



# METADATA ON QUARTERLY LABOUR, 2024, Q4



## Producer

The survey was funded by the Royal Government of Bhutan and is aimed at furnishing critical data for monitoring socio-economic development, informing policy formulation related to job creation and poverty reduction, and supporting similar programs. It is being conducted quarterly to provide information on the key indicators and associated characteristics of the labor market in accordance with the International Labor Organization (ILO) standards.

## Reference period

Different reference periods were used for different indicators based on the ILO recommendations.

- The reference period for employment was one week prior to date of enumeration.
- The reference period for Looking for work was four weeks prior to the date of enumeration.
- The reference period for available for work was within two weeks after the date of enumeration.

## Key Highlights

Key Indicator (Numbers)	Bhutan	Sex		Area	
		Male	Female	Urban	Rural
Working Age Population	596,970	312,843	284,128	228,922	368,049
Labour Force Population	386,751	231,587	155,164	139,725	247,026
Inactive Population	210,219	81,256	128,964	89,197	121,023
Employed Population	374,705	226,326	148,379	131,990	242,715
Unemployed Population	12,046	5,261	6,785	7,735	4,311
Youth Unemployed Population	6,598	2,808	3,790	3,856	2,742
Key Indicator (Percent)					
Labour Force Participation Rate	64.8	74.0	54.6	61.0	67.1
Inactivity Rate	35.2	26.0	45.4	39.0	32.9
Employment Rate	96.9	97.7	95.6	94.5	98.3
Unemployment Rate	3.11	2.27	4.37	5.54	1.75
Youth Unemployment Rate	17.7	14.5	21.2	19.8	15.5

## Survey Methodology

For the fourth quarter, the sample size was 2,940 households, with 2,889 households participating in the survey. This translates to the survey response rate of 98.3% in its entirety.



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## Key Findings:

### I. Labor Force Participation Rate:

The overall LFPR for the fourth quarter stands at 64.8%. It is higher among the males (74%) compared to the females (54.6%). By area, the LFPR is higher in the rural areas (67.1%) than in urban areas (61%).

### II. Employment:

The overall employment rate in Bhutan for the fourth quarter 2024 is 96.89% (CI: 96.13, 97.63). It is higher among the males (97.7%) than their female (95.6%) counterparts. Compared to the previous quarter, the rate has decreased by 0.01 percentage points. However, since the confidence intervals (CI: 96.20, 97.49) for the employment rates of the two quarters overlap, the differences between the two quarters are not statistically significant. The average employment rate for the four quarters is estimated at 96.5%. Further, it is observed that the employment rate is higher in rural areas (98.3%) than in urban areas (94.5%).

### III. Unemployment:

For the fourth quarter, 2024, the overall unemployment rate is estimated at 3.11% (CI: 2.45, 3.96). It is higher among females (4.37%) than their male (2.27%) counterparts. Compared to the previous quarter, the unemployment rate has increased by 0.02 percentage-points from 3.09% (CI: 2.51, 3.80) to 3.11%. However, since the confidence intervals for the unemployment rates overlap, the difference between the two is not statistically significant. The unemployment rate is higher in urban (5.54%) than in rural (1.75%) areas.

### IV. Youth Unemployment:

The youth unemployment rate is 17.7% (CI: 13.1, 23.6). It has increased by 1.2 percentage-points from the previous quarter i.e. 16.5% (CI: 12.6, 21.3). However, due to the overlap in confidence intervals between the two quarters, this difference is not statistically significant. The youth unemployment rate is higher for females at 21.2% compared to 14.5% for males. Additionally, youth unemployment is primarily an urban phenomenon, with a rate of 19.8% in urban areas versus 15.5% in rural areas.

## VARIABLE NAME, LABEL AND DESCRIPTION

This section gives detail description of all the variables given in the dataset. The variable name is given in the first column and it is same as the question number given in the questionnaire. The second column gives the label of the variable. It describes the variable in few words. The third column describes each variable in detail.



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**obs\_id:** It is a unique identifier of the interview.

**dcode24:** It is the 24 domains of the survey (20 Dzongkhags and 4 Thromdes).

**sex:** Sex of the each of the household member

**area:** Rural or Urban

**weight:** Survey weights are values assigned to each respondent to adjust for sampling design and ensure that the survey results accurately represent the target population.

**cstr\_code:** Collapsed stratum code

## Section I: Basic Demographic Information

Variable Name	Variable Label	Description	Remarks
q1_3	Relation to Household Head	Relationship of the each of the household member to the household head	
q1_4	Age of the member	Age of the each of the household member	
q1_5	Marital status	Present marital status of each household member	

## Section II: Education Details

VariableName	Variable Label	Description	Remarks
q2_1	Attending or has attended ECCD/ School/ Institutes/Monastics education	Whether the household members are currently attending or has attended in school/institutes/monastic education	
q2_2	Type of ECCD/ School/ College/institute/ Monastic education	If any of the member is currently attending, then in which type of ECCD/ School/College/institutes/Monastic education they are attending.	
q2_3	Highest grade the name is currently attending or has attended	The highest educational grade of the household member. This question is asked to members who are currently attending in school/college/ institutes/monastic education or has attended in the past	
q2_4	Stream or field	In which stream or field the member is currently attending or has attended in the past.	



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q2_5a	Specify the field of study that he/she is currently attending/has attended?	A member is asked on the course of his/her study.	
q2_6	Attended/attending a formal professional/technical training	This question is asked to those individuals who attended the formal professional/technical training, in the past or never attended.	
q2_7	Level of training	If any of the household member is attending or has attended any training, then whether the training is diploma or certificate level	
q2_8	Type of training institutes	This question is asked to gather whether the training institutes they are attending or has attended is government, private or public training institutes	
q2_9	Duration of training	Duration of the training attending/has attended by the household member	
q2_10a	training codes	Specification of the course (relevant field of training) which is later coded here.	
q2_11a	relevant field of training	The member is asked about the training/course of the study and then selected the appropriate code here. Example: If the member is currently pursuing Bachelor of Business Administration in Gedu College of Business Studies, then select “Business management, book-keeping/accounting finance etc.”	

### Section III: Participation in the labor force

Variable Name	Variable Label	Description	Remarks
q3_1	Employed	Whether the household members have worked for pay, profit or family gain at least one hour during the past week.	



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q3_2	Absent from work/business in the past week	Although the household members did not work in past one week, does he/she have a job or business from which he/she was absent during the past week.	
q3_3	Reasons for being absent	Why was the household member absent for the work/business	
q3_4	During low/off season	To identify persons with seasonal jobs who continue to perform some of the tasks or duties of their job during the low or off-season and asked only of persons who reported being absent from a job due to the low or off season.	
q3_5	Will you return to same job in 3 months or less	It refers to the expected total duration of the absence. This includes both the elapsed duration to date and the expected future period of absence.	
q3_6	Paid while temporary away	Income includes all income in cash or in kind which is related to the job they are absent from and which they continue to receive during the absence	

### Section IV: Employment Characteristics

VariableName	Variable Label	Description	Remarks
q4_1a	Occupation code	BSCO code of the occupation	
pry_occgroups	RECODE of q4_1a (occupation code)	Occupations are classified into ten major occupational groups according to the Bhutan Standard Classification of Occupations.	
q4_2a	Industry code	BSIC code of the economic activity	
pry_indrygroups	RECODE of q4_2a (Industry code)	The industries are classified into primary groups according to the Bhutan Standard Industrial Classification.	
q4_3	Nature of employment	Status in employment refers to the type of relationship between the respondent and the unit they work for	
q4_4	Type of organization	The type of organization the household member is working	



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q4_12	Total hours worked for the primary job in the past week	Total working hours for the past week for their primary job.	
q4_13	Average Monthly Earning from primary job	Average monthly earning of the each household member from primary job	
q4_14	Secondary Occupation - Yes/No	It refers to desire to work more hours than usually worked provided that these are remunerated. This may be in any of the current job(s) or in a different job.	
q4_15	Hours worked in additional jobs	Total hours the household member worked during the past one week for his/her secondary job	
q4_15e	income from second occupation	Income generated from the secondary occupation.	

### Section V: Unemployment and not in the labor force characteristics

Variable Name	Variable Label	Description	Remarks
q5_1	Tried to establish business	Ask whether he/she had looked for work or tried to establish business or both in the past four weeks. The objective of asking this question is to find out if they had taken specific steps in a specified recent period for paid employment or self-employment.	
q5_2	look for job	What did the person do to look for job in the last four weeks.	
q5_4	What did you do to establish a business?	Did the person establish a business in the past four weeks.	





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q5_6	At present does name want to work?	This is only asked of people who are not looking for work currently. The focus of the question is on the person's desire for work and not on the type of work or how the work would be found	
q5_7	Why didn't name look for job/business	This is to identify the reasons for not seeking work. This include discouraged workers who are not looking for work as they do not believe it is available	
q5_8	Duration of new job or business	The question identifies respondents who have found a job to start within a short subsequent period or who have concrete plans to start a business within a short subsequent period.	
q5_9	Ready to accept job if offered or to start business within next two weeks	This question seeks respondent's time availability to start work in a short period (the week before the interview) should a job or business opportunity existed.	

## KEY INDICATORS

The key indicators and their details are as follows:

- Indicator: Representation of the statistical data for a specified time, place or any other relevant characteristic. It is a summary measure related to a key issue or phenomenon and derived from a series of observed facts. Indicators can be used to reveal relative positions or show positive or negative change.
- Unit: Unit of observation or measurement for which data are collected or derived.
- Indicator definition: Describes the indicator in detail or definition of the indicator.
- Method of computation: It is the mathematical calculation/model/formula includes both arithmetical or non-arithmetical steps and which followed a well-defined model.
- Comments and Limitations: If any characteristics of design or methodology that impacted or influenced the interpretation of the finding from this research.

Sl. No	Indicator	Unit	Indicator Definition	Method of Computation
1	Working-age Population	Number	Persons aged 15 years and above	



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2	Economically Active Population (labor force)	Number	Working-age population who were/are employed or unemployed during the reference period of the survey are referred to as Economically active population or Labor Force.	
3	Economically Inactive Population (out of labor force)	Number	Working-age population who are/were neither employed nor unemployed during the reference period	
4	Labor Force Participation Rate (LFPR)	Percentage	LFPR is defined as proportion of economically active persons (labor force) to the working age population	Numerator is economically active/labor force and denominator is working-age population
5	Economically Inactive Rate	Percentage	It is defined as proportion of economically inactive persons (out of labor force) to the working-age population	Numerator is economically inactive population and denominator is working-age population
6	Employment Rate	Percentage	It is defined as proportion of employed persons to the economically active population	Numerator is employed persons and denominator is economically active population
7	Employment-to-Population Ratio	Percentage	It is defined as the proportion of employed persons to the working-age population	Numerator is employed persons and denominator is working-age population
8	Unemployment Rate	Percentage	Unemployment rate is defined as the proportion of unemployed persons to the economically active population	Numerator is unemployed persons and denominator is economically active Population
9	Unemployment-to-Population Ratio	Percentage	It is defined as the proportion of unemployed persons to the working-age population	Numerator is unemployed persons denominator is working-age





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				population
10	Youth Unemployment Rate	Percentage	Youth unemployment rate is defined as the percentage of unemployed persons in the age group 15-24 years to the economically active population in the same age group	Numerator is unemployed persons (aged 15-24 years) and denominator is economically active youth population
11	Share of Youth Unemployment	Percentage	It is expressed as percentage of youth unemployed persons to all unemployed persons	Numerator is youth unemployed persons denominator is Total Un- employed persons
12	Long Term Unemployment Rate	Percentage	Long-term unemployment rate is expressed as the percentage of unemployed (12 months or more) persons to economically active population	Numerator is persons who are unemployed for 12 months or more denominator is economically active population
13	Share of Long-term Unemployment	Percentage	It is expressed as a percentage of long-term unemployed persons to total unemployed persons	Numerator is long-term unemployed persons and denominator is total unemployed persons

## Report

The QLFS\_Q3\_2024 report is available on the NSB website. It can be seen at <https://www.nsb.gov.bt/publications/labour-force-survey-report/>





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1.3 What is the relationship of [NAME] to the head of household? (Refer code below)

- |                     |                                  |
|---------------------|----------------------------------|
| [1] HEAD            | [18] DAUGHTER-IN-LAW             |
| [2] SPOUSE          | [19] UNCLE                       |
| [3] SON             | [20] AUNT                        |
| [4] DAUGHTER        | [21] NIECE                       |
| [5] FATHER          | [22] NEPHEW                      |
| [6] MOTHER          | [23] ADOPTED SON                 |
| [7] BROTHER         | [24] ADOPTED DAUGHTER            |
| [8] SISTER          | [25] FOSTER SON                  |
| [9] GRAND-FATHER    | [26] FOSTER DAUGHTER             |
| [10] GRAND-MOTHER   | [27] STEP SON                    |
| [11] GRAND-SON      | [28] STEP DAUGHTER               |
| [12] GRAND-DAUGHTER | [29] STEP FATHER                 |
| [13] FATHER-IN-LAW  | [30] STEP MOTHER                 |
| [14] MOTHER-IN-LAW  | [31] OTHER FAMILY RELATIVES      |
| [15] BROTHER-IN-LAW | [32] LIVE IN SERVANT             |
| [16] SISTER-IN-LAW  | [33] OTHER NON- RELATIVES        |
| [17] SON-IN-LAW     | [96] OTHERS SPECIFY [GO TO 1.3a] |

1.3a Specify the other relationship

1.4 How old is [NAME] ? (Write in completed years, if less than 1 year, write 000)

[If age<=2, go to next member]

1.5 What is the present marital status of [NAME] ? [If 1.4>14]

- [1] NEVER MARRIED
- [2] LIVING TOGETHER
- [3] MARRIED
- [4] DIVORCED
- [5] SEPARATED
- [6] WIDOW/WIDOWER

1.5j Who answered/accomplished the questions?

- [1] TARGET RESPONDENT (MEMBER HIMSELF/HERSELF)
- [2] PROXY RESPONDENT (RESPONSE ON OTHER'S BEHALF)



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SECTION II: EDUCATION DETAILS																							
Filter: All household members 3 years and over																							
2.1	<p>Is [NAME] attending or has attended ECCD/school /college/institutes/monastic education/NFE?</p> <p>[1] CURRENTLY ATTENDING [2] ATTENDED IN THE PAST [3] NEVER ATTENDED [If age between 3-24, go to next member. If age &gt;=15, to 2.6]</p>																						
2.2	<p>What is the type of ECCD/School/College/Institutes/Monastic education/NFE [NAME] is attending/has attended? [If 1,2 in 2.1]</p> <p>[1] ECCD, SCHOOL, COLLEGE AND UNIVERSITIES, INSTITUTES OFFERING POST GRADUATE COURSES [2] CONTINUING EDUCATION [3] MONASTIC EDUCATION [4] NON FORMAL EDUCATION</p>																						
2.3	<p>What is the highest grade [NAME] is currently attending/has attended? [If 1,2 in 2.2]</p> <table><tbody><tr><td>[0] PRE PRIMARY (PP)</td><td>[9] GRADE 9</td></tr><tr><td>[1] GRADE 1</td><td>[10] GRADE 10</td></tr><tr><td>[2] GRADE 2</td><td>[11] GRADE 11 GO TO 2.4</td></tr><tr><td>[3] GRADE 3</td><td>[12] GRADE 12 GO TO 2.4</td></tr><tr><td>[4] GRADE 4</td><td>[13] CERTIFICATE GO TO 2.5</td></tr><tr><td>[5] GRADE 5</td><td>[14] DIPLOMA GO TO 2.5</td></tr><tr><td>[6] GRADE 6</td><td>[15] BACHELOR'S DEGREE GO TO 2.5</td></tr><tr><td>[7] GRADE 7</td><td>[16] POST GRADUATE DIPLOMA GO TO 2.5</td></tr><tr><td>[8] GRADE 8</td><td>[17] MASTER'S DEGREE/MPHIL GO TO 2.5</td></tr><tr><td></td><td>[18] PhD GO TO 2.5</td></tr><tr><td></td><td>[19] ECCD</td></tr></tbody></table>	[0] PRE PRIMARY (PP)	[9] GRADE 9	[1] GRADE 1	[10] GRADE 10	[2] GRADE 2	[11] GRADE 11 GO TO 2.4	[3] GRADE 3	[12] GRADE 12 GO TO 2.4	[4] GRADE 4	[13] CERTIFICATE GO TO 2.5	[5] GRADE 5	[14] DIPLOMA GO TO 2.5	[6] GRADE 6	[15] BACHELOR'S DEGREE GO TO 2.5	[7] GRADE 7	[16] POST GRADUATE DIPLOMA GO TO 2.5	[8] GRADE 8	[17] MASTER'S DEGREE/MPHIL GO TO 2.5		[18] PhD GO TO 2.5		[19] ECCD
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	[18] PhD GO TO 2.5																						
	[19] ECCD																						
2.4	<p>In which stream or field is [Name] currently attending / has attended ?</p> <p>[1] ARTS AND HUMANITIES (INCLUDES DZONGKHA RIGZHUNG) [2] COMMERCE [3] SCIENCE [98] DON'T KNOW</p>																						
2.5	<p>If current/completed grade in Q2.3 are Certificate, Diploma, Bachelors Degree / Master's degree and above, specify [NAME]'s field of study</p>																						
2.5a	<p>Please select the relevant field of study from below for the specified study in Q 2.5</p> <p>[1] Education [2] Business administration, accountancy, commerce, retail shop management, economic etc [3] Public administration and planning [4] Law and legal service [5] Medical, health service, nursing, etc. [6] Science, mathematics, statistics, computing etc. [7] Other technical &amp; engineering including architecture, industry, craft, building trade etc. [8] Agriculture, livestock, forestry [9] Social and behavioral studies, media, culture, sport and leisure studies, tourism etc. [10] Art or humanities -languages, classics, history, theology etc.. [11] Personal care services-domestic science etc. [12] Public order and safety-police, army, fire services etc. [96] Don't know</p> <p>[If 1 in 2.1 and 1 or 3 in 2.2, go to next member] [If 1 in 2.1 and 2 or 4 in 2.2, go to section 3]</p>																						



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<b>Adaptation note:</b> The training section is asked to those who have attended school in the past or never attended		
2.6	<b>Did [NAME] ever attended/is attending a formal professional/technical training, relevant to an occupation/employment?</b> <i>[If 2,3 in 2.1]</i> [1] YES, CURRENTLY ATTENDING [2] YES, ATTENDED IN THE PAST [3] NO <i>[GO TO SECTION 3]</i>	
2.7	<b>What is the level of [NAME]'s training?</b> [1] CERTIFICATE [NC1, NC2, NC3 OR EQUIVALENT] [2] GENERAL CERTIFICATE [3] DIPLOMA AND ABOVE	
2.8	<b>What is the type of training institutes [NAME] is currently attending/attended?</b> [1] GOVERNMENT (TTI/IZCS/RITH/RDTC/JWPTI) [2] GOVERNMENT (OTHERS) [2] OTHER PUBLIC TRAINING INSTITUTES [3] PRIVATE	
2.9	<b>What is the duration of the training [NAME] is currently attending/attended in the past</b> [1] LESS THAN ONE MONTH [2] ONE MONTH TO LESS THAN SIX MONTHS [3] SIX MONTHS TO LESS THAN ONE YEAR [4] ONE YEAR TO LESS THAN TWO YEARS [5] TWO YEARS AND ABOVE	
2.10	<b>Specify the training/course that [NAME] is currently attending / attended</b> <i>[If 1 in 2.8]</i>	
2.10a	<b>Please select the relevant field of training for Q2.10</b>	
	3D Printing	Digital Cable Tv Technician
	Accounting And Financial Management	Digital Marketing
	Acting-Black Box Theatre	Domestic Wiring
	Auto Electrician	Early Childhood Care And Development
	Auto Mechanic	Earth Moving Equipment Mechanic
	Automobile Painter	Embroidery (Tshemdru)
	Backhoe Loader Operator	Excavator Operator
	Bakery And Confectionery	False Ceiling
	Basic Floriculture	Farm Machineries
	Basic Internet Of Things (IoT)	Fashion Design
	Basic Landscape Design	Food And Beverage Service
	Beautician	Fruit Production
	Bhutanese Food Production	Hair And Beauty Therapy
	Building Painter	Heavy Auto Mechanic
	Cane And Bamboo Art Design And Development	Heavy Vehicle Driving
	Cctv System	Home Appliances Repair And Maintenance
	Cloud Computing	Hospitality Management
	Commercial Accountant	House Keeping
	Computer Application Assistant	Insurance
	Computer Hardware And Networking Technician	Interior Design
	Construction Carpentry	IT And Networking
	Continuing Professional Development	Jimzo (Sculpture)
	Credit Management	Korean Cuisine
	Cultural Tour Guide	Landscape Design
	Dairy Production	Lhadri (Mural Painting)
		Light Vehicle Driving
		Masonry
		Massage Therapist
		Mechanical Fitting
		Medicinal And Aromatic Plants And Spices
		Metal Art Design And Fabrication
		Mobile Application Developer
		Mobile Phone Technician
		Motor Rewinding
		Mushroom Production
		Nature Guide
		Panel Beater
		Passenger Bus Driving
		Patra (Wood Carving)
		Plumbing
		Poultry Production
		Professional Driving
		Refrigeration Airconditioning Technician
		Risk Management
		Shazo (Wood Turning)
		Shielded Metal Arc Welding
		Shingtsen (Traditional House Painting)
		Solar Power Technology
		Sowa Rigpa And Wellness
		Tally, etc



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2.11	Specify the training/course that [NAME] is currently attending or has attended [Only if 2, 3, 4 in 2.8]
2.11a	<p>Please select the relevant field of training for Q2.11</p> <ol style="list-style-type: none"><li>1. Agriculture, livestock, fishing etc.</li><li>2. Auto mechanic or home appliance repair</li><li>3. Construction and other engineering</li><li>4. Manufacturing and mining (e.g. skilled operator etc.)</li><li>5. Information technology (e.g. computer software, database etc.)</li><li>6. Business management, book-keeping/accounting/finance etc.</li><li>7. Health/Education services (e.g. Nurse, pharmacy, paramedic, Technician etc.)</li><li>8. Media and entertainment</li><li>9. Legal service (e.g. Legal assistant, paralegal)</li><li>10. Secretarial, clerical, general office</li><li>11. Hair dressing, cosmetology</li><li>12. Restaurant, Culinary arts, hotel and Tourism</li><li>13. Public order and safety (e.g. Police, Army, Fire services etc.)</li><li>14. Arts and crafts (e.g. Tailoring, weaving, painting, etc.)</li><li>15. Administrative and Management</li><li>16. Others</li><li>98. Don't know</li></ol> <p>[If 1 in 2.6 and 1 in 2.8, go to next member]</p>
	Note: The question below question intends to collect information on how safe an individual feels walking alone at night/off hours
2.12	<p>Does [NAME] feel safe walking alone walking at night in the neighbourhood?</p> <p>[1] YES [2] NO [98] DON'T KNOW</p>





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PART II: ECONOMIC CHARACTERISTICS	
SECTION III: PARTICIPATION IN THE LABOUR FORCE	
	<b>Filter: All household members 15 years and over, who are not attending school/institutes/college/monastic education</b>
3.1	Did [NAME] do any of the following economic activities even if it was for one hour during last seven days? [1] YES, worked for wage, salary, commission, or any payment in kind [GO TO 4.1] [2] YES, worked for business or other activity [GO TO 4.1] [3] YES, worked for farming [GO TO 4.1] [4] NO
3.2	Although [NAME] did not work, does he/she have a job or business from which he/she was absent during the past week? [1] YES [2] NO [GO TO 5.1]
3.3	Why was [NAME] absent from work during the last seven days? [If 1 in 3.2] [1] WAITING TO START NEW JOB OR BUSINESS [GO TO 5.1] [2] VACATION, HOLIDAYS [GO TO 4.1] [3] SHIFT WORK, FLEXI TIME, NATURE OF WORK [GO TO 4.1] [4] MATERNITY, PATERNITY LEAVE [GO TO 4.1] [5] SICKNESS, ILLNESS, ACCIDENT [GO TO 4.1] [6] OTHER PERSONAL LEAVE (CARE FOR FAMILY, CIVIC DUTIES...) [7] TEMPORARY LAID OFF, NO CLIENTS OR MATERIALS, WORK BREAKS [8] BAD WEATHER, NATURAL DISASTER [9] IN STUDIES OR TRAINING [10] LONG-TERM DISABILITY [11] LOW OR OFF-SEASON [GO TO 3.4] [96] OTHERS SPECIFY [GO TO 3.3a]
3.3a	Specify the reason _____
3.4	During the low/off season, does [NAME] continue to do some work for that job/ business? [If 11 in 3.3] [1] YES [GO TO 4.1] [2] NO [GO TO 5.1]
3.5	Including the time that [NAME] has been absent, will [NAME] return to that same job or business in 3 months or less? [If 5,6,7,8,10 in 3.3] [1] YES [GO TO 4.1] [2] NO [96] DON'T KNOW
3.6	Was [NAME] paid a salary/wage or did they earn any profits from productive or business activities while they were away temporarily? [1] YES [GO TO 4.1] [2] NO [GO TO 5.1] [98] DON'T KNOW [GO TO 5.1]



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SECTION IV: EMPLOYMENT CHARACTERISTICS	
Filter: All household members 15 years and over, who worked atleast one hour or had a job/business in the last seven days	
4.1 4.1a	What is [NAME] 's main designation/occupation? (Please specify the occupation ) Occupation Code (Refer Q 4.1 for the occupation)
4.2 4.2a	What is the main activity or product/service of the establishment where [NAME] works? Industry Code (Refer Q 4.4 for the activity of the organization)
4.3 4.3a	What is [NAME] 's nature of employment status? [1] REGULAR PAID EMPLOYEE [2] CASUAL PAID EMPLOYEE [3] OWN ACCOUNT WORKER (NON AGRICULTURE) [4] OWN ACCOUNT WORKER (AGRICULTURE) [5] FAMILY WORKER(NON-AGRICULTURE) [6] FAMILY WORKER(AGRICULTURE) [7] EMPLOYER [8] APPRENTICESHIP/INTERNSHIP [96] OTHERS SPECIFY Specify the other employment status
4.3b	Does [NAME] currently employ anyone? [if 3, 4 in Q4.3] [1] YES [2] NO
4.4 4.4a	In what type of organization does [NAME] work? [1] GOVERNMENT AGENCY [2] ARMED FORCES [3] AGRICULTURE FARMING [4] STATE OWNED COMPANY (SOES) [5] PUBLIC LIMITED COMPANY [6] PRIVATE LIMITED COMPANY [7] PRIVATE BUSINESS [8] A HOUSEHOLD(S) AS A DOMESTIC WORKER [GO TO 4.12] [9] NON-GOVERNMENTAL/INTERNATIONAL GOVERNMENT/CIVIL SOCIETY/ORGANIZATION (NGO/INGO/CSO) [96] OTHERS SPECIFY Specify the other type of organization
4.5	Does [NAME] 's employer pay contributions to the provident fund? [if 1,2,8 in 4.3 & !=1,2,3,8 in 4.4] [1] YES [2] NO [98] DON'T KNOW
4.5j	Does [NAME] make contributions towards a pension (government or employer-based) that is related to his/her job? [1] YES [2] NO [98] DON'T KNOW
4.6	Is [NAME] entitled to paid annual leave? [1] YES [2] NO [98] DON'T KNOW



# METADATA ON QUARTERLY LABOUR, 2024, Q4



4.7	If [NAME] becomes ill or injured, will he/she receive paid sick leave? [1] YES [2] NO [98] DON'T KNOW
4.7j	Does [NAME] have a written contract or verbal agreement contract covering the work he/she does? [1] YES, WRITTEN CONTRACT [2] YES, VERBAL AGREEMENT [3] NO WRITTEN CONTRACT AND VERBAL AGREEMENT [98] DON'T KNOW
4.7k	Is [NAME] covered by health insurance through any private/public company? (other than free health services available ) [1] YES, EMPLOYER [2] YES, SELF/PRIVATE [3] NO [98] DON'T KNOW
4.7l	Can [NAME] receive benefits if laid-off/terminated from work? [1] YES, ONE TIME BENEFIT [2] YES, CONTINUOUS BENEFIT [3] NO [98] DON'T KNOW
4.8	Is the business [NAME] work(s) for registered in the Ministry of Industry, Commerce, and Employment (MoICE) ? [If 3,4,5,6,7 in 4.3 & 7 in 4.4] [1] YES [2] NO [98] DON'T KNOW
4.8j	Who owns the organization/establishment that [NAME] is working for? [1] ORGANIZATION/ESTABLISHMENT HAS AT LEAST 40% OF ITS STOCK OWNED BY FOREIGN INVESTORS [2] ORGANIZATION/ESTABLISHMENT HAS LESS THAN 40% OF ITS STOCK OWNED BY FOREIGN INVESTORS [3] ORGANIZATION/ESTABLISHMENT IS ENTIRELY OWNED BY LOCAL(S)/BHUTANESE [98] DON'T KNOW
4.8k	Does [NAME]'s organization/establishment export any goods or services that it produces? [1] YES, MOST OF THE GOODS OR SERVICES ARE EXPORTED [2] YES, SOME OF THE GOODS OR SERVICES ARE EXPORTED [3] NO [98] DON'T KNOW
4.8l	To what extent does [NAME]'s organization/establishment sell goods or services online? [1] YES, MOST OF THE GOODS OR SERVICES ARE SOLD ONLINE [2] YES, SOME OF THE GOOD OR SERVICES ARE SOLD ONLINE [3] NONE [98] DON'T KNOW
4.9	What kind of accounts / records does the business keep? [If 2,98 in 4.8] [1] A COMPLETE SET OF WRITTEN ACCOUNTS FOR TAX PURPOSE [2] SIMPLIFIED WRITTEN ACCOUNTS NOT FOR TAX PURPOSES [3] INFORMAL RECORDS OF ORDERS, SALES, PURCHASES [4] NO RECORDS ARE KEPT [98] DON'T KNOW



# METADATA ON QUARTERLY LABOUR, 2024, Q4



4.10	<b>In what kind of place does [NAME] typically work?</b> [1] AT OWN HOME [2] AT CLIENT'S OR EMPLOYER'S HOME [3] AT A FARM, AGRICULTURE LAND [4] AT A BUSINESS, OFFICE, FACTORY, FIXED PREMISE, OR SITE [5] ON THE STREET OR ANOTHER PUBLIC SPACE WITHOUT FIXED STRUCTURE [6] IN OR ON A VEHICLE (WITHOUT DAILY WORK BASE) [7] DOOR-TO-DOOR [96] OTHERS SPECIFY
4.10a	<b>Specify the kind of typical work place</b>
4.10j	<b>How often does [NAME] work in an outdoor location (outside building/house, etc.) with protection from sun, rain, and/or other elements?</b> [1] NEVER [2] LESS THAN ONCE A MONTH [3] LESS THAN ONCE WEEK BUT AT LEAST ONCE A MONTH [4] AT LEAST ONCE A WEEK BUT NOT EVERY DAY [5] EVERY DAY [98] DON'T KNOW
4.10k	<b>How often does [NAME] work in an outdoor location (outside building/house, etc.) with no protection from sun, rain, and/or other elements?</b> [1] NEVER [2] LESS THAN ONCE A MONTH [3] LESS THAN ONCE WEEK BUT AT LEAST ONCE A MONTH [4] AT LEAST ONCE A WEEK BUT NOT EVERY DAY [5] EVERY DAY [98] DON'T KNOW
4.11	<b>How many persons including [NAME] work at [NAME]'s place of work? [If 4.10 !=4 or 98 in 4.9]</b> [1] 1 [2] 2-4 [3] 5-9 [4] 10-19 [5] 20-49 [6] 50+
4.12	<b>In total how many hours did [NAME] work during the past one week for his/her primary job? _____ hours</b>
4.13	<b>What is [NAME] 's average monthly earnings (Nu.) from primary job? Nu. _____</b>
4.14	<b>Besides the primary job, does [NAME] have additional occupation/ economic activity last week?</b> [1] YES [2] NO [ GO TO 4.17]
4.15	<b>How many hours did [NAME] work in additional jobs during the past seven days? [If 1 in 4.14]</b>
4.16	<b>What is the average monthly income from Secondary job? Nu. _____</b>





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Note for adaptation: The following question is asked to those employed persons whose working hours in their primary job or total working hours in both primary and secondary job is less than 35 hours per week

4.17	Would [NAME] want to work more hours per week than usually worked, provided the extra hours are paid? [1] YES [2] NO GO TO 4.19			
4.17J	Does [NAME] have access to the following facilities at his/her workplace?			
	A. Safe drinking water	YES	NO	NOT APPLICABLE
	B. Shade to protect from sun / rain	YES	NO	NOT APPLICABLE
	C. Separate toilets for men and women	YES	NO	NOT APPLICABLE
	D. Access to fan	YES	NO	NOT APPLICABLE
	E. Access to air conditioner	YES	NO	NOT APPLICABLE
	F. Good ventilation	YES	NO	NOT APPLICABLE
	G. Allowed rest breaks (shaded rest break for outdoor workers)	YES	NO	NOT APPLICABLE
	H. Are toilet breaks allowed as required	YES	NO	NOT APPLICABLE
	I. Are water breaks allowed as required	YES	NO	NOT APPLICABLE
4.17K	Does [NAME] consider his/her job environment to be generally safe? [1] YES [2] NO [98] DON'T KNOW			
4.17L	In general, to what extent is [NAME] satisfied with working conditions in his/her main job? (subjective) [1] VERY SATISFIED [2] SATISFIED [3] NOT VERY SATISFIED [4] NOT AT ALL SATISFIED [98] DON'T KNOW			
4.17m	What are the timings of [NAME]'s work in his/her primary job? [1] Starts between 7:00-9:00 & Ends between 16:00-18:00 [2] Starts between 9:00-11:00 & Ends between 18:00-20:00 [3] Starts between 11:00-16:00 & Ends between 20:00-1:00 [4] Starts between 16:00-21:00 & Ends between 1:00-6:00 [5] Starts between 21:00-7:00 & Ends between 6:00-11:00 [6] Starts between 4:00-6:00 & Ends between 21:00-23:00 [7] WORK SCHEDULE VARIES FREQUENTLY (MOVING FROM MORNING, AFTERNOON, OR NIGHT SHIFT) [8] I CHOOSE MY HOURS OF WORK IN DISCUSSION WITH MY SUPERVISOR			
4.17n	What are the timings of [NAME]'s work in his/her secondary/additional jobs? [1] Starts between 7:00-9:00 & Ends between 16:00-18:00 [2] Starts between 9:00-11:00 & Ends between 18:00-20:00 [3] Starts between 11:00-16:00 & Ends between 20:00-1:00 [4] Starts between 16:00-21:00 & Ends between 1:00-6:00 [5] Starts between 21:00-7:00 & Ends between 6:00-11:00 [6] Starts between 4:00-6:00 & Ends between 21:00-23:00 [7] WORK SCHEDULE VARIES FREQUENTLY (MOVING FROM MORNING, AFTERNOON, OR NIGHT SHIFT) [8] I CHOOSE MY HOURS OF WORK IN DISCUSSION WITH MY SUPERVISOR			
4.17O	How often does [NAME] work at night? [1] NEVER [2] LESS THAN ONCE A MONTH [3] LESS THAN ONCE WEEK BUT AT LEAST ONCE A MONTH [4] AT LEAST ONCE A WEEK BUT NOT EVERY DAY [5] EVERY DAY [98] DON'T KNOW			
4.17P	How often does [NAME] work on weekends? [1] NEVER [2] LESS THAN ONCE A MONTH [3] MORE THAN ONCE A MONTH [98] DON'T KNOW			



# METADATA ON QUARTERLY LABOUR, 2024, Q4



4.17q	<p>[NAME]'s choice of work hours depends on ...</p> <p>[1] THE PREFERRED SCHEDULE BY EMPLOYER</p> <p>[2] OTHER WORK-RELATED FACTORS</p> <p>[3] MY HOUSEHOLD RESPONSIBILITIES (COOKING, CLEANING AND OTHER DOMESTIC MAINTENANCE TASKS)</p> <p>[4] CHILDCARE NEEDS</p> <p>[5] LOOKING AFTER ELDERLY HOUSEHOLD MEMBERS.</p> <p>[6] OTHER PERSONAL CIRCUMSTANCES</p>
4.17r	<p>In general, to what extent does [NAME]'s working hours fit in with his/her family or social commitments outside work?</p> <p>[1] VERY WELL</p> <p>[2] WELL</p> <p>[3] NOT VERY WELL</p> <p>[4] NOT AT ALL WELL</p> <p>[98] DON'T KNOW</p>
Note for adaptation: The following set of questions is asked to all the people in employment	
4.19	<p>Does [NAME ] want to change his/her current employment situation?</p> <p>[1] YES</p> <p>[2] NO <b>GO TO NEXT MEMBER</b></p>
4.19	<p>What is the main reason why [NAME] wants to change his/her employment situation? <b>[If 1 in 4.19]</b></p> <p>[1] PRESENT JOB(S) IS OR ARE TEMPORARY</p> <p>[2] TO HAVE A BETTER PAID JOB</p> <p>[3] TO HAVE MORE CLIENTS OR BUSINESS</p> <p>[4] TO WORK MORE HOURS</p> <p>[5] TO WORK FEWER HOURS</p> <p>[6] TO BETTER MATCH SKILLS</p> <p>[7] TO WORK CLOSER TO HOME</p> <p>[8] TO HAVE MORE LEAVES OR HOLIDAYS</p> <p>[9] TO HAVE BETTER POST RETIREMENT BENEFITS</p> <p>[10] TO HAVE BETTER AND SAFE WORK PLACE</p> <p>[96] OTHERS SPECIFY</p>
4.19a	<p>Specify the other reasons</p>





# METADATA ON QUARTERLY LABOUR, 2024, Q4



SECTION V: UNEMPLOYMENT AND NOT IN THE LABOUR FORCE - CHARACTERISTICS	
Filter: All household members age 15 and over, who did not work and had no job/business during the past one week or those who are trying to start a job or a business	
5.1	Did [NAME] look for work / tried to establish a business during the past four weeks? [1] YES, LOOK FOR WORK ONLY [2] YES, TRIED TO ESTABLISH A BUSINESS ONLY GO TO 5.4 [3] YES, BOTH [4] NO GO TO 5.6
5.2	What did [NAME] do to look for a job in the last four weeks? [If 1,3 in 5.1] [1] REGISTERED WITH MOICE OR ANY JOB PORTALS [2] APPROACHED EMPLOYER DIRECTLY [3] SOUGHT ASSISTANCE FROM RELATIVES OR FRIENDS [4] UNDERGONE TRAINING [5] UNDERGONE INTERNSHIPS [6] PLACE OR ANSWER JOB ADVERTISEMENT [7] TAKE A TEST OR INTERVIEW [8] STUDY OR READ JOB ADVERTISEMENTS GO TO 5.3 [96] OTHERS SPECIFY
5.2a	Specify the other steps taken to look for a job? [If 1 in 5.1 and != equal to 8 in 5.2, go to 5.5] [If 3 in 5.1 & != 8 in 5.2, go to 5.4]
5.3	In addition to reading job advertisements, did [NAME] do anything else in the last four weeks to find a job? [1] REGISTERED WITH MOICE OR ANY JOB PORTALS [2] APPROACHED EMPLOYER DIRECTLY [3] SOUGHT ASSISTANCE FROM RELATIVES/FRIENDS [4] UNDERGONE TRAINING [5] UNDERGONE INTERNSHIPS [6] ANSWER JOB ADVERTISEMENT [7] TAKE A TEST OR INTERVIEW [8] NO OTHER ACTIONS TAKEN [96] OTHERS SPECIFY
5.3a	Specify other additional steps taken to look for a job
5.4	What did [NAME] do to start a business in the last four weeks? [If 2,3 in 5.1] [1] LOOKED FOR LAND, BUILDING, MACHINERY OR EQUIPMENT OR RAW MATERIALS [2] ARRANGED FOR FINANCIAL RESOURCES [3] APPLIED FOR LICENSE OR PERMIT OR CLEARANCE [4] ATTENDED BUSINESS RELATED TRAINING [96] OTHERS SPECIFY
5.4a	Specify other steps taken to start a business
5.5	How long has [NAME] been looking for work/trying to start a business? [If 1,2,3 in 5.1] [1] LESS THAN ONE MONTH [2] ONE TO LESS THAN SIX MONTHS [3] SIX MONTHS TO LESS THAN ONE YEAR [4] ONE YEAR TO LESS THAN TWO YEARS [5] TWO YEARS AND ABOVE
5.6	At present does [NAME] want to work? [If 4 in 5.1] [1] YES [2] NO [Go to next member]



# METADATA ON QUARTERLY LABOUR, 2024, Q4



5.7	<b>Why didn't [NAME] look for job / tried to establish business in the past four weeks? [If 1 in 5.6]</b> [1] IN STUDIES, TRAINING [2] HOUSE OR FAMILY DUTIES [3] WAITING FOR RECALL FROM PREVIOUS JOB [4] WAITING FOR RESULT-ACADEMIC [5] WAITING FOR THE RESULT OF THE PREVIOUS SEARCH [6] ILLNESS OR INJURY OR DISABILITY [7] RETIRED OR PENSIONER OR OLD AGE [8] PLANNING TO GO ABROAD FOR WORK [9] BELIEVE NO WORK AVAILABLE OR TIRED OF LOOKING FOR JOBS [10] DO NOT KNOW WHERE TO LOOK FOR A WORK [11] LACK OF SKILLS OR QUALIFICATION OR EXPERIENCE [12] CONSIDERED TOO OLD OR TOO YOUNG BY EMPLOYER [13] WAITING FOR THE SEASON TO START [14] WAITING TO START A NEW JOB OR BUSINESS [96] OTHERS SPECIFY
5.7a	<b>Specify the reason for being unemployed</b>
5.8	<b>How soon does [NAME] expect to start working in this new job or business? [If 14 in 5.7]</b> [1] ONE MONTH OR LESS [2] THREE MONTHS OR LESS [3] MORE THAN THREE MONTHS
5.9	<b>If a job/business opportunity is available, could [NAME] start working within the next two weeks? [If 1, 2, 3 in 5.1 or 1 in 5.6]</b> [1] YES [2] NO GO TO 5.11
5.10	<b>Why will [NAME] not able to take up the job/start a business in next two weeks? [If 2 in 5.6]</b> [1] IN STUDIES OR TRAINING [2] HOUSE OR FAMILY DUTIES [3] WAITING FOR RECALL FROM PREVIOUS JOB [4] WAITING FOR RESULT-ACADEMIC [5] WAITING FOR RESULT OF PREVIOUS SEARCH [6] ILLNESS OR INJURY OR DISABILITY [7] RETIRED OR PENSIONER OR OLD AGE [8] PLANNING TO GO ABROAD [96] OTHERS SPECIFY
5.10a	<b>Specify the reason for not being able to take a job or start a business in next two weeks</b>
5.11	<b>What is the reason for [NAME] being unemployed? [If 1, 2, 3 in 5.1 or 1 in 5.6]</b> [1] RECENTLY COMPLETED STUDIES [2] QUALIFICATION MISMATCH [3] VOLUNTARILY RESIGNED FROM EARLIER JOB [4] TERM BASED JOB ENDED [5] TERMINATED FROM JOB [6] ILLNESS OR INJURY [7] PERSON WITH DISABILITY [8] LACK OF EXPERIENCE [9] LACK OF SKILLS [10] LACK OF ADEQUATE QUALIFICATION [96] OTHERS SPECIFY
5.11a	<b>Specify the reason for being employed</b>



# METADATA ON QUARTERLY LABOUR, 2024, Q4



SECTION VI: PREVIOUS EMPLOYMENT HISTORY	
Filter: All household members age 15 and over, who are unemployed	
6.0j	If [NAME] is not currently working/employed, did he/she work in the past two years? [If 1,2,3 in 5.1 or 1 in 5.6] [1] YES >> [If 1 go to q6.2] [2] NO [98] DON'T KNOW
6.1	Did [NAME] work any time before? [1] YES [2] NO [Go to next member]
6.2	What was [NAME] 's last occupation/designation? (Specify the occupation) [If 1 in 6.1] <div>write occupation/designation</div>
6.2a	Occupation code (Refer Q 6.2 for occupation)
6.3	What is the name or main activity of the organization/industry that [NAME] worked in? [If 1 in 6.1] <div>write name/main activity of industry</div>
6.3a	Industry Code (Refer Q 6.3 for the activity of the organization)