NGOs			Overseas			Consolidated		
		Male	Female	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral
1	Phd	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Master	0	0	0	0	0	0	0	0	5	0	0	0	0	0	0	0	0	5	0	0
3	General Graduate	7	4	11	0	10	0	8	11	0	26	31	0	0	25	13	0	59	65	0	0
4	Technical Graduate	3	6	9	5	1	0	25	9	0	4	27	0	0	0	0	0	34	37	0	0
5	Diploma	0	0	0	1	11	0	7	2	0	3	6	0	0	0	0	0	11	19	0	0
6	Certificate	0	0	0	4	0	28	13	0	16	17	19	0	0	0	0	0	44	34	19	0
7	Class 12	30	31	61	0	40	0	8	19	0	10	76	0	0	0	29	0	18	164	0	0
8	Class 10	13	9	22	3	4	0	0	9	0	22	35	0	0	35	8	0	60	56	0	0
9	Class 9 & below	1	0	1	6	3	0	0	5	0	13	6	0	0	0	0	0	19	14	0	0
10	Illiterate	0	0	0	6	0	0	0	0	0	5	0	0	0	0	0	0	11	0	0	0
11	Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>54</b>	<b>50</b>	<b>104</b>	<b>15</b>	<b>79</b>	<b>0</b>	<b>76</b>	<b>68</b>	<b>0</b>	<b>99</b>	<b>203</b>	<b>19</b>	<b>0</b>	<b>60</b>	<b>50</b>	<b>0</b>	<b>250</b>	<b>400</b>	<b>19</b>	<b>19</b>



Table 2.13: Number of job seekers registered, referred and placed, January 2013 – June 2019

Sl. #	Qualification	Registered		Autonomous			Corporate			Private			NGOs			Overseas			Consolidated					
		Male	Female	Total	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Referral	Vacancy	Placed	Vacancy	Placed	Referral			
1	Phd	4	0	4	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0		
2	Master	127	87	214	66	22	0	145	17	0	202	124	2	23	4	0	0	2	0	2	0	436	169	2
3	General Graduate	4,683	5,237	9,920	1,087	1,738	351	792	993	13	2,457	3,790	1,220	119	62	167	1,336	2,628	0	5,718	9,211	1,751		
4	Technical Graduate	2,168	1,316	3,484	437	655	0	571	559	81	719	1,303	795	39	18	0	81	78	83	1,835	2,613	959		
5	Diploma	799	447	1,246	649	344	2	476	186	87	459	200	407	11	1	0	0	51	0	1,587	782	496		
6	Certificate	1,003	664	1,667	439	181	12	760	486	152	3,666	2,230	1,091	23	14	80	0	163	0	4,811	3,052	1,335		
7	Class 12	8,910	11,403	20,313	1,323	2,093	42	1,002	1,433	161	2,918	6,262	1,275	42	74	25	435	2,708	14	5,610	12,570	1,517		
8	Class 10	3,629	5,645	9,274	1,416	314	4	852	769	130	4,752	4,875	928	27	163	0	3,453	1,304	0	10,368	7,425	1,062		
9	Class 9 & below	506	584	1,090	1,359	107	21	863	148	119	3,164	612	248	28	8	1	0	1	0	5,389	876	389		
10	Illiterate	55	315	370	2,122	201	0	478	70	10	1,233	320	19	33	6	0	0	0	0	3,865	597	29		
11	Other	270	217	487	1	34	0	3	23	0	3	88	8	1	2	0	0	0	8	147	8			
	<b>Total</b>	<b>22,192</b>	<b>25,934</b>	<b>48,126</b>	<b>8,899</b>	<b>5,689</b>	<b>432</b>	<b>5,942</b>	<b>4,684</b>	<b>753</b>	<b>19,573</b>	<b>19,806</b>	<b>5,993</b>	<b>346</b>	<b>352</b>	<b>273</b>	<b>5,305</b>	<b>6,935</b>	<b>97</b>	<b>40,065</b>	<b>37,466</b>	<b>7,548</b>		



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