

NKRA 11: Productive and Gainful Employment Created

Lead Agency: Ministry of Labour and Human Resources

Collaborating Agencies: Ministry of Economic Affairs, Ministry of Agriculture and Forest, Ministry of Works and Human Settlement, Tourism Council of Bhutan.

AKRAs	Key Performance Indicators	Description	Units	Baseline (year)	Baseline	Target	Data Collection Methodology	Data source	Data Collection Frequency	Responsible Agency
1. Jobs Created	Jobs created in RNR sector	This indicator measures number of people employed in any services performed by an individual or group on the farm including gainful engagement in post-production value addition, processing, packaging and marketing of RNR products in exchange for wage, salary or anything equivalent for a definite period of time. Target is cumulative of the baseline.	Number	2016	3103	5458	Review of administrative data	Administrative Data	Annual	MoAF
	Jobs created in Tourism sector	This indicator measures the number of persons engaged in both tourism-characteristic activities and non-tourism-characteristic activities in all establishments in tourism industries over the plan period.	Number	2015	24,650	48,037	Review and assessment of administrative data	Administrative Data	Annual	TCB
	Jobs created in Mining sector	This indicator measures number of people employed (regular, casual, contract/piece paid employees based on LFS) in mining sector with focus on extraction of mines. The target is a cumulative figure of the baseline over the plan period.	Number	2016	1735	2085	Review of survey report	Employment Survey Report	Annual	MoEA
	Jobs created in CSI sector	This indicator measures number of people employed (regular, casual, contract/piece paid employees based on LFS) in Cottage and Small Industries excluding RNR enterprises and cooperatives over the plan period.	Number	2016	71912	11458	Review of survey report	Employment Survey Report	Annual	MoEA
	Jobs created in hydropower and power sector	This indicator measures number of nationals employed (regular, casual, contract/piece paid employees based on LFS) in hydropower projects and power sectors. Hydropower projects refers to existing hydropower plants under DGPC including Dagachhu and those under construction (PHPA-I, PHPA-II, MHPA, THYE, KHEL & CDCL). Power Sector refers to BPC, BEA and BHSL. The target is cumulative of the baseline.	Number	2017	8065	9574	Review of administrative data	Administrative Data	Annual	MoEA
	Jobs created in IT and ITES sector	This indicator measures number of people employed (regular, casual, contract/piece paid employees based on LFS) in IT and ITES sector. IT and ITES refers to jobs created in BPOs, data center, IT Tech park and private IT businesses over the plan period.	Number	2015	2191	700	Review of administrative data	Administrative Data	Annual	MoIC
	Jobs created in construction sector	This indicator measures the number of jobs created (National skilled workers) in Road Maintenance Centre (RMC) excluding the engineers. The target reflected is for 1 RMC which will be taken up as a pilot project, if successful another 9 RMC will be taken up along the Northern East West Highway over the plan period.	Number	2017	NA	51	Review of administrative data	Administrative Data	Annual	MoWHS
	Jobs created in Manufacturing sector (Medium and Large Industries)	This indicator measures number of people employed (regular, casual, contract/piece paid employees based on LFS) in manufacturing sector. Manufacturing sector refers to industries that fall under Production and Manufacturing category.	Number	2016	NA	825	Review of administrative data	Administrative Data	Annual	MoEA
	Jobs created in Trading sector	This indicator measures number of people employed (regular, casual, contract/piece paid employees based on LFS) in trading sector. Trading sector refers to all the wholesale and retail trade.	Number	Dec. 2016	36,500	51,500	Review of administrative data	Administrative Data	Annual	MoEA

2. Enabling environment for employment creation improved	Licenses approved against the total applied	This indicator measures the proportion of licenses approved against the total applied within the stipulated time. The license issuing agencies are BICMA, DoT, DoI and DCSI.	Percentage		NA	>95	Review of administrative data	Administrative Data	Annual	MoEA, BICMA
	Loan to skills development	This indicator measures the amount of loan the Banks give to skills development for youths pursuing overseas skills development programs. This is based on the Priority Sector Lending Policy.	Ngultrum	2018	TBD	TBD	Review of administrative data	Annual Report	Annual	RMA
	Clients satisfaction rating	This indicator measures the rating of clients' satisfaction on employment and labour services provided.	Percentage		NA	>95%	Review of the survey report	Perception Survey report	Annual	MoLHR
	Incidence of occupational hazards/injuries.	This indicator measures fatalities or injuries led fatalities caused at workplaces to reduce hazardous deaths and to ensure occupational safety at work places. The baseline figure is the number of fatalities caused at workplaces and that has been reported to the Ministry in FY 2016-17.	Number	2017	27	0	Review of administrative data	Administrative Data	Annual	MoLHR
	Enterprise with Internal Service Rule	This indicator measures the Enterprises implementing the Service Rules. Enterprise refers to those that employ more than five employees based on the Regulation on Working Condition 2012.	Percentage	2017	15.35%	35%	Review of administrative data	Administrative Data	Annual	MoLHR
	Employees under PF scheme	This indicator measures the number of private employees under PF scheme. PF scheme should be mandatory for enterprises with more than 5 employees.	Percentage	2017	60.55%	100%	Review of administrative data	Administrative Data	Annual	MoLHR
	TAT for dispute resolution	This indicator measures time taken to resolve labour dispute once the application has been registered with MoLHR. Target is based on the Regulation on Working Condition 2012.	Days	2017	17 working days	10 working days	Review of administrative data	Administrative Data	Annual	MoLHR
3. Entrepreneurship and Business Development Enhanced	Young people trained in entrepreneurship development programs	This indicator measures training of young people (15-29) as per ILO definition who are not in any form of education/training (short term/ long term) or employment (formal and informal). The baseline figure is the cumulative of the first four years of the 11th FYP.	Number	2017	2945	5000	Review of administrative data	Administrative Data	Annual	MoLHR, MoEA,
	New business start-ups	This indicator measures new business start-ups by youth who have undergone entrepreneurship trainings through the entrepreneurship development programs. Target does not include the baseline.	Number	2017	444	600	Review of administrative data	Administrative Data	Annual	MoLHR, REDCL,