



# **JOBSEEKER SURVEY REPORT**

**2022**

**DEPARTMENT OF NATIONAL HR DEVELOPMENT  
MINISTRY OF LABOUR AND HUMAN RESOURCES**



"The Government has provided education to our youth. But for the nation to prosper for all time, a sound education must be succeeded by access to the right jobs and responsibilities, so that our youth may bloom as individuals and at the same time serve their Nation well."

"We must realize that knowledge and skills if not reviewed, will soon become obsolete. We must inculcate in us a culture of lifelong learning... We need to be prepared for the future so that every one of us is equipped with the skills, competencies and experience to succeed and compete in the world. We must give utmost priority to skill, up-skill, and re-skill our people to make them world-ready."

**His Majesty's address  
National Day (2012, 2021)**

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## I. INTRODUCTION

As part of collecting critical data and information from the jobseekers, the Jobseeker Survey was conducted with effect from the 1<sup>st</sup> July 2022. The survey was rolled out online using the World Bank's Survey Solutions. The survey was carried out in two phases: the first phase of the survey was conducted by sending SMS requests to all the registered jobseekers and providing them with the survey link; the second phase of the survey was conducted by making phone call requests to all remaining jobseekers to participate in the survey. During the second phase, a total of ten jobseeker enumerators were engaged with funding support from the UNDP. The survey was officially closed on 22<sup>nd</sup> July 2022.

As of 24<sup>th</sup> June 2022, a total of about 10,035 jobseekers were registered on the Job Portal of the Ministry of Labour and Human Resources (MoLHR), out of which 5618 were female (56 percent) and 4417 were male (44 percent). To have higher statistical significance and accuracy, the survey target was to capture at least 50 percent of the total registered jobseekers. Therefore, the survey target was to have complete responses from about 5018 jobseekers, with 2809 females and 2209 males participating in the survey.

Due to the nature of the survey questions, which required much self-reflection and assessment of personal preference and perception, the survey was not carried out face to face or with the enumerators asking questions. Instead, jobseekers participating in this survey were given their own time and space to provide answers to the survey questions. Personal information such as their name and email addresses were not collected to ensure confidentiality and for jobseekers participating in the survey to be in a position to provide honest answers to the survey questions.

A total of 7188 jobseekers, which accounts for 71.6 percent of the registered jobseekers, participated in the survey, with 4092 females and 3096 males participating in the survey. However, only 6007 survey responses, which accounts for 59.9 percent of the registered jobseekers, were approved and used for the analysis purpose reflected in this report. The Jobseeker Survey Report 2022 has a total of six sections as indicated below:

1. Profile of jobseeker respondents with information on their education, training and other backgrounds;
2. Current employment status with information on the employed and unemployed jobseeker profile;
3. Perception and preference, especially on the employment and job perspective;
4. Self-assessment of skills and knowledge about the labour market, technology, economy and other areas;
5. Use of media and time spent; and
6. Support availed through MoLHR including recommendations from the jobseekers to improve employment outcomes.

The Department of National HR Development (DNHRD) will be carrying out similar Jobseeker Survey on a periodic basis to gauge changes in the profile and perception of the jobseekers in the country. The key points from the report are summarised as follows:

- A total of 7188 out of the 10,035 jobseekers (registered on our Job Portal System) participated in the survey. A total of 6007 out of 7188 completed the survey questions. Therefore, the findings shown in the report are for 6007 jobseekers. Of the 6007 responses considered for the analysis, 56 percent are females and 44 percent are males, which exactly matches with the proportion of total male and female proportion registered on the Job Portal system.
- 1.6 percent of jobseekers are those with some form of disability.
- 79 percent of jobseekers are those with middle, secondary and tertiary education background. 71.4 percent of those with bachelor's degrees have completed their higher education in the country, whereas others have studied outside Bhutan.
- 29 percent of the jobseekers have undertaken vocational training. 51.9 of these individuals are funded by MoLHR
- 20.6 percent of the jobseekers are currently employed. However, 55 percent of those employed are in casual or contract employment. 42.6 percent of those employed do not plan to remain with the current employer in the next 1 to 2 years. This holds true, especially for those in temporary or contract employment.
- 79.4 percent of the jobseekers said they are currently unemployed. 24 percent are unemployed for 1 to 2 years, and 18.6 percent were unemployed for more than 2 years. Considering the high number of jobseekers unemployed over a period of more than 1 year is a matter of concern.
- 84.1 percent of the unemployed said that they are actively pursuing different activities to find employment.
- 60.4 percent of the unemployed said that they have alternative plans if they are not able to secure suitable employment of their choice. These options include 52.7 percent saying that they will pursue overseas employment or training opportunities. On a positive note, 29.5 percent indicated that they would set up their own businesses
- The top five factors opted by the jobseekers in the sequence of high to low frequency are: 1. gain work experience; 2. job security; 3. interest in job; 4. good working conditions; and 4. career advancement opportunities.
- The top ten industries chosen by jobseekers as the most preferred in terms of employment from high to low frequency are: Banking and finance; education and training; hotels and restaurants; travel and tour operation; agriculture; ICT; community and social services; wholesale and retail trade; public administration; and creative industries.
- 65.6 percent, which constitutes 5998 individuals, said that they are actively pursuing overseas employment/training. Only 13.9 percent said no and 20.5 percent said they are not sure. This finding is similar for both genders.

- Concerning time spent on media, jobseekers spend most of their time on the internet. They spent very little time listening to local radio, local television, or reading local newspapers
- Social media platforms with more than 50 percent usage are Facebook, WhatsApp, Telegram, YouTube and Instagram. The most popular social media platform is Facebook with 94.5 percent jobseekers using Facebook.
- 40.6 percent of the jobseekers have availed some kind of support from the MoLHR. When asked what specific MoLHR programs were availed by the jobseekers, the highest proportion (55.8 percent) availed skills training through CST, SDP, BBP and other skilling programs provided by the ministry. 22.8 percent had jobs or engagement facilitated by the Service Center and 19.4 percent benefited from support through the YELP engagement program. 16.2 percent of respondents undertook entrepreneurship courses or availed entrepreneurship support while 11.9 percent participated in the GOWA program.

## II. PROFILE OF RESPONDENTS

A total of 6007 jobseekers, which accounts for 59.9 percent of the total jobseekers registered on the Job Portal System as of 24th June 2022, provided complete responses to the survey. While a total of 7188 survey responses were received, a total of 1180 responses were rejected due to incomplete information. Of the 6007 responses considered for the analysis, 56 percent are females and 44 percent are males, which exactly matches with the proportion of total male and female registered on the Job Portal system on the above mentioned date.

As indicated in the following table, majority of the jobseekers belong to the age group of 18 to 29 years constituting around 80 percent of the respondents and 0.2 percent of the respondents are of age 45 years and above. There is also a small number of jobseekers between the ages of 15 to 17 years who participated in the survey. A total of 3363 are female and 2643 are male. The proportion of both male and female respondents belonging to the age group of 18 to 24 is the highest followed by those within the age group of 25 to 29 years of age.

**Table 2.1: Profile of jobseeker respondents by gender**

Total respondent	N	%
Female	3,364	56.0
Male	2,643	44.0
<b>Total</b>	<b>6,007</b>	<b>100.0</b>

**Table 2.2: Profile of jobseeker respondents by age group**

Age group (years)	Female	Male	Total	Female	Male	Total
	N			%		
15-17	11	10	21	0.3	0.4	0.3
18-24	2,352	1,544	3,896	69.9	58.4	64.9
25-29	761	786	1,547	22.6	29.7	25.8
30-34	157	188	345	4.7	7.1	5.7
34-39	62	87	149	1.8	3.3	2.5
40-44	15	23	38	0.4	0.9	0.6
45+	5	5	10	0.1	0.2	0.2
<b>Total</b>	<b>3,363</b>	<b>2,643</b>	<b>6,006</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

As indicated in the table below, 97 respondents, which represents 1.6 percent of the jobseekers, reported to have some form of disability out of which 38 of them have seeing difficulty, 16 have speaking difficulty, 13 have hearing difficulty and 7 of them have difficulty in mobility. 18 respondents who reported to have other form of disability included epilepsy, unsound mind, fractured leg, fractured hand, fractured finger and long-term illness.

**Table 2.3: Jobseeker with disability**

Are you a person with disability?	N	%
Yes	97	1.6
No	5,860	98.4
<b>Total</b>	<b>5,957</b>	<b>100.0</b>

**Table 2.4: Types of disabilities**

Type of disability	N	%
Seeing	38	41.3
Hearing	13	14.1
Speaking	16	17.4
Mobility	7	7.6
Other disabilities	18	19.6
<b>Total</b>	<b>92</b>	<b>100.0</b>

Regarding the marital status of the respondents, 4723 respondents are single, 1129 are married and 143 of them reported to be separated or divorced. A subsequent question on the employment status of their spouse was asked to those who said they are married, to which 493 reported that their spouse is employed indicating they may be financially supported by their spouse.

**Table 2.5: Marital status of jobseeker respondents**

Marital status	Female	Male	Total	Total %
Single	2,650	2,073	4,723	78.8
Married	603	526	1,129	18.8
Separated/ divorced	104	39	143	2.4
<b>Total</b>	<b>3,357</b>	<b>2,638</b>	<b>5,995</b>	<b>100.0</b>

**Table 2.6: Employment status of the spouse**

Employment status of spouse	N	%
Employed	493	43.8
Unemployed	632	56.2

## A. JOBSEEKERS BACKGROUND

To ascertain the source of financial support of jobseekers, they were asked who is mainly supporting them financially, to which 52.9 percent of the respondents indicated that they are dependent on their parents, 13.6 percent depended on siblings/relatives, 5.7 depended on spouse/partner and 0.25 percent depended on their friends in terms of financial support. 26.7 percent of the respondents claimed to be supporting themselves financially suggesting that they are either employed or self employed.

**Table 2.7: Information on who is financially supporting the jobseekers**

Financial support	N	%
Self	1,601	26.7
Parents	3,172	52.9
Siblings / Relatives (Brothers/Sisters/Aunt/Uncle)	816	13.6
Spouse / Partner	340	5.7
Friends	15	0.3
<b>Total</b>	<b>5,998</b>	<b>100.0</b>

The jobseekers who are financially supported by their parents or siblings/relatives or spouse/partner were further asked about the primary occupation of the person supporting them. As shown in the table below, almost 39 percent of the people who supported the jobseekers financially are those working in the agriculture sector followed by those working in the government sector, which constitute 20.7 percent.

**Table 2.8: Primary occupation of the person supporting the jobseekers**

Occupation of person supporting	N	%
Government	897	20.7
Public Corporation	130	3.0
Private Corporation	484	11.2
Armed forces	281	6.5
Private Business	491	11.4
Farmer	1,684	38.9
CSO/NGO	10	0.2
International organisation	8	0.2
Retiree	107	2.5
Other agencies	234	5.4
<b>Total</b>	<b>4,326</b>	<b>100.0</b>

## B. EDUCATION AND TRAINING BACKGROUND

To avail any kind of employment facilitation support or services provided by the Ministry, individuals are required to register themselves as a jobseeker on the Job Portal System irrespective of their qualifications. The proportion of respondents with qualifications of higher secondary and those with bachelor's degrees are marginally higher, while respondents with monastic education and those with non-formal education are negligible. As indicated in the following table, there is a higher proportion of jobseekers with higher secondary, middle secondary, and tertiary education backgrounds.

**Table 2.9: Profile of respondent by level of qualification**

Highest qualification level	Female	Male	Total	Female	Male	Total
	N			%		
Primary (Class PP to VI)	18	19	37	0.5	0.7	0.6
Lower Secondary (Class VII, VIII)	29	25	54	0.9	1.0	0.9
Middle Secondary (Class IX, X)	409	330	739	12.2	12.6	12.4
Higher Secondary (Class XI, XII)	2,111	1,511	3,622	63.1	57.5	60.6
Bachelor Degree	715	699	1,414	21.4	26.6	23.7
Masters and above	12	21	33	0.4	0.8	0.6
Monastic Education	0	3	3	0.0	0.1	0.1
Non-formal Education (NFE)	10	1	11	0.3	0.0	0.2
No education	44	18	62	1.3	0.7	1.0
<b>Total</b>	<b>3,348</b>	<b>2,627</b>	<b>5,975</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Those with bachelor's degree (including those who have completed post-graduation studies) were asked to provide additional information on their field of study, the year of graduation, and their motivation behind pursuing higher education.

Overall, as indicated in the following table, 29.6 percent are those with arts and humanities background, 27.9 percent have business and management background, 15.4 percent have engineering related background, and 10.1 percent are those with science background. The proportion of those with law, film/music/media, ICT, health, agriculture/forestry, and tourism/hospitality background are slightly lower in terms of number and proportion.

**Table 2.10: Field of study of jobseekers with bachelor's degree**

Field of study	Female		Male		Total	
	N	%	N	%	N	%
Science	71	9.8	74	10.3	145	10.1
Law	5	0.7	5	0.7	10	0.7
ICT	18	2.5	38	5.3	56	3.9
Health	26	3.6	14	2.0	40	2.8
Engineering and related technologies	68	9.4	154	21.5	222	15.4
Business and management	209	28.8	193	26.9	402	27.9
Arts and humanities	248	34.2	179	25.0	427	29.6
Agriculture and forests	21	2.9	19	2.7	40	2.8
Tourism and Hospitality	48	6.6	32	4.5	80	5.5
Film, media, music	12	1.7	9	1.3	21	1.5
<b>Total</b>	<b>726</b>	<b>100.0</b>	<b>717</b>	<b>100.0</b>	<b>1,443</b>	<b>100.0</b>

70 percent of the respondents with bachelor's degrees responded that they graduated after 2020. With regard to the source of funding, a little over 55 percent reported to have received RGOB and donor-funded scholarships while 34.7 percent of them completed their studies through self-funding. Some of these respondents also received partial RGOB scholarships (1.1 percent) and private scholarships such as university scholarships (4.9 percent).

In the context of where they graduated from, a significantly higher proportion graduated from the universities and colleges in the country (71.4 percent), followed by the universities in the SAARC countries (27.07 percent) and non-SAARC countries (1.42). The proportion of those who did their degree in ex-country institutions is about 28 percent.

**Table 2.11: Information on place of study of jobseekers with bachelor's degree**

Country	N	%
In-country (Bhutan)	1,009	71.4
Ex-country (SAARC countries)	382	27.1
Ex-country (non-SAARC countries)	20	1.4
<b>Total</b>	<b>1,411</b>	<b>100</b>

Respondents had different responses for undertaking the degree program. The top three reasons were mainly interest in the field of study (49.9 percent), better employment prospects in the labour market (35.9 percent), and the desire to attain the highest level of education (26.7 percent). Other reasons indicated in the following table were slightly less significant in comparison to reasons highlighted above.

**Table 2.12: Reasons for pursuing higher education**

Reasons for pursuing higher education	N	%
Better employment prospects in the labour market	508	35.9
Desire to attain the highest level of education	378	26.7
Interest in the field of study	705	49.9
Reputation of college/institute/university	72	5.1
Suggested by family and friends	157	11.1
Affordability	48	3.4
I took it as it was a government scholarship	239	16.9
Other reasons	19	1.3

A total of 1741 respondents, which constitutes 29 percent of the jobseeker respondents, said that they have undertaken vocational training. Majority of them completed the training in recent years, after 2020 (73.3 percent) and a higher proportion of both male and female undertook institute certification courses as shown in the table below.

**Table 2.13: Certification level of jobseekers with vocational training**

highest level of vocational training	N			%		
	Female	Male	Total	Female	Male	Total
National Diploma	23	34	57	2.5	4.1	3.3
National Certificate	208	290	498	22.9	34.9	28.6
Institute Certificate	499	339	838	54.9	40.7	48.1
Institute Diploma	95	86	181	10.5	10.3	10.4
Other certification	84	83	167	9.2	10.0	9.6
<b>Total</b>	<b>909</b>	<b>832</b>	<b>1,741</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

From those who undertook some form of vocational training, a significantly higher proportion of them completed the training from institutes/colleges in the country as opposed to those who completed their training from the ex-country institutes/ colleges. As indicated in the following table, majority said that

the training was funded by MoLHR, meaning they were/are beneficiaries of MoLHR programs such as CST, SDP, BEC among others. It's encouraging to see that some of the respondents completed their training without any funding support from RGOB or other funding sources. Vocational training can be a means to not only keep youths meaningfully engaged but also make them employable.

**Table 2.14: Training institute and source of funding**

Institute	Funding source				
	Self-funded	MoLHR	Other Government agencies	Private individuals/business	External donor
Technical Training Institute (TTI)	55	417	9	3	1
Zorig Chusum Institutes	7	53	2	1	0
Private Training Institutes	353	153	18	58	11
Ex-country training institute/colleges	11	18	5	5	3
In-country Colleges/Universities	25	34	54	0	0
Industry training	7	18	1	4	0
Public Training Institutes	32	72	32	10	3
<b>Total</b>	<b>490</b>	<b>765</b>	<b>121</b>	<b>81</b>	<b>18</b>
<b>%</b>	<b>33.2</b>	<b>51.9</b>	<b>8.2</b>	<b>5.5</b>	<b>1.2</b>

Table 2.15 provides insight to why these respondents enrolled themselves in vocational training. With 69.4 percent, the highest proportion claimed that they attended the training as they needed skills to find employment in the country and the reputation of the institute did not matter to most of them. Some attended the training because of their interest in the training areas (36.9 percent) and there are also a high proportion of those taking vocational training because they need skills to find employment overseas (25.1 percent).

**Table 2.15: Reason for attending vocational training**

Reasons	N	%
Interest in the vocational training areas	642	36.9
Reputation of institute providing the vocational program	33	1.9
Needed skills to find employment in the country	1,208	69.4
Suggested by family and friends	150	8.6
I took it as it was funded by the government	71	4.1
For temporary engagement	60	3.4
Needed skills to find employment overseas	437	25.1

### III. CURRENT EMPLOYMENT STATUS

As indicated in the following tables, about 79.4 percent of the jobseekers are currently unemployed and about 20.6 percent are employed. The proportion of female unemployment is slightly higher than that of male unemployment. With respect to qualification, the employment proportion is 24 percent for those with bachelors' degree, 16 percent for those with higher secondary education, and 28.7 percent for those with middle secondary education.

**Table 3.1: Current employment status of jobseekers by gender**

	Employed	Unemployed	Total	Employed	Unemployed
Gender	N			%	
Female	646	2,714	3,360	19.2	80.8
Male	593	2,048	2,641	22.5	77.5
<b>Total</b>	<b>1,239</b>	<b>4,762</b>	<b>6,001</b>	<b>20.6</b>	<b>79.4</b>

**Table 3.2: Current employment status of jobseekers by qualification**

	Employed	Unemployed	Total	Employed	Unemployed
Education level	N			%	
Primary	19	18	37	51.4	48.6
Lower Secondary	25	29	54	46.3	53.7
Middle Secondary	212	526	739	28.7	71.2
Higher Secondary	610	3,008	3,622	16.8	83.0
Bachelor Degree	339	1,075	1,414	24.0	76.0
Masters and above	7	26	33	21.2	78.8
Monastic Education	2	1	3	66.7	33.3
Non-formal Education	4	7	11	36.4	63.6
No education	14	48	62	22.6	77.4
<b>Total</b>	<b>1,239</b>	<b>4,762</b>	<b>6,007</b>	<b>20.6</b>	<b>79.3</b>

## A. PROFILE OF EMPLOYED JOBSEEKERS

A total of 1239 jobseekers, which constitute 20.6 percent of the jobseekers said that they are currently employed. These 1239 individuals were asked to provide more information on their current employment. As for the time taken to find employment, as indicated in the following table, majority (38 percent) said that they took 1 to 3 months to find a job in their current workplace. There are also those who took more than a year to find employment in their current workplace.

On the employment type, 36.7 percent are in regular employment, whereas 27.5 percent are in casual, temporary or part-time employment, 27.5 percent are in contract employment, and 5.5 percent are self-employed. The proportion of those in regular or permanent employment is much higher for males than females, and the proportion of females in contract employment is higher than males.

**Table 3.3: Type of employment by gender for employed jobseekers (percentage)**

Employment type	Female	Male	Total
Regular/ permanent	31.3	42.5	36.7
Casual/ temporary/ part-time	28.5	26.5	27.5
Contractual	31.3	23.3	27.5
Self-employed	5.7	5.2	5.5
Others	3.1	2.5	2.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Table 3.4: Time taken to find employment in the current position/job**

Duration	N	%
1 to 3 months	470	38.0
4 to 6 months	223	18.0
7 to 11 months	149	12.1
1 to 2 years	244	19.7
More than 2 years	150	12.1
<b>Total</b>	<b>1,236</b>	<b>100.0</b>

Workers turnover or employee exit is a common issue for many employers in the country. The NHRD Advisory 2022 on the Establishment Survey component shows that workers exit in the 26,455 establishments were averaging to a total of about 5500 workers annually in 2019, 2020, and 2021. Voluntary resignation from the employees' side is one of the main reasons for exit.

Therefore, those jobseekers who are currently working were asked if they see themselves working at the current place of employment for the next 2 to 3 years. As indicated in the following table, only 57.4 percent said that they would continue to work in the current workplace, whereas 42.6 percent said that they don't see themselves working in the current workplace in the immediate future.

Majority of those who are currently in regular or permanent employment (73.3 percent) said they will continue to work in the current workplace. The percentage is also high for those in self-employment (64.7 percent). Whereas, many of those in contract or casual employment see themselves finding better employment opportunities.

**Table 3.5: Response by gender (percentage)**

Do you see yourself working in the current job for the next 2 to 3 years?	Female	Male	Total
Yes	53.2	61.9	57.4
No	46.8	38.1	42.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Table 3.6: Response by type of employment (percentage)**

Do you see yourself working in the current job for the next 2 to 3 years?	Regular/ Permanent	Casual/ temporary/ part-time	Contractual	Self-employed
Yes	73.3	41.3	50.0	64.7
No	26.7	58.7	50.0	35.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## B. PROFILE OF UNEMPLOYED JOBSEEKERS

A total of 4762 jobseekers, which constitute 79.4 percent of the jobseekers said they are currently unemployed. These 4762 unemployed jobseekers were asked to provide more details on their employment status.

On the duration of unemployment, 36 percent indicated that they are unemployed for a period less than 11 months. 24 percent are unemployed for 1 to 2 years, and 18.6 percent are unemployed for more than 2 years. Considering the high number of jobseekers unemployed over a period more than 1 year is a matter of concern.

**Table 3.7: Duration of unemployment**

Duration	N	%
Less than three months	818	13.6
3 to 6 months	809	13.5
7 to 11 months	566	9.4
1 to 2 years	1,440	24.0
More than 2 years	1,117	18.6

Unemployed jobseekers were asked to provide one key reason for their current unemployment. As indicated in the following table, lack of job opportunities was cited as the main reason for unemployment (25 percent). 19.1 percent said they are exploring overseas training/employment opportunities and 11.1 percent said they are interested to take up further studies. 11.8 percent felt that they lack the experience to find employment and 4.4 percent said they lack skills to find employment.

**Table 3.8: Reasons provided by unemployed jobseekers for their current unemployment**

Reasons	N	%
Interested to take further studies	528	11.1
Exploring/opting for overseas training/employment	910	19.1
Lack of Job opportunities	1,190	25.0
Health-related reasons	37	0.8
Family issues/taking care of my family	269	5.7
Marriage/reproductive roles	42	0.9
Could not get the job of my preference	461	9.7
Recently left/lost job	218	4.6
I lack skills to find job	208	4.4
I lack work experience to find job	561	11.8

I lack entrepreneurial knowledge/inform	54	1.1
I am currently not interested in working	22	0.5
Other reasons	258	5.4

A total of 3994 out of 4762 jobseekers unemployed, which constitute 84.1 percent of the unemployed said that they are actively pursuing different activities to find employment.

These 3994 unemployed jobseekers were asked to provide a maximum of two activities they were undertaking to find employment. As indicated in the following table, 44.8 percent said they are applying for overseas employment opportunities, whereas 55 percent indicated that they are actively applying for vacancies within the country. 28.6 percent indicated that they are undertaking skills training to make themselves more employable. Other options include those undertaking engagement/internship programs, undertaking further studies, and those pursuing entrepreneurship or self-employment opportunities.

**Table 3.9: Activities unemployed jobseekers are currently pursuing to find employment**

Activities	N	%
Undertaking skills training	1,141	28.6
Undertaking Engagement/Internship support	302	7.6
Actively applying for vacancies in-country	2,195	55.0
Undertaking further studies	282	7.1
Applying for overseas employment	1,788	44.8
Pursuing entrepreneurship/self-employment opportunities	336	8.4
Other activities	238	6.0

A total of 4452 out of 4762 jobseekers unemployed, which constitute 93.7 percent of the unemployed said that they need help to secure employment.

These 4452 unemployed jobseekers were asked to provide more information on what kind of help they need (listing maximum of two options) to secure employment. 46.9 percent said that they need support and guidance to pursue employment overseas and 42.6 percent said that they need skills training support. More than 20 percent of the unemployed jobseekers indicated that they need engagement/internship support to gain work experience, and funds to set up their own business.

Those requiring career guidance and counselling is only 15.1 percent and those needing entrepreneurship knowledge is only 12 percent.

**Table 3.10: Support needed by unemployed jobseekers to find employment**

Help needed	N	%
Skills training	1,897	42.6
Engagement/Internship support	980	22.0
Fund to set up my own business	934	21.0
Entrepreneurship knowledge/information to set up my own business	536	12.0
Career guidance and counselling	672	15.1
Support and guidance to pursue overseas employment	2,090	46.9
Others	120	2.7

A total of 2808 out of 4762 jobseekers unemployed, which constitute 60.4 percent of the unemployed said that they have alternative plans if they are not able to secure suitable employment of their choice.

These 2808 unemployed jobseekers were asked to provide more information on a maximum of two alternative plans they are considering. As indicated in the following table, 52.7 percent said they will pursue overseas employment/training opportunities. On a positive note, 29.5 percent indicated that they would set up their own businesses, 28 percent indicated that they would upgrade their education qualification, and 26.4 percent said they would attend a skill development or training program. 4.9 percent said they would consider returning to their village to pursue other opportunities in the village and 6.6 percent said they would consider doing voluntary work. About 7.9 percent said they would consider helping with household work (either business or non-business).

**Table 3.11: Alternative plans being considered by unemployed jobseekers**

Alternative plans	N	%
Attend skills training	740	26.4
Upgrade my education qualification	786	28.0
Help with household work (non-business)	94	3.3
Help with household work (business)	130	4.6
Do voluntary work	186	6.6
Set up my own business or be self-employed	827	29.5
Return and explore opportunities in my village	137	4.9
Pursue overseas employment/training	1,480	52.7
Other plans	52	1.9

## IV. PERCEPTION AND PREFERENCE (EMPLOYMENT)

### A. FACTORS IMPORTANT FOR CHOOSING JOB

Jobseekers were asked to identify the key factors (maximum of two only) they consider important while choosing or opting for employment. The top five factors opted by the jobseekers in the sequence of high to low frequency are: 1. gain work experience; 2. job security; 3. interest in job; 4. good working conditions; and 4. career advancement opportunities.

The five least important factors are: 1. recommendation from friends; 2. social status associated with the job; 3. parent's desire; 4. company's reputation; and 5. job relevance.

The top five factors opted by the female jobseekers in the sequence of high to low frequency are: 1. gain work experience; 2. job security; 3. Interest in job; 4. good working conditions; and 5. career advancement opportunities. Whereas, the top five factors opted by the male jobseekers in sequence of high to low frequency are: 1. gain work experience; 2. job security; 3. interest in job; 4. career advancement opportunities; and 5. High salary.

**Table 4.1: Factors important for choosing job by gender and their rank**

Factors	%			Rank		
	Female	Male	Total	Female	Male	Total
High salary	17.4	22.7	19.7	6	5	6
Job security	34.0	32.1	33.2	2	2	2
Gain work experience	40.1	38.8	39.6	1	1	1
Good working condition	25.3	20.3	23.1	4	6	4
Company's reputation	3.7	4.0	3.8	9	8	9
Job relevance	3.8	5.2	4.4	8	7	8
Interest in the job	30.6	27.9	29.4	3	3	3
Social status associated with the job	1.4	1.3	1.4	11	11	11
Parent's desire	3.1	3.1	3.1	10	10	10
Recommendation from friends	0.2	0.4	0.3	12	12	12
Career advancement opportunities	19.4	22.9	20.9	5	4	5
job/workplace location	5.1	3.8	4.6	7	9	7

## B. SALARY EXPECTATION

In the above findings (factors important for finding employment), male counterpart puts more emphasis on high-paying jobs. While a high salary is one of the top five factors considered important for male counterparts, this is not the case for female jobseekers. Corresponding to this, jobseekers were asked to provide information on the expected monthly salary from their first job.

As indicated in the following table, majority of male jobseekers (31.7 percent) said that their expected monthly salary is in the range of Nu. 15,001 to Nu. 20,000. Whereas, majority of females (37.2 percent) said that their first monthly salary expectation is between the range of Nu. 10,001 to 15,000. The salary expectation also varies in accordance with the qualification level of a jobseeker. As indicated in the subsequent table, majority of those with bachelor's or higher education have a salary expectation of Nu. 20,001 to 25,000. Whereas the majority of those with higher secondary qualifications have slightly lower salary expectations compared to those with bachelor's degrees.

**Table 4.2: Expected first monthly salary range by gender (percentage)**

First monthly salary range	Female	Male	Total
Less than Nu. 5,000	1.5	0.9	1.3
Nu 5,001 to Nu 7,000	5.4	2.3	4.0
Nu. 7,001 to 10,000	19.0	7.4	13.9
Nu. 10,001 to Nu. 15,000	37.2	28.2	33.2
Nu. 15,001 to Nu 20,000	22.1	31.7	26.3
Nu, 20,001 to Nu. 25,000	10.1	19.3	14.2
More than Nu 25,000	4.7	10.2	7.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Table 4.3: Expected first monthly salary range by education (percentage)**

First monthly salary range	Primary/middle/lower secondary education	Higher secondary education	Bachelor and above education
Less than Nu. 5,000	2.9	1.2	0.3
Nu 5,001 to Nu 7,000	7.6	4.6	0.5
Nu. 7,001 to 10,000	21.1	16.6	2.1
Nu. 10,001 to Nu. 15,000	40.9	39.9	12.1
Nu. 15,001 to Nu 20,000	19.2	25.3	33.5
Nu, 20,001 to Nu. 25,000	5.6	8.3	34.1
More than Nu 25,000	2.7	4.1	17.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## C. METHODS USED TO FIND EMPLOYMENT

The NHRD Advisory 2022 on the establishment survey component provides information on the recruitment methods used by different establishments. The report specifies that web online posting (56.7 percent), other media advertisements/posting (not including web online (55.8 percent), and informal channels (33.3 percent) are the most common methods used by large and medium scale establishments. Whereas, informal channels such as personal contacts and network (19.2 percent) is the most popular method used by the cottage and small scale establishments.

Jobseekers were asked to provide information on the methods they mostly refer to when looking for vacancies and finding jobs in the labour market. As indicated in the following table, MoLHR facilitation provided through GOWA program, service center, and support from MoLHR regional office are highlighted as the main method (57 percent). Online job search (47 percent) and advertisements provided through local TV, radio, newspaper (38.3 percent) are also popular methods used. 12.3 percent of the respondents said they also use personal networks and linkages to find jobs (12.3 percent).

The recruitment methods used by the establishment and the jobseekers seem to match, indicating a higher level of awareness from the jobseekers' side on the recruitment methods used by establishments. Since informal channels are especially popular among the smaller businesses, directly approaching these establishments for job opportunities may be a better option. Considering the fact that MoLHR services in terms of job facilitation are highly popular among the jobseekers, MoLHR may need to strengthen these services.

**Table 4.4: Method used by jobseekers to find employment**

Methods	N	%
Advertisements (TV, Radio, newspaper)	2,299	38.3
Facilitation by Training provider	441	7.4
MoLHR facilitation (GOWA, Service Center, MoLHR regional office)	3,421	57.0
Directly contacting employers	467	7.8
Online job searches	2,822	47.0
Through personal network/linkage (families, friends)	740	12.3
Private employment agency	413	6.9
Others	72	1.2

## D. EMPLOYMENT PREFERENCE

Over the years, the MoLHR has been collecting information on the job preference for different categories of jobseekers. These data and information collected in the past are available in the NHRD advisories, Beyond Graduation Surveys, and Jobseeker perception reports. In the current jobseeker survey, jobseekers were asked to rank their employment preference for different agencies such as private organizations, self-employment, overseas employment, international/CSO organisations, government organisations, and corporations.

A high number of jobseekers (2799 jobseekers) indicated that their first choice of employment is working in the government sector. A high number of jobseekers also opted for overseas employment as their first preferred choice. Working in the government and the corporation agencies are highlighted as the two popular second choices of employment. On a positive note, 707 jobseekers indicated self-employment as their first choice and 528 jobseekers indicated it as their second choice.

**Table 4.5: Preference of employment by agency type ranked from first to last preference (number)**

Agency Type	1st choice	2nd choice	3rd choice	4th choice	5th choice	6th choice
Private organisation	414	629	789	795	808	636
Self Employment	707	528	442	573	636	1,211
Overseas Employment	1,390	978	685	541	562	543
International organisation/CSO/NGO	389	755	792	723	653	407
Government organisation	2,799	1,261	451	220	133	97
Corporation	304	1,091	701	710	681	497
<b>Total</b>	<b>6,003</b>	<b>5,242</b>	<b>3,860</b>	<b>3,562</b>	<b>3,473</b>	<b>3,391</b>

Jobseekers were asked to choose their preference of work location in terms of area. The options provided were: urban areas in Bhutan, rural areas in Bhutan and overseas. 41 percent said that the area of work location does not matter to them. However, for those whom the work location did matter, majority (28.2 percent) opted for overseas locations. 17.9 percent opted for urban areas in the country, and 12.9 percent for rural areas in the country.

**Table 4.6: Preference of employment by area of work (percentage)**

Areas	Female	Male	Total
Urban Areas (in Bhutan)	18.3	17.4	17.9
Rural Areas (in Bhutan)	13.4	12.3	12.9
Overseas	26.9	29.8	28.2
It does not matter	41.4	40.6	41.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Jobseekers were asked to opt a maximum of two preferred industries that they would like to work in. As indicated in the following table, majority of jobseekers chose the banking and finance industry from the list of 20 industries. The top ten industries chosen by jobseekers as the most preferred in terms of employment from high to low frequency are: Banking and finance; education and training; hotels and restaurants; travel and tour operation; agriculture; ICT; community and social services; wholesale and retail trade; public administration; and creative industries.

There is a bit of contradiction in the preference by employment agencies and preference by industry types. While many indicated that they would prefer to work in the government agency, when it comes to industry preference, most are private sector related industries such as banking, tourism, film and media, whole and retail business, ICT, and even education and training. The least preferred industries are: transport and storage, mining and quarrying, automobile repair and maintenance, manufacturing, and real estate business.

**Table 4.7 : Preference of employment by different industries**

Industries	N	%	Rank
Agriculture, livestock and forestry	774	12.9	5
Mining and quarrying	95	1.6	19
Manufacturing	273	4.6	16
Electricity, gas and water supply, waste management	299	5.0	14
Construction	407	6.8	12
Wholesale and retail trade	557	9.3	8
Automobile repair and maintenance	233	3.9	17
Hotels and restaurants	1,017	17.0	3
Travel and tour operation	878	14.7	4
Transport and storage	87	1.5	20
Information communication and technology	623	10.4	6
Film, media, arts, music and creative industries	480	8.0	10
Banking and financial services	1,341	22.4	1
Real estate, renting and business activities	295	4.9	15
Public administration	481	8.0	9
Armed forces	388	6.5	13
Education and training	1,192	19.9	2
Health	474	7.9	11
Community and social service activities	566	9.4	7
Others	167	2.8	18

## E. ASSESSMENT OF EMPLOYMENT OPPORTUNITIES

Jobseekers were asked to assess three statements related to employment opportunities. These statements are used to gauge their perception on the job opportunities in the country, job opportunities outside the country, and to assess their level of confidence and optimism to find decent employment.

As shown in the following table, only 38.7 percent either agree or strongly agree that there are numerous job opportunities for their field of study in the country. However, 58 percent either agree or strongly agree that there are numerous job opportunities for their field of study in other countries.

Only 53.1 percent either agree or strongly agree that with their qualification, they are confident to find a decent job. Considering the fact that jobseekers feel that there are more job opportunities outside the country is worrying. Also, the level of confidence to secure decent employment is concerningly low among jobseekers.

**Table 4.8: Assessment of statement on employment opportunities (percentage)**

Statement	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
There are numerous job opportunities in my field of study in our country	10.6	20.5	30.3	33.0	5.7
There are numerous job opportunities in my field of study in other countries.	5.9	8.5	27.6	45.3	12.7
With my qualifications, I am confident that I will get a decent job.	5.5	11.6	29.7	43.4	9.7

## F. OVERSEAS EMPLOYMENT

Though unemployment is a big concern for the country, placing scarce human resources for employment outside Bhutan has been the last resort to resolve the unemployment issue till the 10<sup>th</sup> FYP period. HRD plans and strategies were designed with intention to cater to the domestic HR requirement. However, with the initiation of the 11<sup>th</sup> FYP period, overseas employment was initiated to meaningfully engage youth in terms of developing their skills while giving them an opportunity to earn.

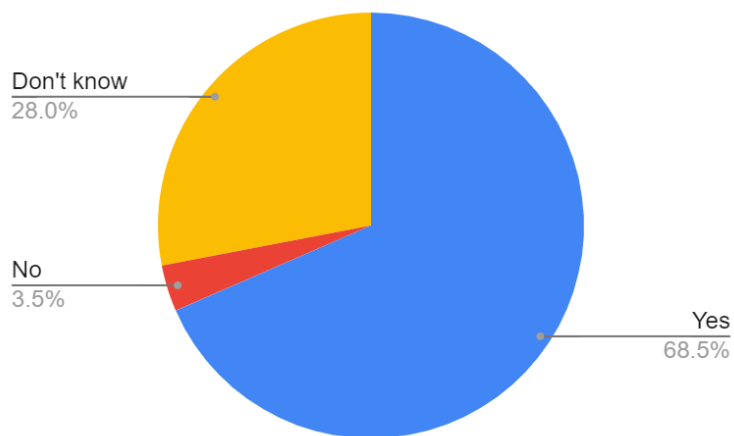
The Overseas Employment Program (OEP) when first initiated was implemented in two different modes: 1. Direct collaboration between MoLHR and the overseas company 2. Placement through the Registered Bhutanese Overseas Employment Agents.

Over the years, overseas employment has gained a lot of momentum in terms of popularity and is one of the preferred employment choices, which is a matter of concern for the country, considering the high requirement of human resources in our own industries.

As indicated in the following figure, 68.5 percent said that they think employment opportunities are much better overseas. Only 3.5 percent said no and 28 percent said they don't know.

When asked to provide reasons as to why jobseekers pursue employment overseas, 73.8 percent said that there is high income earning potential in overseas jobs. 49.4 percent said there are fewer job opportunities in the country and 30.3 percent said that they would like to gain overseas employment exposure and experiences. Reasons such as raising their social status and peer or family pressure are not so significant.

**Figure 4.1: Jobseekers response to, 'Do you think there are better employment opportunities overseas'**

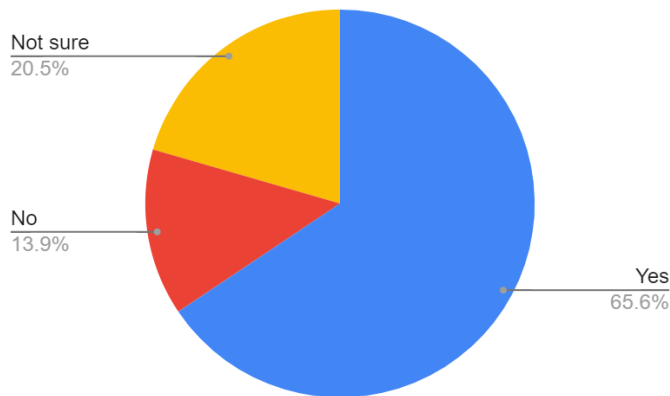


**Table 4.9: Reasons for pursuing overseas employment**

Reasons	N	%
Fewer job opportunities in the country	2,965	49.4
Higher earning potential	4,428	73.8
To gain overseas exposure/experience	1,818	30.3
To enhance social status	247	4.1
Peer pressure/Family pressure	322	5.4
Other reasons	128	2.1

As indicated in the following figure, 65.6 percent, which constitute 5998 individuals, said that they are actively pursuing overseas employment/training. Only 13.9 percent said no and 20.5 percent said they are not sure. This finding is similar for both genders .

Figure 4.2: Jobseekers who are actively pursuing overseas employment/training



As shown in the following logistic regression result, jobseekers who are within the age bracket of 15 to 24 years of age and those who are unemployed are the ones who are actively seeking employment/training overseas. Those who are in temporary employment situations, where they don't see themselves working with the current employer, are also more likely to pursue overseas employment/training. On the other hand, gender does not seem to matter when it comes to seeking employment/training overseas.

Overseas employment/training	
	(1)
	overseas
overseas	
youth	0.372*** (0.0576)
female	-0.0985* (0.0558)
unemployed	0.701*** (0.0817)
temp_employment	0.692*** (0.119)
_cons	-0.152* (0.0839)
N	6007

Standard errors in parentheses

\*  $p < 0.10$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

A simple chi2 test shows that younger jobseekers, especially youth are the ones who are actively pursuing employment/training overseas.

overseas	age_group					Total
	15-17	18-24	25-29	30-34	35+	
0	11 0.53	1,213 58.54	599 28.91	144 6.95	105 5.07	2,072 100.00
1	10 0.25	2,683 68.20	948 24.10	201 5.11	92 2.34	3,934 100.00
Total	21 0.35	3,896 64.87	1,547 25.76	345 5.74	197 3.28	6,006 100.00

Pearson chi2(4) = 73.5037 Pr = 0.000

## V. SELF-ASSESSMENT OF SKILLS AND KNOWLEDGE

### A. ASSESSMENT OF KNOWLEDGE IN DIFFERENT AREAS

To gauge the general awareness of the survey respondents, they were asked to rate their knowledge on different parameters as shown in the table below. A majority of the respondents have average knowledge on all listed parameters. 52.4 percent of the respondents responded that they have good knowledge and very good knowledge on the support services provided by the MoLHR, indicating that a major portion of the jobseekers are aware of the skilling and engagement programs provided by the ministry.

20.5 percent of the respondents have poor or very poor knowledge on new technology such as artificial intelligence, blockchain and data science. 17.3 percent of the respondents also were not very knowledgeable on the Labour Law and Regulation that pertains to worker's rights, workplace requirements and general working conditions.

**Table 5.1: Self assessment by jobseekers on different workforce parameters (percentage)**

Parameters	Very poor knowledge	Poor knowledge	Average knowledge	Good knowledge	Very good knowledge
Bhutan's economy	1.7	5.9	59.9	28.5	4.1
Job market	2.3	8.9	56.7	28.0	4.1
MoLHR support services	1.7	5.9	40.0	36.9	15.5
Entrepreneurship	1.7	11.4	48.4	31.4	7.0
Overseas employment/ training opportunities	1.8	10.0	45.0	33.6	9.5
Labour Law and Regulation	2.3	15.1	47.1	28.1	7.5
New technology	3.3	17.2	46.2	26.6	6.8

## B. ICT SKILLS AND COMPETENCIES

With a rapidly changing world geared towards digitalization and the prevalence of ICT and digitalization in organisations, it is important that the workforce has the adequate skills to navigate the upgradations in workplace processes, systems and operations. To measure the digital competency of jobseekers in the labour market and assess the jobseekers' skills on different digital parameters, survey respondents were asked to self rate their ICT skills on a scale of 1 to 5 with 1 being very poor skills and 5 being very good skills.

64.7 percent rated themselves as having good or very good basic digital skills in the use of internet, typing and sending emails. More than half of the respondents (51.5 percent) also indicated that they are either good or very good in the use of work related software and tools such as Microsoft Word, Powerpoint and Excel.

When it comes to advanced technology such as coding, programing, software development and others, 43.7 percent said they have either poor or very poor skills in the aforementioned areas. 4.3 percent of the respondents indicated that they are very good at using advanced technology, suggesting that some portion of the respondents are equipped with digital skills of the future.

**Table 5.2: Self assessment by jobseekers on their current ICT/digital skills (percentage)**

Parameters	Very poor	Poor	Average	Good	Very good
Use of basic computer tools (use of internet, typing, sending email)	0.9	4.1	30.3	37.3	27.4
Use of work related software/tools (Eg: Ms Word, PPT, Excel, Photoshop, InDesign)	1.8	11.6	35.1	37.0	14.5
Use of advanced technology (coding, programming, software development, web design etc)	10.2	33.5	34.2	17.9	4.3

The ICT skills by highest level of education attained are shown in the following tables for those with a minimum of a primary education. 41.1 percent of those with a primary to middle secondary education rated themselves as having average basic computer skills while only 13.4 percent of those with a bachelor's degree or higher did so. Those with higher qualifications rated themselves as having good or very good basic computer skills. Similarly, with work related software, the majority of the respondents with lower qualifications rated themselves as having average skills while 24.3 percent of those with bachelor's degree or higher rated themselves as being very good in using such software tools.

**Table 5.3: Self assessment on the use of basic computer skills by qualification (percentage)**

Use of basic computer tools (use of internet, typing, sending email)	Very poor	Poor	Average	Good	Very good
Primary-Middle Secondary (Class PP-X)	2.1	9.1	41.1	34.6	13.2
Higher secondary (Class XI-XII)	0.7	4.3	34.6	37.4	23.1
Bachelor's degree or higher	0.3	0.6	13.4	39.0	46.7

**Table 5.4: Self assessment on use of work related software/tools skills by qualification (percentage)**

Use of work related software/tools (Eg: Ms Word, PPT, Excel, Photoshop, InDesign)	Very poor	Poor	Average	Good	Very good
Primary-Middle Secondary (Class PP-X)	4.1	21.5	40.5	27.5	6.5
Higher secondary (Class XI-XII)	1.7	12.8	39.1	34.0	12.5
Bachelor's degree or higher	0.3	2.4	22.7	50.4	24.3

When asked if the use of digital technology will increase the number of jobs in the country, 4143 individuals answered yes (69.1 percent). On the other hand, 8.4 percent did not feel that digital technology would increase the number of jobs in the country while 22.5 percent answered that they were unsure. More male participants (72.2 percent) indicated that the use of digital technology will increase the number of jobs than females (66.7 percent).

**Table 5.5: Response on job creation due to use of digital technology**

Do you think the use of digital technology will increase the number of jobs in the country?	Female	Male	Total	Female	Male	Total
	N			%		
Yes	2,241	1,902	4,143	66.7	72.2	69.1
No	276	226	502	8.2	8.6	8.4
I don't know	845	507	1,352	25.1	19.2	22.5
<b>Total</b>	<b>3,362</b>	<b>2,635</b>	<b>5,997</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## VI. USE OF MEDIA

In order to understand the media habits of respondents and see what activities they engaged in the most, they were asked to answer how many hours a day were spent on the activities listed in the following table. 55.9 percent of the respondents said that they never listened to radio while 3.1 percent answered that they spent more than 2 hours a day on it. A majority of the participants (91.7 percent) stated that they spent some time in a day watching local Bhutanese channels on television. This percentage is lower at 75.4 percent for participants that read local Bhutanese newspapers and magazines.

When it comes to time spent on the internet, only 0.8 percent of respondents answered that they never browse the internet. 12 percent spent less than 1 hour a day and 23 percent spent 1 to 2 hours a day on the internet. More than half of the respondents (64.2 percent) said that they browse the internet for more than 2 hours a day.

**Table 6.1: Time spent on different media forms (percentage)**

Parameters	Never	Less than 1 hour a day	1 to 2 hours a day	More than 2 hours a day
Listen to radio	55.9	31.9	9.0	3.1
Watch TV (local channels)	8.4	44.0	30.2	17.5
Read newspaper/magazine (local)	24.7	51.4	17.8	6.2
Browse internet	0.8	12.0	23.0	64.2

With a large number of respondents using the internet for extended amounts of time, they were also asked which social media platforms they frequently used. Facebook was the most used social media platform with 94.5 percent of jobseekers answering that they use the platform. Whatsapp and Telegram are used by 68.3 percent and 68.2 percent of respondents respectively. More than half of the respondents also use Instagram (56.9 percent) and Youtube (55.8 percent). The least used social media platforms by the respondents are Line (1.1 percent), LinkedIn (7.2 percent) and Twitter (9.7 percent).

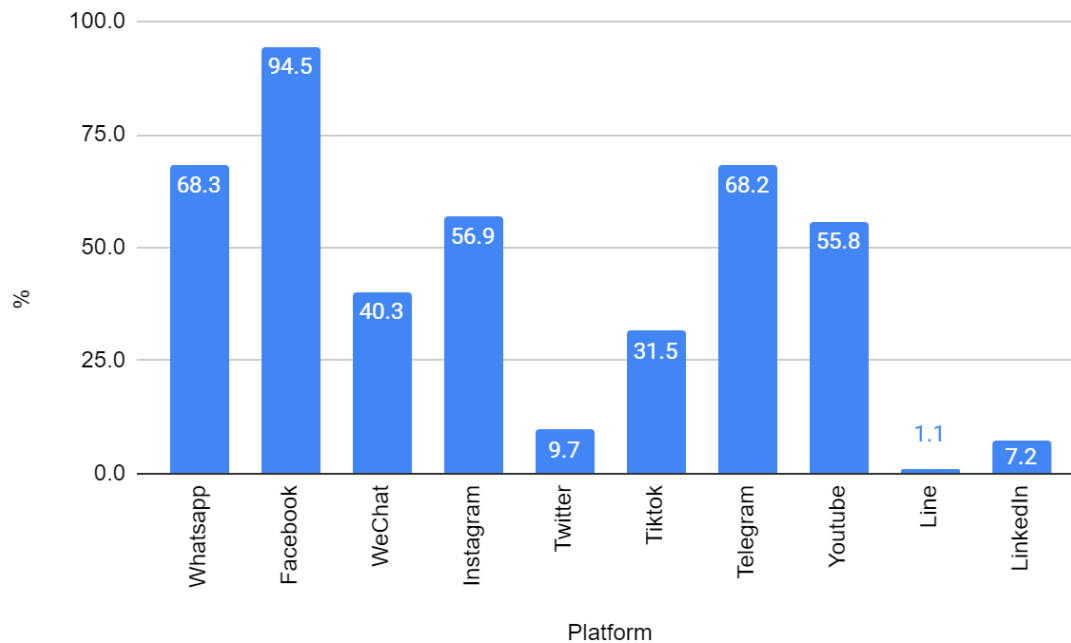
More females use platforms like Instagram (60.4 percent) and Tiktok (38.1 percent) while more male participants used Twitter (13 percent), Youtube (58.6 percent) and LinkedIn (10 percent). For the other social media platforms, the male and female proportions are similar.

Many of the jobseekers use multiple social media platforms and that the internet is the primary mass media form utilised by the jobseekers. Thus, the MoLHR could use popular social media platforms like Facebook, Whatsapp, Telegram, Instagram and Youtube among others to reach out to the jobseekers.

**Table 6.2: Social media platforms used by jobseekers**

Social media platforms	Female		Male		Total	
	N	%	N	%	N	%
Whatsapp	2,244	66.8	1,856	70.2	4,100	68.3
Facebook	3,148	93.7	2,528	95.6	5,676	94.5
WeChat	1,359	40.4	1,060	40.1	2,419	40.3
Instagram	2,029	60.4	1,385	52.4	3,414	56.9
Twitter	238	7.1	343	13	581	9.7
Tiktok	1,281	38.1	610	23.1	1,891	31.5
Telegram	2,284	68	1,809	68.4	4,093	68.2
Youtube	1,802	53.6	1,548	58.6	3,350	55.8
Line	28	0.8	38	1.43	66	1.1
LinkedIn	171	5.1	263	10	434	7.2

**Table 6.1: Social media platforms used by jobseekers (percentage)**



## VII. SUPPORT AVAILED FROM MOLHR

Jobseekers registered with the MoHLR typically register on the Job Portal System to avail the different programs and support services provided by the ministry. Skilling programs such as training in specific fields and entrepreneurship training are implemented by the Department of Technical Education (DTE), the Department of National HR Development (DNHRD) and the Department of Employment and Entrepreneurship (DoEE) through the Skills Training Program (SDP), Critical Skills Training (CST) and Basic and Advanced entrepreneurship training. During the recent pandemic, in lieu of the CST, the SDP was initiated in 108 different training areas to impart the necessary skills for jobseekers. The Build Bhutan Project (BBP) was also initiated to provide jobseekers with construction related skills and engagement during the pandemic when the import of foreign workers was restricted.

Engagement programs such as the YELP (Youth Engagement and Livelihood Program) under the DoEE provides jobseekers and employers financial and administrative support during employment. Through YELP, the GOWA program that seeks to raise awareness on the different programs provided by the ministry and the ministry's employment service center, job facilitation is provided and the gap between jobseekers and employers is bridged.

The jobseekers that responded to the survey were asked if they availed any of the MoLHR supported programs listed in table 7.2. 40.6 percent of the total respondents availed one or more support service or program from the ministry. A higher proportion of males (40 percent) availed the ministry's support as opposed to 37.1 percent of females.

**Table 7.1: Jobseekers who benefited from MoLHR support programs and services**

Did you undertake any MoLHR supported programs?	Female	Male	Total	Female	Male	Total
	N			%		
Yes	1,248	1,053	2,301	37.1	40.0	40.6
No	2,114	1,581	3,695	62.9	60.0	59.4
<b>Total</b>	<b>3,362</b>	<b>2,634</b>	<b>5,996</b>	<b>100</b>	<b>100</b>	<b>100</b>

When asked what specific MoLHR programs were availed by the jobseekers, the highest proportion (55.8 percent) availed skills training through CST, SDP, BBP and other skilling programs provided by the ministry. 22.8 percent had jobs or engagement facilitated by the Service Center and 19.4 percent benefited from support through the YELP engagement program. 16.2 percent of respondents undertook entrepreneurship courses or availed entrepreneurship support while 11.9 percent participated in the GOWA program.

A higher proportion of male participants (61.4 percent) availed skills training when compared to their female counterparts (51.1 percent). With entrepreneurship support as well, more males availed such services (19.2 percent) compared to female participants (13.8 percent). When it comes to engagement

through YELP, more females were engaged (21.6 percent) than males (16.8%). For job facilitation by the ministry's service center and the GOWA program, there were more female participants (25.7 percent and 14.9 percent respectively) than males (19.3 percent and 9.3 percent respectively).

**Table 7.2: Different MoLHR programs and services availed by the jobseekers**

MoLHR Programs	Female		Male		Total	
	N	%	N	%	N	%
Skills Training( CST, SDP, BBP and others)	631	51.1	641	61.4	1,272	55.8
Engagement Program (YELP)	267	21.6	175	16.8	442	19.4
Entrepreneurship support	170	13.8	200	19.2	370	16.2
Job facilitation by Service Center	317	25.7	202	19.3	519	22.8
GOWA program	175	14.9	97	9.3	272	11.9

From the following logistic regression result we can draw inferences that youth jobseekers are more likely to opt for skills training. Whereas, engagement training and entrepreneurship program are opted for by jobseekers of all ages. Unemployed jobseekers are more likely to choose skills training or engagement programs and Female jobseekers are more likely to opt for engagement programs. However, the result for PWD jobseekers is not significant. This could mean that specific programs need to be designed to benefit PWD jobseekers.

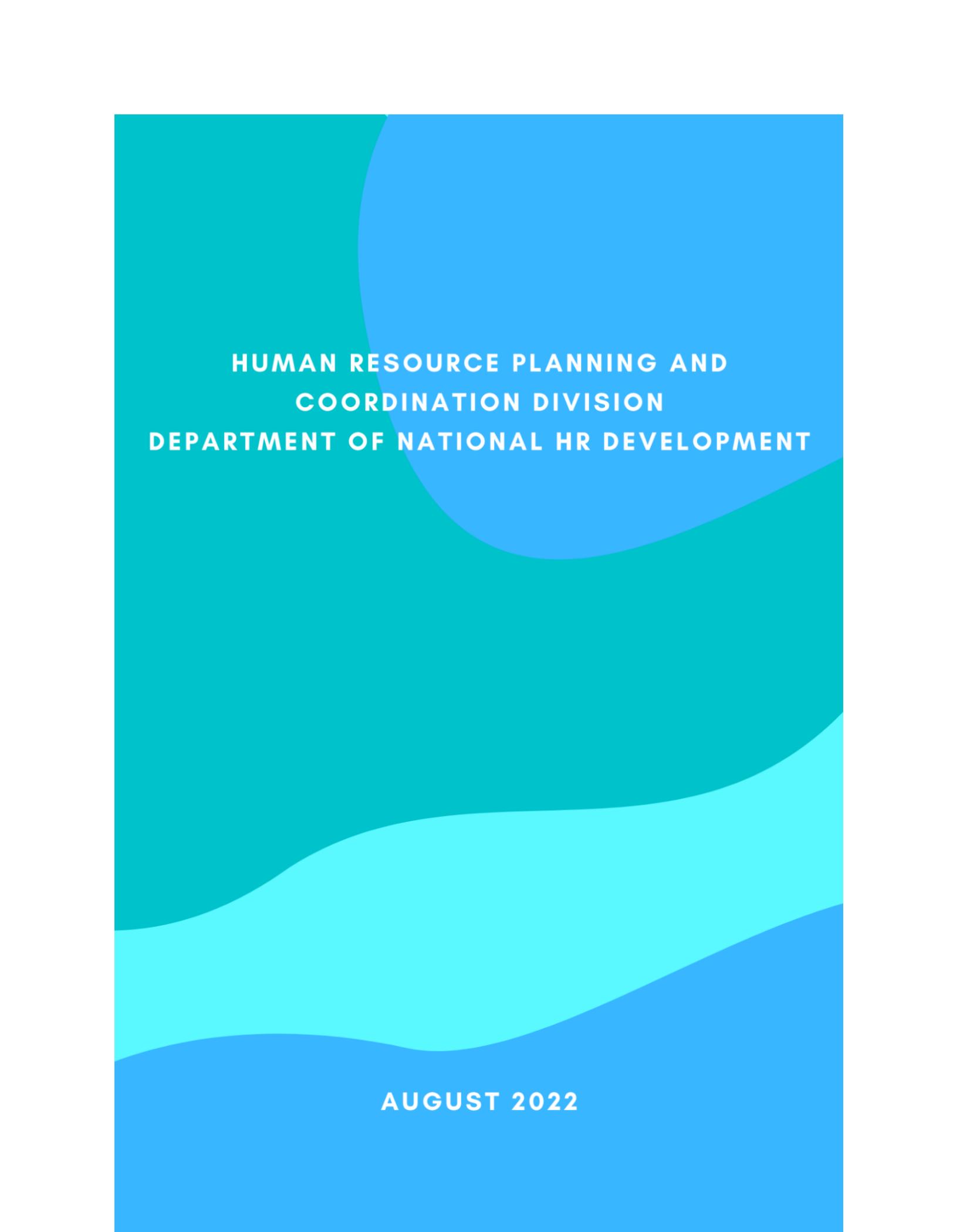
MoLHR program	(1)	(2)	(3)
	Skills Training	Engagement Program	Entrepreneurship Program
main			
youth	0.407*** (0.0912)	-0.300*** (0.112)	-0.174 (0.120)
female	-0.395*** (0.0863)	0.369*** (0.110)	-0.371*** (0.115)
PWD	-0.0380 (0.280)	-0.500 (0.412)	-0.927* (0.524)
unemployed	0.367*** (0.102)	-0.474*** (0.121)	-0.114 (0.134)
_cons	-0.158 (0.109)	-1.089*** (0.129)	-1.238*** (0.139)
N	2278	2278	2278

Standard errors in parentheses

\*  $p < 0.10$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Towards the end of the survey, jobseekers were asked to provide additional comments that would help improve the services provided by MoLHR. The following are the five pertinent submissions that the jobseekers felt needed to be addressed.

- *Skilling programs:* The first one was the need for more skilling and training opportunities. Jobseekers felt that the number of skilling programs provided by the ministry and the intake of jobseekers into these programs should be increased to equip jobseekers with diverse skills and competencies.
- *Overseas opportunities:* Many jobseekers inquired about overseas training and employment opportunities and requested further information and facilitation by the ministry on overseas vacancies.
- *In-country job opportunities:* Jobseekers also noted that they were not eligible for many of the available vacancies due to the work experience and qualification requirements in those vacancies. They expressed wanting jobs that did not necessitate strict work experience and qualification requirements.
- *Remuneration:* Many of the jobseekers also said that the wage/salary that is paid in certain jobs is far below their expectations. They desired higher remuneration for the work that they were doing.
- *Advocacy and awareness:* A number of jobseekers also expressed that the programs and services provided by the ministry need better advocacy and awareness strategies through social media and internet based platforms as well as through school advocacy programs. The jobseekers also wanted some systematic changes with the MoLHR's online systems wherein they are notified about available vacancies, skilling programs and the status of their applications.



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**AUGUST 2022**