

GEMS
RECRUIT

AN INTRODUCTION TO BHUTANESE WORKFORCE

GEMS PARTNERS NETWORK

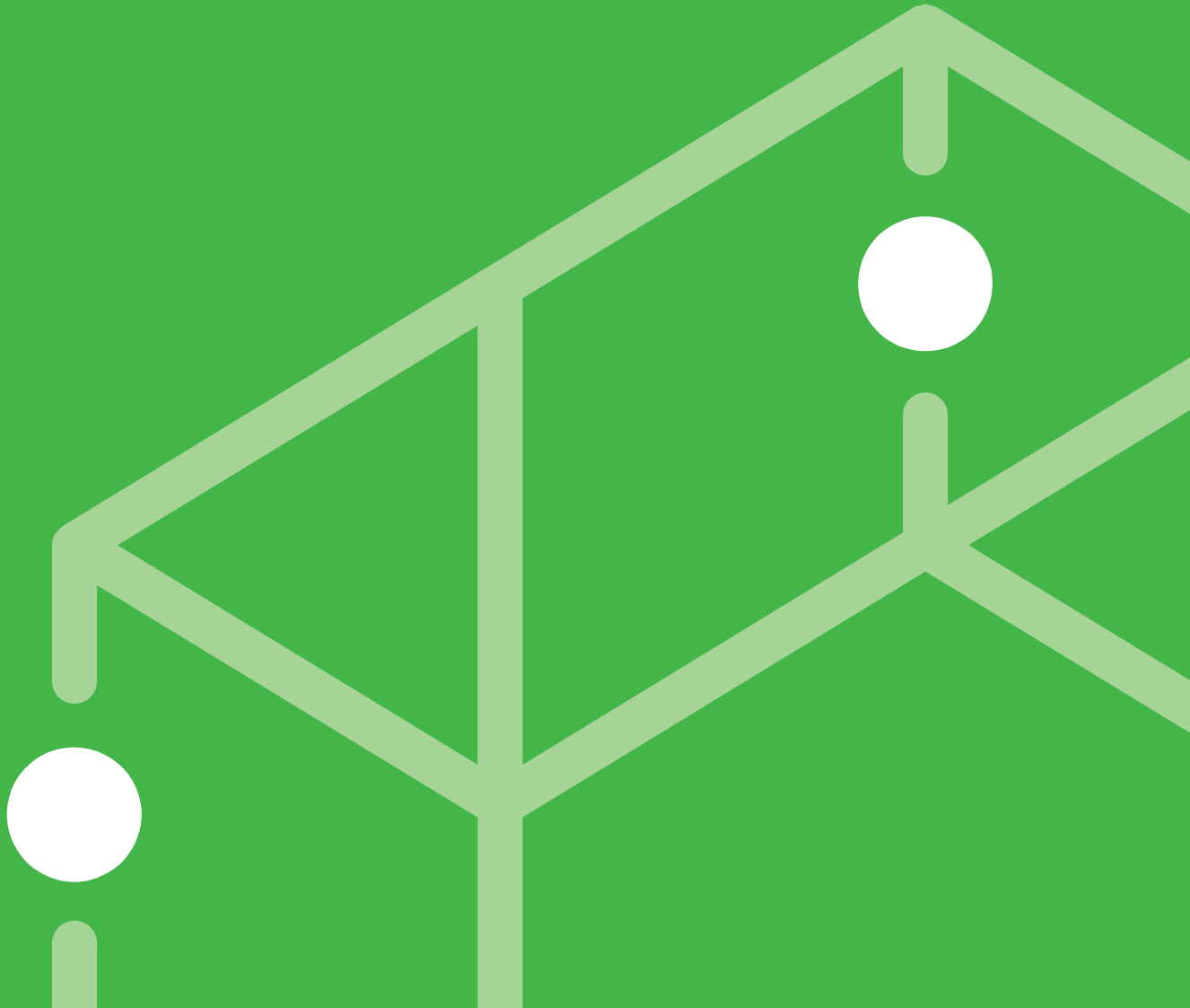
EA No. 23C1459



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OVERVIEW



ABOUT BHUTAN

Bhutan, nestled in the eastern Himalayas, is a small landlocked country in South Asia and shares borders with China to the north and northwest and with India to the south, east, and west.

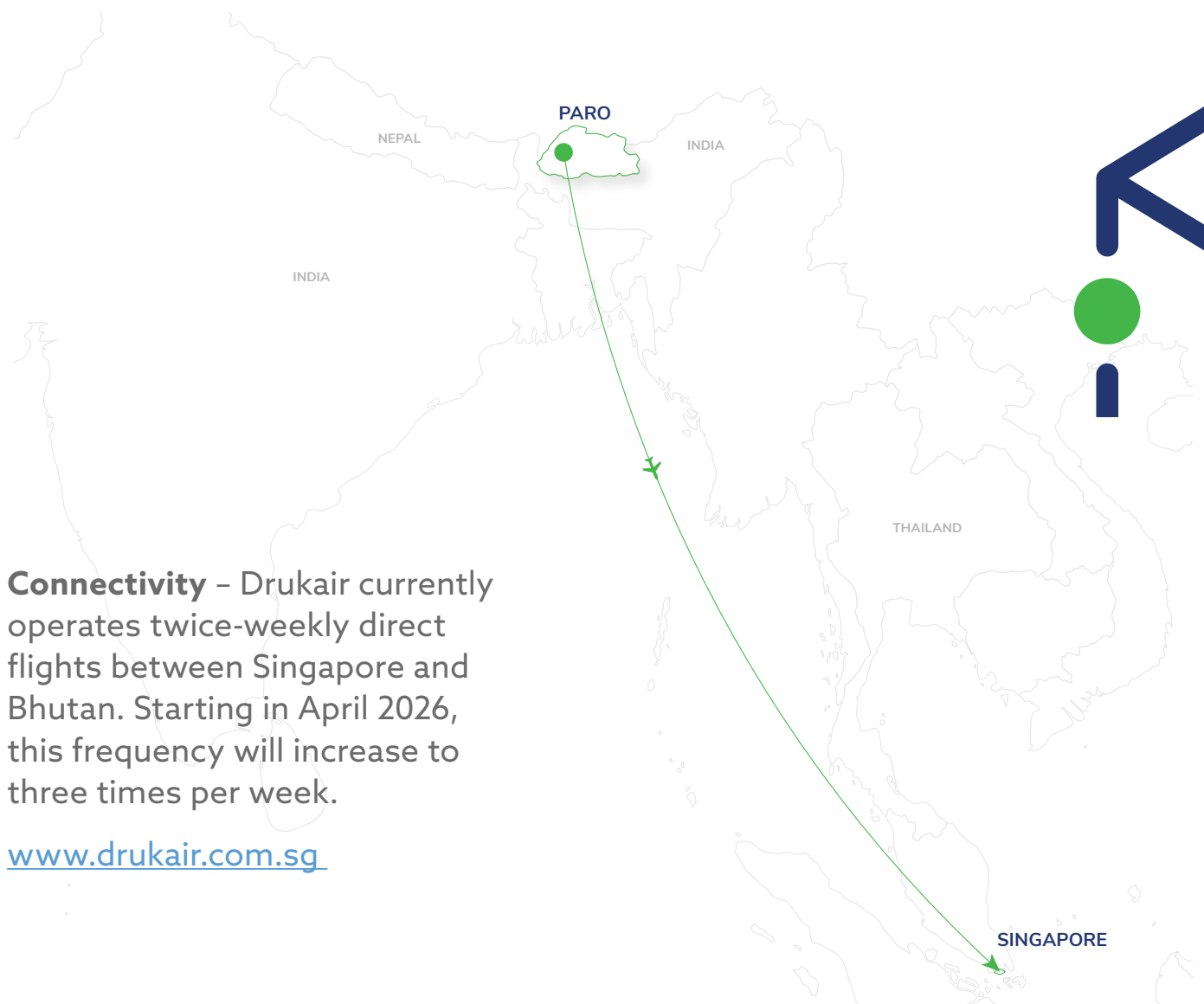
The Himalayan Kingdom's population stands at 784,043 people.

**As per the NSB's most recent publication, the 'Statistical Yearbook for 2025'*

Renowned for its unique approach to well-being, Bhutan measures happiness through the Gross National Happiness (GNH) index, focusing on sustainable development, cultural preservation, and mental well-being alongside economic indicators.

Bhutan consistently regards Singapore as a benchmark and inspiration in the process of nation-building.

This admiration stems from Singapore's remarkable achievements in various aspects of governance, economic development, and social progress.



Connectivity – Drukair currently operates twice-weekly direct flights between Singapore and Bhutan. Starting in April 2026, this frequency will increase to three times per week.

www.drukair.com.sg

EDUCATION SYSTEM IN BHUTAN

Similar to Singapore, Bhutanese students complete 6 years of primary education. Subsequently, they progress to 6 years of secondary schooling, comprising 3 years of Lower Secondary School and 3 years of Upper Secondary School. This differs slightly from Singapore's 6 to 7-year secondary education system.

Education	School/Level	Years	Credentials	SG Equivalent
Primary	Primary School	6	Bhutan Primary Certificate Examination	PSLE
Secondary	Lower Secondary	3	Bhutan Certificate of Secondary Education	—
Secondary	Upper Secondary	3	Bhutan Higher Secondary Education Certificate	O Levels
Tertiary	Diploma	2		Diploma
Tertiary	Bachelors Degree	3/4		Bachelor's Degree
Tertiary	Post-Graduate Diploma	1		Post-Graduate Diploma
Tertiary	Master	2		Master



VOCATIONAL TRAINING IN BHUTAN

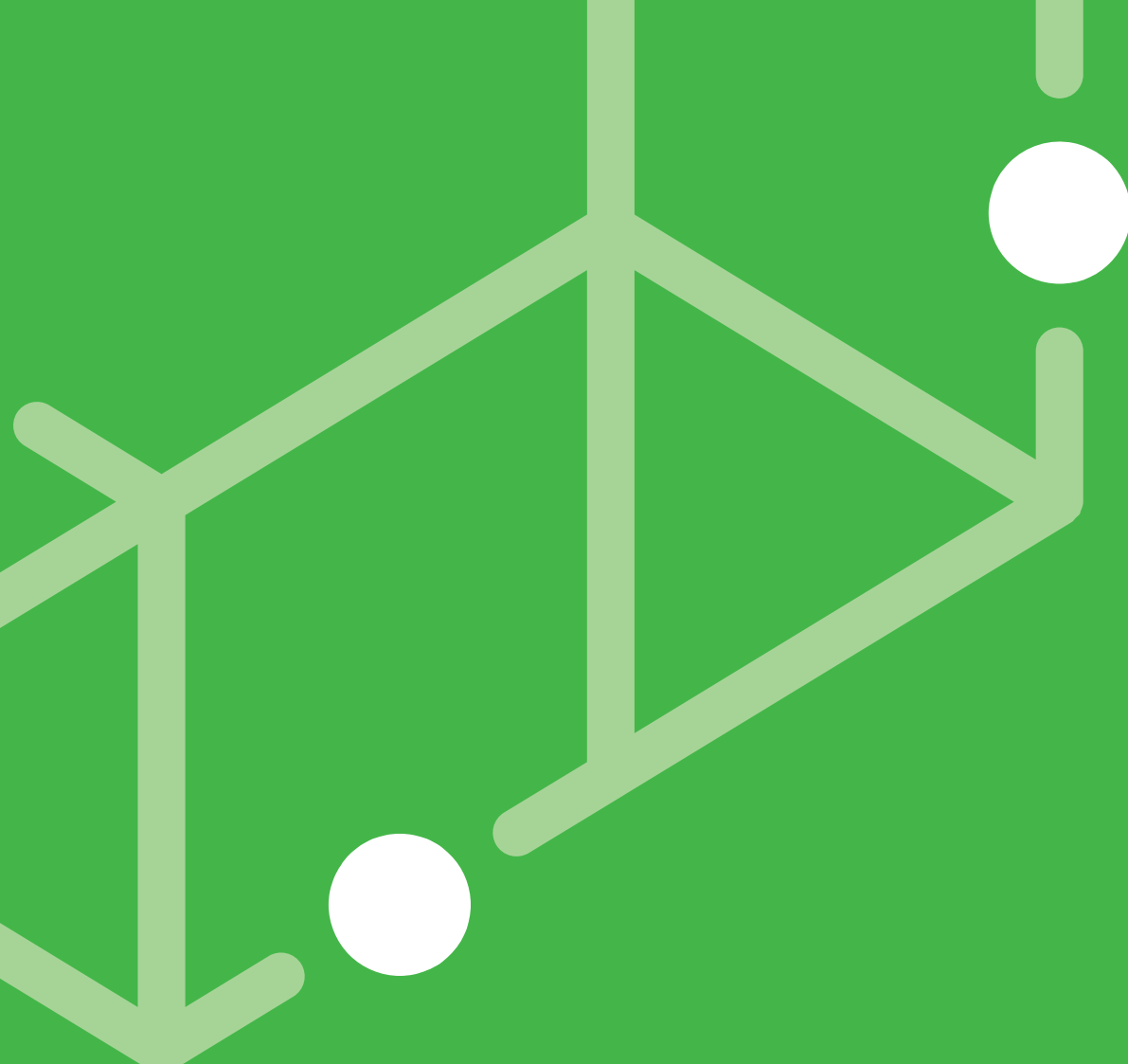
The Ministry of Education and Skills Development (MoESD) established ten Technical Training Institutes (TTIs).

Vocational Courses - Bhutan offers diverse vocational courses catering to various sectors of the economy.

Popular Vocational courses:

- **Automotive Repair:** Training in vehicle maintenance and repair, a critical skill given the increasing number of vehicles in the country.
- **Construction:** Courses in masonry, carpentry, plumbing, and electrical wiring to support the construction sector.
- **Tourism and Hospitality:** Given the importance of tourism to Bhutan's economy, there are courses in hotel management, culinary arts, and tour guiding.
- **Information and Communication Technology (ICT):** Training in computer applications, networking, and software development to meet the growing demand for ICT skills.
- **Agriculture and Forestry:** Courses in sustainable farming practices, animal husbandry, and forestry management to support Bhutan's predominantly agrarian economy.





WHY BHUTAN

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WHY BHUTANESE?

The Bhutanese, like many other nationalities, are known for their warmth and intelligence, making them ideal candidates for various industry roles in Singapore.

Fluency in English – Since 1964, English is the medium of instruction in schools, resulting in most Bhutanese youth being fluent and conversant in the language.

Multilingual – Aside from Dzongkha, Bhutan's national language, most Bhutanese can also speak English, Hindi, and Nepali.

Hospitality – Bhutanese people are known for their hospitality and strong sense of community. These interpersonal skills can contribute to positive working relationships and team dynamics.

Bhutanese Calendar - As Bhutanese employees observe festivals based on their own lunar calendar, their celebrations are unlikely to coincide with major public holidays and festivities in Singapore, minimizing any potential impact on work schedules.



BHUTANESE YOUTHS IN SINGAPORE

The Asian Nursing Scholarship (ANS) is a fully-funded program that provides Bhutanese students with a three-year Diploma in Nursing at Nanyang or Ngee Ann Polytechnic. In exchange for this comprehensive support, scholars commit to a six-year service bond upon graduation, gaining invaluable international clinical experience that they can eventually bring back to strengthen Bhutan's own medical sector.

As of 2026, the program has reached a significant milestone, currently preparing to welcome its fifth batch of recipients. The initiative has seen remarkable growth since it began with just 11 students; today, the first and second batches have successfully completed their studies and graduated (totaling 45 alumni), while 150 students are currently undergoing their studies.

This expansion is a testament to the exemplary academic and professional performance of the early cohorts, which has encouraged Singaporean health officials to consistently increase the annual intake of Bhutanese scholars.

Source: BBS,
<https://www.bbs.bt/news/?p=186061>



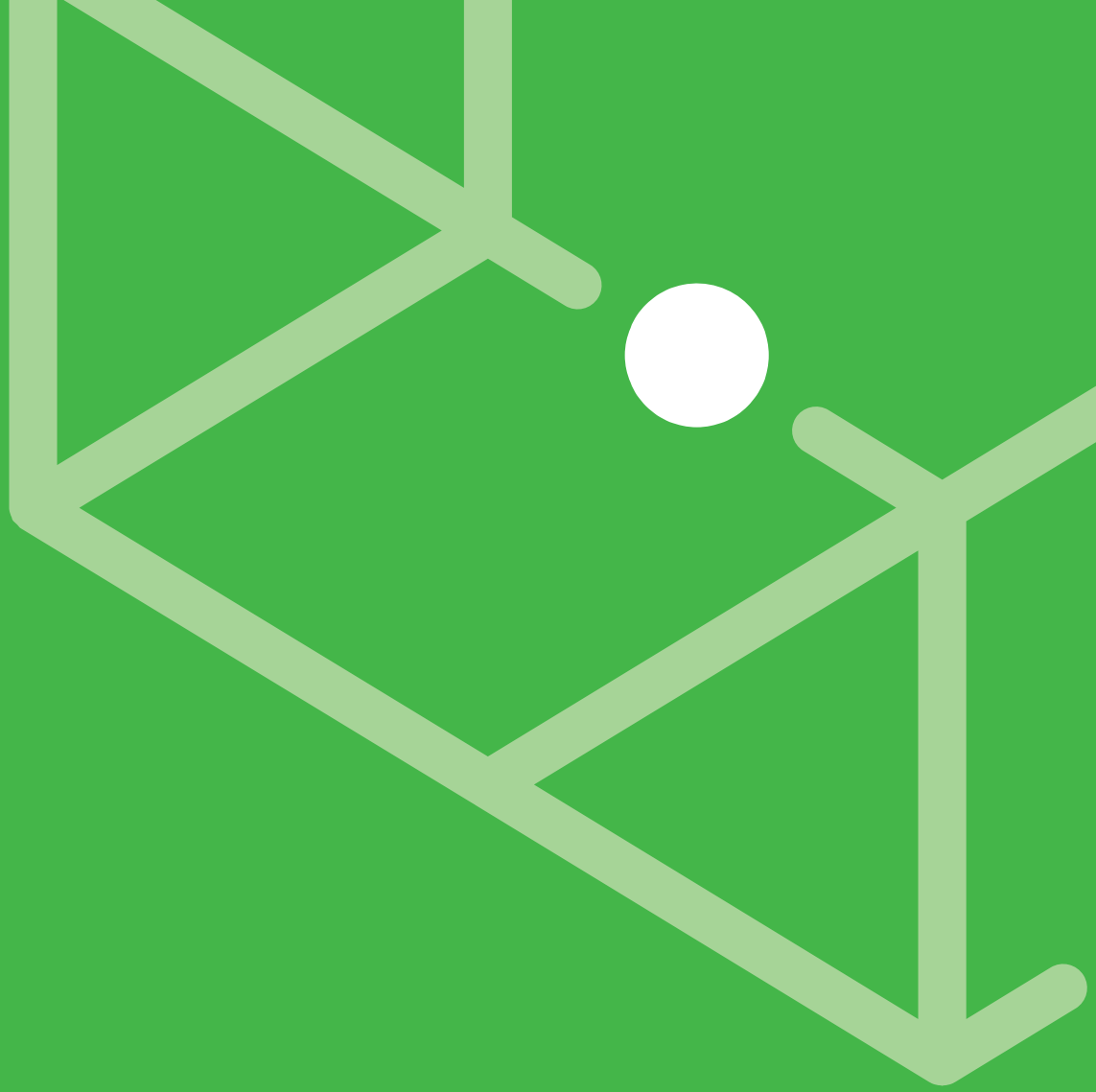
SUITABLE INDUSTRIES FOR BHUTANESE

Beyond nursing, Bhutanese talent has the potential to excel in industries such as **airport services, hospitality industries, F&B services, cabin crews, social and education services**. Their strong command of the English language positions them well for success, increasing the likelihood of them making meaningful contributions across various sectors.

Additionally, the **genuine hospitality** and **service-oriented nature** of Bhutanese individuals is expected to positively influence Singaporean companies.

Their innate **warmth** and **friendliness** can help foster strong connections with customers and colleagues, enhancing both workplace dynamics and Singapore's reputation as a welcoming and hospitable destination.





EMPLOY MENT

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BHUTAN AS A SOURCE COUNTRY FOR WP

As of June 1, 2025, Bhutan was officially added to Singapore's Non-Traditional Sources (NTS) list, allowing Bhutanese nationals to hold Work Permits in the manufacturing and services sectors.

Further expanding these opportunities, the Ministry of Manpower (MOM) announced that from September 1, 2026, Bhutanese workers will be eligible for eight additional occupations. These include high-demand roles such as **babysitters or infant caregivers, educarers, teacher aides, butchers or fishmongers, F&B stall assistants, kitchen assistants, waiters and cabin crew.**

This new eligibility will help address manpower shortages by expanding the talent pool and providing businesses with greater access to skilled and reliable Bhutanese workers.

Source

<https://www.mom.gov.sg/passes-and-permits/work-permit-for-foreign-worker/sector-specific-rules/non-traditional-sources-occupation-list>



LIST OF APPROVED OCCUPATIONS

● Housekeeping workers and porters in licensed hotels

● Food processing workers

Excludes:

- Food processing supervisors and general foremen.
- Other food and beverage jobs like tasters, graders, bakers, pastry-cooks and confectionery makers.

● Workers in manufacturing firms

Such as general manufacturers, precision engineering, transport engineering, automotive firms, working as:

- Sheet metal workers
- Welders and flame cutters
- Metal moulders and coremakers
- Riggers and cable splicers
- Structural metal preparers and erectors

The NTS Occupation List also includes the following occupations:

- Cooks
 - Heavy vehicle drivers who have a valid heavy vehicle licence (Class 4 and 5)
- Manufacturing operator roles

Source:

<https://www.mom.gov.sg/passes-and-permits/work-permit-for-foreign-n-worker/sector-specific-rules/non-traditional-sources-occupation-list>



LIST OF APPROVED OCCUPATIONS

From 1 September 2026, eight additional occupations will be opened to Bhutanese workers:

- **Babysitters or infant caregivers**
- **Educarers**
- **Teacher aides**
- **Butchers and fishmongers**
- **Food or drink stall assistants**
- **Kitchen assistants**
- **Waiters**
- **Cabin crew**

Source:

<https://www.mom.gov.sg/passes-and-permits/work-permit-for-foreign-worker/sector-specific-rules/non-traditional-sources-occupation-list>



GEMS RECRUIT'S ROLE WITH BHUTAN

Gems Recruit is a licensed Employment Agency (EA No. 23C1459) in Singapore.

With years of collective experience working in Singapore & Bhutan, Gems is prepared to support all initiatives aimed at enhancing the employability of Bhutanese youth in Singapore.

Candidate Recruitment & Selections – Gems will be able to facilitate recruitment, interviews and selections in Bhutan

Pre-arrival Classes – Gems has ready institutions in Singapore, Bhutan and in the region ready to train Bhutanese youth on suitable certifications for their job role and cultural integration prep class

Employers Engagement – GEMS will be reaching out to any eligible companies that can hire Bhutanese as listed by MOM for the NTS

Workers Monitoring – with her staff in Singapore, Gems will be able to monitor the progress and welfare of placed candidates

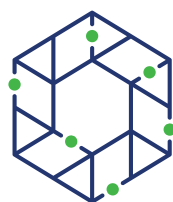


ABOUT GEMS RECRUIT

Gems Recruit is part of the Druk Asia Group of Companies. Our mission is to enhance human capital for the benefit of organizations and societies at large by bringing in diverse talents from the Growing Emerging Markets.

We believe in the potential of these gems waiting to be discovered, and we trust that their potential will be beneficial to Singapore's economic and social landscape. With our deep understanding of the dynamic Singaporean job market and extensive network of clients in diverse industries, we specialize in matching talented individuals with positions that align with their skills and experiences.

At Gems Recruit, we continuously strive to foster long-term partnerships to assist our clients in fulfilling their manpower needs.



GEMS RECRUIT

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KINZANG DORJI

**MINISTRY OF FOREIGN AFFAIRS
AND EXTERNAL TRADE
ROYAL GOVERNMENT OF BHUTAN**



Mr Kinzang Dorji is the Ambassador of the Kingdom of Bhutan to the Republic of Singapore, with residence in Bangkok. He is concurrently the Ambassador of the Kingdom of Bhutan to the Kingdom of Thailand.

Ambassador Dorji joined the Civil Service in 1993 and has served in various capacities, including in public administration, public finance management, and bilateral and multilateral diplomacy. Prior to his appointment as Ambassador to Singapore, Ambassador Dorji served as the Governor of Haa District in Bhutan (2016 - 2021). He served as Minister/Deputy Head of Mission at the Royal Bhutanese Embassy in New Delhi (2011 - 2015), Head of Multilateral Department in the Ministry of Foreign Affairs (2009 - 2011), Chief of Planning and Policy Division in the Ministry of Finance (2007 - 2009), and Commissioner of Tax Division in the Ministry of Finance (2000 - 2007).

BHUTAN AMBASSADOR TO SINGAPORE

**His Excellency Kinzang Dorji
Royal Bhutanese Embassy**



JONI HERISON

The Key Appointment Holder (KAH) and founder of GEMS Recruit, has been a key figure in Bhutan's tourism industry for over a decade.



His journey began with a life-changing trip to the Kingdom, where he embraced the philosophy of "travelling right" – prioritising private tours with local guides to deeply connect with Bhutan's rich culture, history, and nature.

This ethos inspired him to establish [Druk Asia](#), a pioneering Bhutan tour operator outside Bhutan. As Managing Director, Joni has been instrumental in bridging Bhutan with travellers worldwide. His unwavering love for Bhutan has fostered a deep relationship and enduring friendship with its people and community, making him a cherished ally of the Kingdom. Since 2008, he has visited Bhutan over 40 times, drawing energy and inspiration from every trip, further fueling his passion for promoting the Kingdom as a unique travel destination.

Joni is also the co-author of Bhutan Travelog, the definitive guide book to Bhutan first published in 2022.

www.BhutanTravelog.com

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kindly contact:**

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