CIVIL SERVICE STATISTICS

DECEMBER 2016

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Introduction

This Report presents an overview of the Civil Service statistics as on 31st December 2016. It includes information on civil servants recruited as regular and contract under Judiciary, Legislative, Constitutional (except Election Commission of Bhutan), Ministries, Autonomous Agencies, Dzongkhags, Thromdes and civil servants seconded to Non-civil Service Agencies.

The General Service Personnel (GSP) and Essential Service Personnel (ESP) are considered outside the Civil Service, and therefore only the cumulative figures are made available.

The information is organised and presented in 57 tables and 15 graphs. The number of civil servants is disaggregated by Position Category and Position Level, and Major Occupational Groups and Sub-groups which reflects the overview of the Civil Service structure.

The number by Parent Agency and Working Agency gives an overview of staffing strength and pattern at agency level. The number of civil servants by Dzongkhag Administration and Thromde provides an assessment of the extent in support of decentralization.

The Report also contains information on Human Resource actions including recruitment, promotion and separation. The trend on recruitment and separation provides an overview of the growth in Civil Service.

The information on civil servants by level of qualification provides an assessment of the Human Resource capacity. The percentage of civil servants meeting the qualification requirement as per the Position Directory of the Bhutan Civil Service Rules and Regulations (BCSR) 2012 provides a reflection of the level of 'competence' of the Civil Service.

The long-term training implementation status provides information on progress that has been made till 31st December 2016. The information on civil servants pursuing higher education by type of training and by country were also reported.

The information on civil servants by gender provides a degree of gender balance in the Civil Service while the information by age groups provides an assessment of distribution of civil servants.

Part I – Overview of the Report

General

The strength of the Civil Service as on 31st December 2016 was 27,029 comprising of 25,161 regular civil servants and 1,868 on contract. Most civil servants on contract are in teaching profession.

The cumulative growth in the Civil Service strength as on 31st December 2016 compared to the strength on 31st December 2008 is 36.18%. The annual growth for the year 2016 is 1.6% as compared to 1.1% in 2015, 4.00% in 2014, 4.25% in 2013, 4.86% in 2012, 2.84% in 2011 and 6.63% in 2010.

The civil servants under the Dzongkhag and Thromde Administrations had steadily increased from 54.63% in December 2010 to 57.77% in 2011 and to 57.11% in 2012. It declined to 55.77% in 2013 and increased to 57.12% in 2014, 57.14% in 2015 and 58.14% in 2016 (Table 14).

As on 31st December 2016, the number of civil servants constituted 3.44% of the total population of the country (Table 2). The ratio of civil servants strength to the total population was 1:29. Female Civil Servants constituted 35.46% of the total Civil Service strength (Table 22), an increase of 3.87% from 2015. Expatriate personnel constituted 1.42% (Table 51).

During January to December 2016, a total of 1,118 civil servants were recruited, 4, 717 promoted, 656 separated. There is a net increase of 462 Civil Servants (Graph 10).

The median age in the Civil Service is 34 years. About 75% of the civil servants are below the age of 40 years (Graph 7).

Civil Servants by Position Category and Position Level

As on 31st December 2016, there are 13,090 civil servants in Professional and Management Position Category as compared to 11,661 in Supervisory and Support Position Category, and 2,030 in Operational Position Category. There are 141 civil servants in Executive Position Category and 107 in Specialist Position Category (Table 3).

The Professional and Management Position Category constituted 48.43% of the total Civil Service strength, followed by Supervisory and Support Position Category with 43.14%, and Operational Position Category with 7.51%. The Executives constituted 0.52% and Specialists 0.40% of the total Civil Service strength (Graph 2).

Civil Servants by Employment Type

There are 25,161 regular civil servants equivalent to 93.09% and 1,868 on contract equivalent to 6.91% (Table 1). Besides there are 1,973 as Elementary Service Personnel (ESP) and 2,418 as General Service Personnel (GSP), who are not considered as civil servants, and therefore kept outside the total strength of the Civil Service (Table 16).

As a parent agency, the Ministry of Education has the highest number of contract employees with 1,280 followed by Ministry of Health with 217 (Table 7).

Civil Servants by Agency

By Working Agency, the Ministry of Agriculture and Forests has the highest number of Civil Servants with 2,873 constituting 10.63% of the total strength. It is followed by Trashigang Dzongkhag with 1,304 constituting 4.82%, Ministry of Health with 1,273 constituting 4.71% and Thimphu Thromde with 1,251 constituting 4.63%.

By Parent Agency, the Ministry of Education has the highest number of civil servants with 10,625 constituting 39.31% of the total strength of the Civil Service. It is followed by the Ministry of Health with 4,155 constituting 15.37% and Ministry of Agriculture and Forest with 3,479 constituting 12.87% (Table 7).

Civil Servants by Dzongkhag

Civil servants by location refers to civil servants located within the perimeter of a Dzongkhag but not necessarily under Dzongkhag Administration.

By location, Thimphu Dzongkhag has 8,459 civil servants which included civil servants of all central agencies located within the perimeter of Thimphu Dzongkhag. It is followed by Chhukha with 1,932, Sarpang with 1,650, Trashigang with 1,557 and Monggar with 1,394. Gasa Dzongkhag has the least number of 260 civil servants (Table 15).

As on 31st December 2016, 58.14% of the civil servants are under Dzongkhag and Thromde Administrations (Table 14). Although by location, Thimphu Dzongkhag has highest number of 8,459, only 431 Civil Servants are actually under Dzongkhag Administration. The Thimphu Thromde has 1,251 civil servants and the rest remaining are under Ministries and Central Agencies (Table 16).

Under Dzongkhag Administration, the highest numbers of civil servants are under Trashigang with 1,304 followed by Samtse with 1,193 and Chhukha with 1,015. The other Dzongkhag Administrations has lesser number with least number of 168 Civil Servants under Gasa Dzongkhag Administration (Table 17).

Civil Servants by Major Occupational Groups

Amongst the 19 Major Occupational Groups, the Education and Training Services has the highest number of Civil Servants with 9,140 constituting 33.82%. It is followed by the General Administration and Support Services with 4,098 constituting 15.16% and Medical and Health Services with 2,993 constituting 11.07%. The Arts, Culture & Literacy Services has the least number of 69 constituting 0.26% of the total strength (Table 19 and Graph 4).

Civil Servants by Gender

Of the total of 27,029 civil servants, 9,585 are female Civil Servants constituting 35.46% of the total strength of the Civil Service (Table 22).

Among the Major Occupational Groups, the highest numbers of female civil servants are in the Education and Training Services with 3,664 constituting 13.56% of the total strength of the Civil Service and 38.23% within the MOG. It is followed by General Administration and Support Services with 1,449 constituting 5.36% and Medical and Health Services with 1,336 constituting 4.94% (Table 23).

Civil Servants by Age Groups

The median age in the Civil Service is 34 years. About 75% of the civil servants are below the age of 40 years as on 31st December 2016. Around 25% of civil servants are younger than 29 years. The median age of female civil servants is 32 years. The female civil servants are three years younger than the male civil servants on an average in the civil service.

A total of 7,175 civil servants equivalent to 26.55% fall under 30-34 years age group, followed by 6,026 civil servants equivalent to 22.29% under 25-29 years age group, 5,494 equivalents to 20.33% under 35-39 years, 3,060 equivalent to 11.32% under 40-44 years, 2,160 equivalent to 7.99% under 45-49 years and 1,502 equivalent to 5.56% under 50-54 years (Table 24).

Recruitment

During the period from January to December 2016, a total of 1,118 civil servants were recruited, the highest being in Education and Training Services Group with 655, followed by Medical and Health Services Group with 86 and Administration and Support Services with 69 new recruits (Table 27).

Promotion

During the period from January to December 2016, a total of 4,717 civil servants were promoted. It includes 16 in Executive Positions, 22 in Specialist Positions, 2,188 in Professional and Management Position, 2,253 in Supervisory and Support Position, and 238 in Operational Position (Table 30).

Separation

During the period from January to December 2016, a total of 656 civil servants were separated of which 21 are from Executive & Specialists, 279 from Professional and Management, 271 from Supervisory and Support, and 85 from Operational Category respectively (Table 31).

Regular Civil Servants by Qualification

Of the total of 25,161 regular civil servants, 7,170 equivalent to 28.50% have the Bachelor Degree, 4,165 equivalents to 16.55% have Basic Education Class X and below, 3,729 equivalents to 14.82% have Diploma, 3,701 equivalents to 14.71% have certificate, 2,121 equivalents to 8.43% have the Master Degree, and 33 equivalents to 0.13% have the PhD (Table 37). In terms of qualification, 52.62% civil servants met the minimum qualification criteria as per the Position Directory of the BCSR 2012. The percentage of civil servants meeting the qualification criteria are 94.16% in Executive Position Category, 92.31% in Specialist Position Category, 68.16% in Professional Position Category, 32.41% in Supervisory and Support Category and 66.50% in Operational Position Category (Table 39).

Long-Term Training

During January to December 2016, a total of 490 civil servants were sent for long-term training of which five are sent for PhD, 257 for Master's Degree, 100 for Bachelor's Degree, and 70 for P.G. Diploma (Table 39). Out of 490 civil servants, 208 civil servants are under mixed mode category.

As on 31st December 2016, a total of 1, 555 Civil Servants are undergoing long-term training, mostly in Bhutan, India and Thailand (Table 42).

Table 47 shows the number of selected students who will be sent in different universities for Bachelor's Degree in 2017. The figures are made available by the discipline of subject and by country.

Secondment

As on 31st December 2016, there are 94 civil servants on Secondment. Of the total, four are seconded to International Organisations (Table 48).

Extraordinary Leave

A total of 442 civil servants availed Extraordinary Leave as on December 2016. The highest number was at P4 position level which accounted to 97 civil servants and followed by 90 civil servants at P3 (Table 49).

Expatriates and Volunteers

As on 31st December 2016, there are 376 expatriate civil servants of which 16 are regular civil servants and 360 on contract (Table-51).

There were 49 volunteers out of whom five are Senior Volunteers (SV) and 27 Japan Overseas Co-operation Volunteers (JOCV), two are Bhutan Canada Foundation (BCF) volunteers, eight from Australian Volunteers (AF) and seven Friends from Thailand (FFT) volunteers (Table-52).

Part II - Detailed Statistics

General

Table 1
Summary

Category	As of 31st December 2016	%
Regular (Bhutanese)	**25,145**	**93.03%**
Regular (Non-Bhutanese)	**16**	**0.06%**
Contract (Bhutanese)	**1507**	**5.58%**
Contract (Non-Bhutanese)	**361**	**1.34%**
Total Civil Service Strength	**27,029**	**100%**
Total Regular	**25,161**	**93.09%**
Total Contract	**1,868**	**6.91%**
Total Female Civil Servants	**9,585**	**35.46%**
Total Male Civil Servants	**17,444**	**64.54%**
Total Civil Servants located in Thimphu	**8,459**	**31.30%**
Total Civil Servants outside Thimphu	**18,486**	**68.39%**
Total Civil Servants located outside the Country	**84**	**0.31%**
Total Civil Servants under Dzongkhag Administration & Thromde	**15,716**	**58.14%**
Total Expatriates in the Civil Service	**376**	**1.39%**
International Volunteers	**49**	**0.18%**

The cummulative figures of Elementary Service Personnel and General Service Personnel as on 31st December 2016 are as follows ;

1. Elementary Service Personnel[1] : 1,973
2. General Service Personnel[2] : 2,418

[1&2] Source: Department of Public Accounts, MoF

Table 2
Proportion of Civil Servants to Population

Year	Number of civil servants	Population[1]	%	Civil Servant to Population Ratio
2008	19,848	671,083	**2.96%**	1:34
2009	21,113	683,407	**3.09%**	1:32
2010	22,512	695,822	**3.24%**	1:31
2011	23,151	708,265	**3.27%**	1:31
2012	24,275	720,679	**3.37%**	1:30
2013	25,306	733,004	**3.45%**	1:29
2014	26,320	745,153	**3.53%**	1:28
2015	26,611	757,042	**3.52%**	1:28
2016	26,457	768,577	**3.44%**	1:29

[1]Source: Population Projections of Bhutan 2005 - 2030, NSB.

Table 3

Civil Servants by Position Category and Years of Service by Employment Type

Position Category	< 10 yrs			10-19 yrs			20-29 yrs			30 yrs +			Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Executive (EX)		4	4	9		9	86		86	42		42	141
Specialist (ES)		3	3	10		10	60		60	34		34	107
Professional & Management (P&M)	6168	798	6,966	4093	137	4,230	1243	59	1,302	558	34	592	13,090
Supervisory & Support (S&S)	4894	621	5,515	3865	14	3,879	1580	1	1,581	686		686	11,661
Operational (O)	774	184	958	768	12	780	253	1	254	38		38	2,030
Total	**11,836**	**1,610**	**13,446**	**8,745**	**163**	**8,908**	**3,222**	**61**	**3,283**	**1,358**	**34**	**1,392**	**27,029**

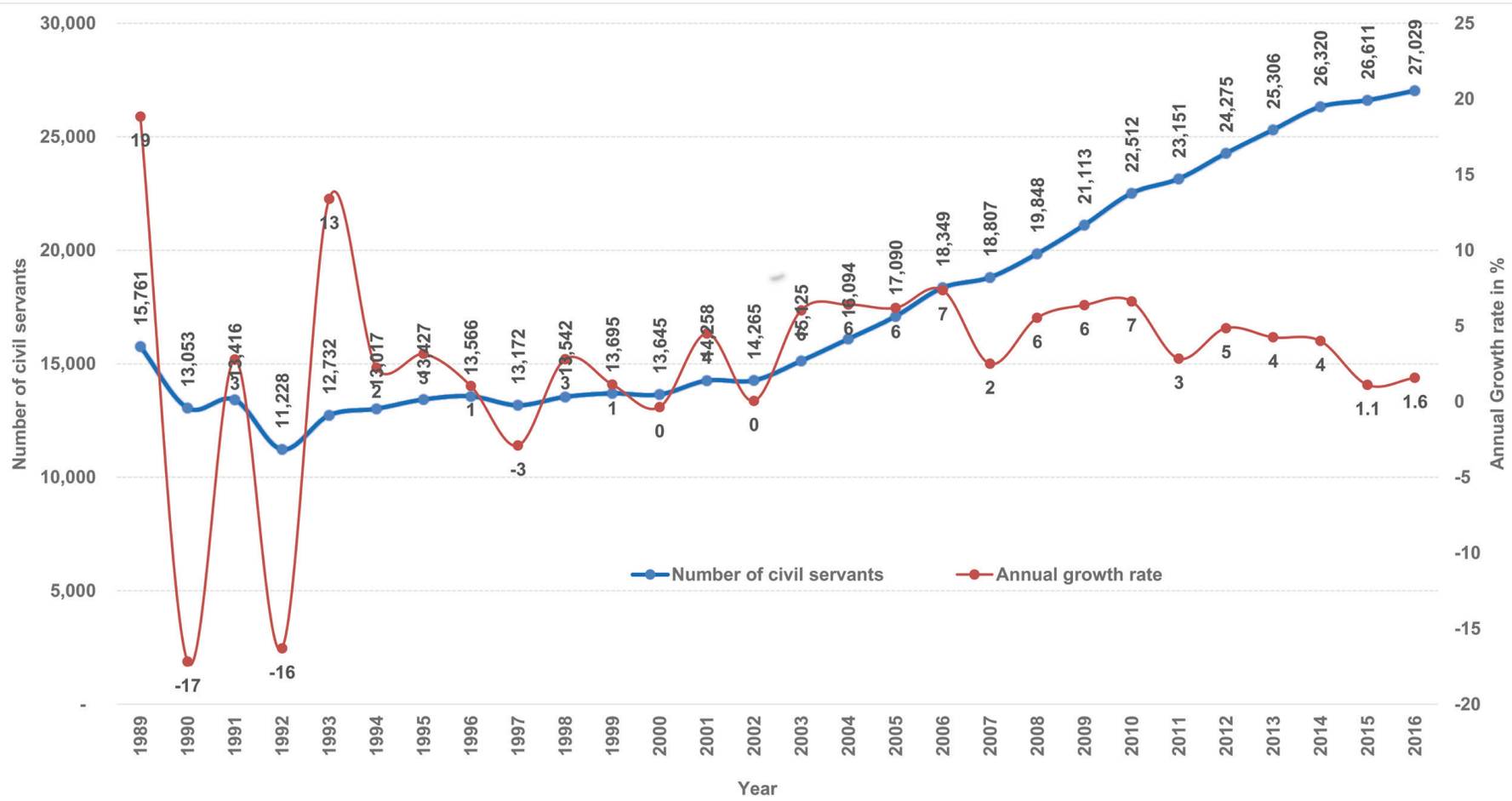
Note. R: Regular, C: Contract & T: Total

Table 4

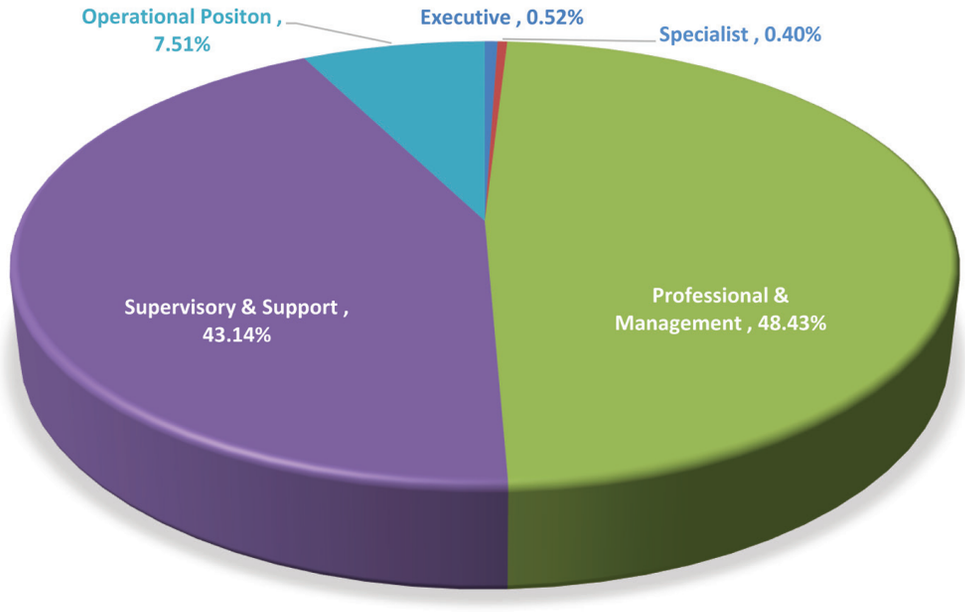
Number of Civil/Public Servants Conferred the Royal Civil Service Award 2016

Category of Awards	Civil Servants	Other Public Servants	Total
Lifetime Services (Gold)	329	77	406
30 Years and above (Gold)	283	69	352
20 Years and above (Silver)	484	135	619
10 Years and above (Bronze)	1,461	306	1,767
Total	**2,557**	**587**	**3,144**

Graph 1
Civil Service Staffing Trend (1989 -2016)



Graph 2
Civil Servants by Position Category (in %)



Graph 3
Civil Servants by Position Category (2012 -2016)

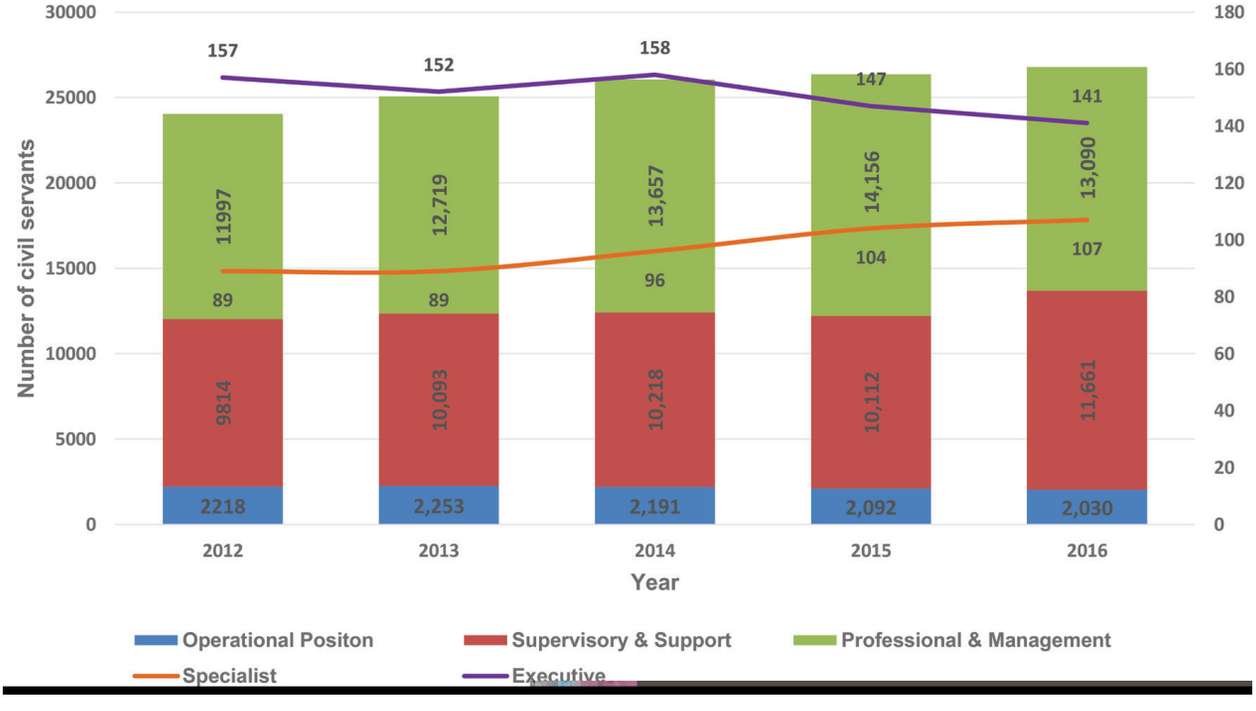


Table 5

Civil Servants by Position Category and Employment Type

Position Category & Position Level	Dec-12			Dec-13			Dec-14			Dec-15			Dec-16		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
Executive Position															
No Level[1]	5		5	5	0	5	10		10	5		5	3		3
EX1	28		28	27	0	27	27		27	28		28	25		25
EX2	34	1	35	37	1	38	45	1	46	48	2	50	47	2	49
EX3	89		89	82	0	82	74	1	75	62	2	64	62	2	64
Total	**156**	**1**	**157**	**151**	**1**	**152**	**156**	**2**	**158**	**143**	**4**	147	**137**	**4**	**141**
Specialist Position															
ES1	2		2	3	0	3	1		1	2		2	3		3
ES2	11	1	12	11	1	12	22	1	23	26	1	27	32	2	34
ES3	74	1	75	73	1	74	71	1	72	74	1	75	69	1	70
Total	**87**	**2**	**89**	**87**	**2**	**89**	**94**	**2**	**96**	**102**	**2**	**104**	**104**	**3**	**107**
Professional & Management Position															
P1	364	7	371	413	7	420	531	9	540	658	10	668	850	16	866
P2	820	9	829	976	12	988	1197	18	1,215	1326	19	1,345	1560	25	1,585
P3	1,698	82	1,780	1,825	69	1,894	2017	71	2,088	2214	71	2,285	2737	96	2,833
P4	2,963	278	3,241	3,411	235	3,646	4299	240	4,539	4746	225	4,971	3990	211	4,201
P5	5,559	217	5,776	5,583	188	5,771	5088	187	5,275	4724	163	4,887	2925	680	3,605
Total	**11,404**	**593**	**11,997**	**12,208**	**511**	**12,719**	**13,132**	**525**	**13,657**	**13,668**	**488**	**14,156**	**12,062**	**1,028**	**13,090**
Supervisory &Support Position															
SS1													2		2
SS2													187	2	189
SS3													815		815
SS4													1,229	19	1,248

cont.

Table 5 cont.

Position Category & Position Level	Dec-12			Dec-13			Dec-14			Dec-15			Dec-16		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
S1	2,006	32	2,038	2,117	37	2,154	2258	43	2,301	2428	242	2,670	2417	42	2,459
S2	2,317	13	2,330	2,367	16	2,383	2391	21	2,412	2222	23	2,245	2082	258	2,340
S3	1,675	7	1,682	1,653	6	1,659	1684	7	1,691	1772	7	1,779	1838	8	1,846
S4	1,677	47	1,724	1,756	42	1,798	2025	32	2,057	2030	31	2,061	1710	37	1,747
S5	1,889	151	2,040	1,885	214	2,099	1517	240	1,757	1150	207	1,357	745	270	1,015
Total	**9,564**	**250**	**9,814**	**9,778**	**315**	**10,093**	**9,875**	**343**	**10,218**	**9,602**	**510**	**10,112**	**11,025**	**636**	**11,661**
Operational Position															
O1	677	2	679	723	2	725	723	4	727	720	4	724	793	5	798
O2	459	27	486	442	33	475	430	34	464	402	35	437	319	82	401
O3	390		390	349	0	349	389		389	395		395	412	1	413
O4	612	51	663	650	54	704	559	52	611	485	51	536	309	109	418
Total	**2,138**	**80**	**2,218**	**2,164**	**89**	**2,253**	**2,101**	**90**	**2,191**	**2,002**	**90**	**2,092**	**1,833**	**197**	**2,030**
Grand Total	**23,349**	**926**	**24,275**	**24,388**	**918**	**25,306**	**25,358**	**962**	**26,320**	**25,517**	**1,094**	**26,611**	**25,161**	**1,868**	**27,029**

Note: R= Regular, C=Contract

[1]Eminent Members of the National Council

Table 6

Civil Servants by Working Agency and Employment Type

Working Agency	Regular			Contract			Grand Total	% Against Grand Total
	B	NB	T	B	NB	T		
His Majesty's Secretariat	45		**45**	28		**28**	**73**	**0.27%**
His Majesty The 4th King Secretariat	14		**14**	16		**16**	**30**	**0.11%**
Judiciary								
Royal Court of Justice	415		**415**	2		**2**	**417**	**1.54%**
Supreme Court of Bhutan	2		**2**			**0**	**2**	**0.01%**
Legislative								
National Assembly Secretariat	49		**49**	33		**33**	**82**	**0.30%**
National Council	40		**40**	24		**24**	**64**	**0.24%**
Constitutional								
Royal Audit Authority	218		**218**	1		**1**	**219**	**0.81%**
Anti-Corruption Commission	89		**89**	7		**7**	**96**	**0.36%**
Royal Civil Service Commission	89		**89**	1		**1**	**90**	**0.33%**
Ministry								
Ministry of Agriculture and Forests	2821		**2,821**	52		**52**	**2,873**	**10.63%**
Ministry of Health	1177	2	**1,179**	79	15	**94**	**1,273**	**4.71%**
Ministry of Finance	832	1	**833**	14	1	**15**	**848**	**3.14%**
Ministry of Works & Human Settlement	687	6	**693**	2	5	**7**	**700**	**2.59%**
Ministry of Economic Affairs	621		**621**	2	1	**3**	**624**	**2.31%**
Ministry of Home & Cultural Affairs	539	1	**540**	10	2	**12**	**552**	**2.04%**
Ministry of Information & Communications	466		**466**	14	1	**15**	**481**	**1.78%**
Ministry of Labour & Human Resources	352		**352**	9		**9**	**361**	**1.34%**
Ministry of Education	232		**232**	61	13	**74**	**306**	**1.13%**
Ministry of Foreign Affairs	178	2	**180**	7		**7**	**187**	**0.69%**
Autonomous & other Agency								
Jigme Dorji Wangchuk National Referral Hospital	901		**901**	8	10	**18**	**919**	**3.40%**
National Land Commission	201		**201**	46		**46**	**247**	**0.91%**
Tourism Council of Bhutan	74		**74**			**0**	**74**	**0.27%**

cont.

Table 6 cont.

Working Agency	Regular			Contract			Grand Total	% Against Grand Total
	B	NB	T	B	NB	T		
Gross National Happiness Commission	70		**70**			**0**	**70**	**0.26%**
Dratshang Lhentshog	46		**46**	14		**14**	**60**	**0.22%**
Royal Institute of Management	59		**59**	1		**1**	**60**	**0.22%**
Bhutan Standards Bureau	54		**54**			**0**	**54**	**0.20%**
Office of the Attorney General	52		**52**			**0**	**52**	**0.19%**
Royal Education Council	40		**40**	11		**11**	**51**	**0.19%**
National Environment Commission	50		**50**				**50**	**0.18%**
Cabinet Secretariat	43		**43**	2		**2**	**45**	**0.17%**
National Statistics Bureau	44		**44**			**0**	**44**	**0.16%**
Bhutan Council for School Examination and Assessment	32		**32**			**0**	**32**	**0.12%**
Dzongkha Development Commission	30		**30**	1		**1**	**31**	**0.11%**
Bhutan Information Communications & Media Authority	28		**28**	1		**1**	**29**	**0.11%**
Centre for Bhutan Studies and GNH Research	26		**26**	2		**2**	**28**	**0.10%**
Construction Development Board	25		**25**			**0**	**25**	**0.09%**
Drug Regulatory Authority	24		**24**				**24**	**0.09%**
National Commission for Women & Children	22		**22**			**0**	**22**	**0.08%**
Bhutan Narcotic Control Agency	19		**19**			**0**	**19**	**0.07%**
Bhutan Olympic Committee	18		**18**			**0**	**18**	**0.07%**
Bhutan National Legal Institute	16		**16**	1		**1**	**17**	**0.06%**
Jigme Singye Wangchuck School of Law	12		**12**	2		**2**	**14**	**0.05%**
Royal Privy Council	9		**9**	3		**3**	**12**	**0.04%**
Bhutan Health Trust Fund	6		**6**			**0**	**6**	**0.02%**
Civil Society Organization Authority	6		**6**			**0**	**6**	**0.02%**
Dzongkhag								
Trashigang	1182		**1,182**	97	25	**122**	**1,304**	**4.82%**
Samtse	1044		**1,044**	104	45	**149**	**1,193**	**4.41%**
Chhukha	889	1	**890**	100	25	**125**	**1,015**	**3.76%**
Paro	867	1	**868**	25	11	**36**	**904**	**3.34%**
Monggar	767		**767**	92	9	**101**	**868**	**3.21%**

cont.

Table 6 cont.

Working Agency	Regular			Contract			Grand Total	% Against Grand Total
	B	NB	T	B	NB	T		
Wangdue Phodrang	742		**742**	54	9	**63**	**805**	**2.98%**
Sarpang	692	1	**693**	31	18	**49**	**742**	**2.75%**
Punakha	672		**672**	32	17	**49**	**721**	**2.67%**
Dagana	637		**637**	72	6	**78**	**715**	**2.65%**
Samdrupjongkhar	619		**619**	61	13	**74**	**693**	**2.56%**
Pemagatsel	607		**607**	57	17	**74**	**681**	**2.52%**
Zhemgang	557		**557**	70	6	**76**	**633**	**2.34%**
Trashiyangtse	517	1	**518**	56	4	**60**	**578**	**2.14%**
Tsirang	522		**522**	21	3	**24**	**546**	**2.02%**
Bumthang	469		**469**	22	1	**23**	**492**	**1.82%**
Lhuntse	448		**448**	32		**32**	**480**	**1.78%**
Trongsa	404		**404**	39	4	**43**	**447**	**1.65%**
Thimphu	412		**412**	15	4	**19**	**431**	**1.59%**
Haa	353		**353**	24	4	**28**	**381**	**1.41%**
Gasa	157		**157**	11		**11**	**168**	**0.62%**
Thromde								
Thimphu	1180		**1,180**	21	50	**71**	**1,251**	**4.63%**
Phuentsholing	271		**271**	6	25	**31**	**302**	**1.12%**
Gelephu	203		**203**	2	9	**11**	**214**	**0.79%**
Samdrupjongkhar	135		**135**	9	8	**17**	**152**	**0.56%**
Non-civil Service Agency								
Defence[1]	15		**15**			**0**	**15**	**0.06%**
Corporations	5		**5**			**0**	**5**	**0.02%**
Non Governemental Organizations	3		**3**			**0**	**3**	**0.01%**
International Organizations	3		**3**			**0**	**3**	**0.01%**
Total	**25,145**	**16**	**25,161**	**1,507**	**361**	**1,868**	**27,029**	**100%**

Note: B: Bhutanese, NB: Non Bhutanese, T: Total
[1]Finance and Accounts staff placed in RBG/RBA/RBP

Table 7

Civil Servants by Parent Agency and Employment Type

Parent Agency	Regular			Contract			Grand Total	% Against Grand Total
	B	NB	T	B	NB	T		
His Majesty's Secretariat	24		**24**	28		**28**	**52**	**0.19%**
His Majesty The 4th King Secretariat	12		**12**	16		**16**	**28**	**0.10%**
Judiciary								
Royal Court of Justice	401		**401**	2		**2**	**403**	**1.49%**
Supreme Court of Bhutan	3		**3**			**0**	**3**	**0.01%**
Legislative								
National Assembly Secretariat	34		**34**	33		**33**	**67**	**0.25%**
National Council	30		**30**	24		**24**	**54**	**0.20%**
Constitutional								
Royal Audit Authority	204		**204**	1		**1**	**205**	**0.76%**
Royal Civil Service Commission	187		**187**	1		**1**	**188**	**0.70%**
Anti-Corruption Commission	86		**86**	7		**7**	**93**	**0.34%**
Ministry								
Ministry of Education	9,345		**9,345**	965	315	**1,280**	**10,625**	**39.31%**
Ministry of Health	3,932	6	**3,938**	185	32	**217**	**4,155**	**15.37%**
Ministry of Agriculture and Forests	3,426		**3,426**	53		**53**	**3,479**	**12.87%**
Ministry of Finance	1,584	1	**1,585**	20	1	**21**	**1,606**	**5.94%**
Ministry of Works & Human Settlement	1,549	6	**1,555**	17	8	**25**	**1,580**	**5.85%**
Ministry of Home & Cultural Affairs	1,233	1	**1,234**	24	2	**26**	**1,260**	**4.66%**
Ministry of Information & Communications	728		**728**	17	2	**19**	**747**	**2.76%**
Ministry of Economic Affairs	571		**571**	1	1	**2**	**573**	**2.12%**
Ministry of Labour & Human Resources	326		**326**	9		**9**	**335**	**1.24%**
Ministry of Foreign Affairs	147	2	**149**	7		**7**	**156**	**0.58%**
Autonomous & other Agency								
National Land Commission	341		**341**	47		**47**	**388**	**1.44%**
Office of the Attorney General	138		**138**			**0**	**138**	**0.51%**
Gross National Happiness Commission	91		**91**			**0**	**91**	**0.34%**
National Environment Commission	67		**67**			**0**	**67**	**0.25%**

cont.

Table 7 cont.

Parent Agency	Regular			Contract			Grand Total	% Against Grand Total
	B	NB	T	B	NB	T		
Tourism Council of Bhutan	63		**63**			**0**	**63**	**0.23%**
Royal Institute of Management	54		**54**	1		**1**	**55**	**0.20%**
Dratshang Lhentshog	40		**40**	14		**14**	**54**	**0.20%**
Bhutan Standards Bureau	52		**52**			**0**	**52**	**0.19%**
National Statistics Bureau	49		**49**			**0**	**49**	**0.18%**
Royal Education Council	33		**33**	10		**10**	**43**	**0.16%**
Cabinet Secretariat	32		**32**	2		**2**	**34**	**0.13%**
Bhutan Council for School Examination and Assessment	27		**27**			**0**	**27**	**0.10%**
Dzongkha Development Commission	25		**25**	1		**1**	**26**	**0.10%**
Bhutan Information Communications & Media Authority	24		**24**	1		**1**	**25**	**0.09%**
Centre for Bhutan Studies and GNH Research	22		**22**	2		**2**	**24**	**0.09%**
Drug Regulatory Authority	22		**22**			**0**	**22**	**0.08%**
Construction Development Board	19		**19**			**0**	**19**	**0.07%**
Bhutan Narcotic Control Agency	16		**16**			**0**	**16**	**0.06%**
National Commission for Women & Children	16		**16**			**0**	**16**	**0.06%**
Bhutan Olympic Committee	15		**15**			**0**	**15**	**0.06%**
Jigme Singye Wangchuck School of Law	12		**12**	2		**2**	**14**	**0.05%**
Royal Privy Council	8		**8**	3		**3**	**11**	**0.04%**
Bhutan National Legal Institute	6		**6**	1		**1**	**7**	**0.03%**
Bhutan Health Trust Fund	5		**5**			**0**	**5**	**0.02%**
Civil Society Organization Authority	4		**4**			**0**	**4**	**0.01%**
Thromde								
Thimphu	80		**80**	10		**10**	**90**	**0.33%**
Phuentsholing	26		**26**				**26**	**0.10%**
Gelephu	20		**20**			**0**	**20**	**0.07%**
Samdrupjongkhar	16		**16**	3		**3**	**19**	**0.07%**
Total	**25,145**	**16**	**25,161**	**1,507**	**361**	**1,868**	**27,029**	**100%**

Note: B: Bhutanese, NB: Non Bhutanese, T: Total

Civil Servants in the Dzongkhag who do not have parent agencies are included and applies to all the agencies

Table 8
Civil Servants by Working Agency and Position Level

Working Agency	No Lvl[1]	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
His Majesty's Secretariat		2	3	3			1	6	5	4	7
His Majesty The 4th King Secretariat		2	1					1	3	1	2
Judiciary											
Royal Court of Justice									1	17	16
Supreme Court of Bhutan											1
Legislative											
National Assembly Secretariat		1		1					1	4	5
National Council	3	1		1					2	2	6
Constitutional											
Royal Audit Authority				3				14	20	24	29
Anti-Corruption Commission				2				5	8	6	19
Royal Civil Service Commission		1	1	3						17	14
Ministry											
Ministry of Agriculture and Forests		1	2	3	1	10	20	82	86	132	190
Ministry of Health		1	1	4		1	6	26	55	71	156
Ministry of Finance		1		2			3	31	47	68	81
Ministry of Works & Human Settlement		1		3			5	56	29	46	72
Ministry of Economic Affairs		1	6	3			2	32	45	54	74
Ministry of Home & Cultural Affairs		1	4	5		1	1	23	30	44	46
Ministry of Information & Communications		1		4				18	14	28	43
Ministry of Labour & Human Resources		1	1	3			2	11	24	26	46
Ministry of Education		1	2	1			1	23	42	20	19
Ministry of Foreign Affairs		1	5	5				17	27	17	15
Agency											
Jigme Dorji Wangchuk National Referral Hospital		1			2	14	13	20	33	47	70
National Land Commission		1				2	3	5	10	27	6
Tourism Council of Bhutan				1		1		3		14	11
Gross National Happiness Commission		1						6	7	18	17
Dratshang Lhentshog		1						1	1	1	1
Royal Institute of Management			1	1		3	1	4	2	11	3
Bhutan Standards Bureau			1					5	1	6	3
Office of the Attorney General								1	2	6	25
Royal Education Council				1		1	2	10	13	7	2
National Environment Commission		1					1	5	5	2	9
Cabinet Secretariat		1		1				1	7	5	5
National Statistics Bureau								5	3	7	9
Bhutan Council for School Examination and Assessment				1			3	3	11	4	1
Dzongkha Development Commission		1				1		2	5	1	6
Bhutan Information Communications & Media Authority			1					3	1	2	4
Centre for Bhutan Studies and GNH Research		1							2	1	7
Construction Development Board								3		2	5
Drug Regulatory Authority									2	2	6

	P5	S1	S2	S3	S4	S5	SS1	SS2	SS3	SS4	O1	O2	O3	O4	Total
	8	7			3	8			1	1	7			7	**73**
			1		1			1	1	11	1	3	1		**30**
	4	85	150	26	12	31			1	6	15	17	15	21	**417**
			1												**2**
	41	7	2	1	4	5			1	1	3	2	1	2	**82**
	32	3	1	2		7							3	1	**64**
	34	30	6	3	1	4			16	15	13	2	4	1	**219**
	26	4	11	1	3					1	3		5	2	**96**
	11	7	5	4	10	2			1	3	7		2	2	**90**
	20	294	386	278	427	109		13	291	234	157	43	52	42	**2,873**
	31	212	123	123	56	43		32	86	118	57	19	30	22	**1,273**
	97	160	108	36	17	13		2	11	94	47	9	12	9	**848**
	5	117	91	32	27	16		22	21	32	55	34	21	15	**700**
	17	42	50	54	122	32		5	9	12	32	8	11	13	**624**
	22	43	51	29	61	112		2	4	13	26	14	7	13	**552**
	39	51	27	55	99	39		2	7	6	11	5	20	12	**481**
	25	54	50	10	21	10			6	38	13	5	11	4	**361**
	39	18	44	9	10	26		2	6	7	13	8	8	7	**306**
	22	6	9	6	9	5			2	5	13	8	11	4	**187**
	4	178	107	158	14	16	1	47	56	92	32	5	9		**919**
	44	19	22	9	14	30			6	6	12	3	18	10	**247**
	9	6	5	1	5	6			2	2	3	2	2	1	**74**
	2	1	3		6				1	1	5	2			**70**
	3	4	2	1	1	3		1		1	6	7	8	18	**60**
	1	6	3		6	4				4	3	3	2	2	**60**
	3	5	5	1	5	9			4	2	3		1		**54**
	2	2	4	3	1					1	3		1	1	**52**
	2	1	2	1	3	2							1	3	**51**
	6	2	1	3	5	1				1	5	1	1	1	**50**
	4	2	1		2	4					2		8	2	**45**
	2	3	2	2		1			2	6	1		1		**44**
		3		1	3					1			1		**32**
	5	2	2		1				1		3	1			**31**
	8	3		1		2				2			2		**29**
	4	2	2	4	1	1				1			1	1	**28**
	2	3	1	2	1	1		1	1		1	1	1		**25**
		3	1		2				2	3	1		2		**24**

cont.

Table 8 cont.

Working Agency	No Lvl[1]	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
National Commission for Women & Children				1				1	2	3	4
Bhutan Narcotic Control Agency			1					2	2	2	2
Bhutan Olympic Committee				1				1	1	3	3
Bhutan National Legal Institute											5
Jigme Singye Wangchuck School of Law				1				1		4	
Royal Privy Council								3	1		1
Bhutan Health Trust Fund				1							
Civil Society Organization Authority								1	1		
Dzongkhag											
Trashigang			1				1	15	74	136	249
Samtse				1				30	83	136	219
Chhukha			1					16	57	144	183
Paro			1					46	79	175	201
Monggar			1					8	48	119	168
Wangdue Phodrang			1					18	41	110	185
Sarpang			1					31	50	110	154
Punakha			1				1	29	50	106	169
Dagana			1					7	34	59	128
Samdrupjongkhar			1					9	29	41	109
Pemagatsel			1					9	24	68	141
Zhemgang			1					3	23	31	87
Trashiyangtse			1					4	33	39	97
Tsirang				1				14	38	80	106
Bumthang			1				2	9	32	73	112
Lhuntse			1					3	23	35	81
Trongsa			1					4	20	55	84
Thimphu			1					20	30	65	86
Haa			1					5	17	52	80
Gasa			1					1	5	17	28
Thromde											
Thimphu				1			1	109	165	306	341
Phuentsholing				1			1	21	37	67	52
Gelephu				1				17	29	32	51
Samdrupjongkhar				1				3	9	20	44
Non-civil Service Agency											
Defence[2]									1	1	
Corporations			1	1				2	1		
Non Governemental Organizations				1				2			
International Organizations				1					2		
Total	**3**	**25**	**49**	**64**	**3**	**34**	**70**	**866**	**1,585**	**2,833**	**4,201**

Note: [1]Eminent Members of the National Council
[2]Finance and accounts staff placed in RBG/RBA/RBP

P5	S1	S2	S3	S4	S5	SS1	SS2	SS3	SS4	O1	O2	O3	O4	Total
2	3		1	1	1						1	2		**22**
2	1		1	1					1			1	3	**19**
1	3	1		1							3			**18**
3	1		2	1	1			1			1	1	1	**17**
2	2				1							1	2	**14**
1				2						1	1	1	1	**12**
1		2			1			1						**6**
		2		1									1	**6**
300	105	84	91	78	48		3	13	44	29	20	8	5	**1,304**
294	66	84	90	48	28	1	4	24	39	18	11	5	12	**1,193**
226	63	82	65	48	29		3	15	30	18	13	8	14	**1,015**
54	55	48	63	55	21		7	27	36	12	7	7	10	**904**
202	52	73	47	39	30		4	15	27	9	15	5	6	**868**
124	53	55	46	46	19		6	23	45	6	10	7	10	**805**
121	57	46	51	32	25		1	20	20	14	4	2	3	**742**
80	61	36	36	46	18		3	18	29	14	7	4	13	**721**
176	45	73	47	34	31			9	29	8	15	9	10	**715**
182	63	56	43	44	25		2	14	28	14	13	9	11	**693**
154	62	62	48	25	21		4	5	16	12	9	6	14	**681**
215	50	63	44	25	23		2	12	19	12	7	6	10	**633**
193	39	45	28	30	26		1	5	16	11	4	4	2	**578**
84	45	34	42	14	12		2	23	32	8	5	6		**546**
74	33	26	32	32	11		3	4	17	12	7	6	6	**492**
150	34	33	34	18	22		1	6	17	4	7	4	7	**480**
107	31	39	19	29	11			10	12	5	5	5	10	**447**
40	40	27	25	27	12		5	10	22	7	4	6	4	**431**
73	32	28	22	13	12		1	7	16	4	5	3	10	**381**
38	16	18	9	14	3			3	7	2	4	1	1	**168**
71	30	20	58	55	22			3	14	18	8	14	15	**1,251**
18	18	11	21	16	9		2	2	1	5	7	2	11	**302**
16	7	5	15	10	6		4	1	5	2	4	4	5	**214**
27	3	7	10	9	5		1	2	1		2	3	5	**152**
	4	1						3	5					**15**
														5
														3
														3
3,605	**2,459**	**2,340**	**1,846**	**1,747**	**1,015**	**2**	**189**	**815**	**1,248**	**798**	**401**	**413**	**418**	**27,029**

Table 9
Civil Servants by Parent Agency and Position Level

Parent Agency	No Lvl[1]	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3
His Majesty's Secretariat		2	2	3			1	2	1	1
His Majesty The 4th King Secretariat		2	1						2	1
Judiciary										
Royal Court of Justice										14
Supreme Court of Bhutan										
Legislative										
National Assembly Secretariat		1		1					1	2
National Council	3	1		1					1	
Constitutional										
Royal Audit Authority			1	3				15	18	21
Royal Civil Service Commission		1	1	3				8	9	24
Anti-Corruption Commission				2				5	8	6
Ministry										
Ministry of Education		1	2	1			2	375	993	1,927
Ministry of Health		2	1	5	2	15	23	53	107	161
Ministry of Agriculture and Forests		1	2	3	1	10	20	85	93	164
Ministry of Finance		1	1	4			3	37	78	99
Ministry of Works & Human Settlement		1		6			6	87	47	79
Ministry of Home & Cultural Affairs		1	22	7		1	1	52	39	41
Ministry of Information & Communications		1		4				21	26	65
Ministry of Economic Affairs		1	6	4			2	35	42	46
Ministry of Labour & Human Resources		1	1	3			2	10	20	24
Ministry of Foreign Affairs		1	5	6				15	16	13
Agency										
National Land Commission		1				2	3	5	14	33
Office of the Attorney General									8	16
Gross National Happiness Commission		1						6	10	23
National Environment Commission		1					1	5	6	7
Tourism Council of Bhutan				1		1		3		14
Royal Institute of Management			1			3	1	4	2	11
Dratshang Lhentshog		1						1		1
Bhutan Standards Bureau			1					5	1	6
National Statistics Bureau								6	2	6
Royal Education Council				1		1	2	9	13	6
Cabinet Secretariat		1		1				1	3	3
Bhutan Council for School Examination and Assessment				1			3	3	11	3
Dzongkha Development Commission		1				1		2	5	1
Bhutan Information Communications & Media Authority			1					3	1	1
Centre for Bhutan Studies and GNH Research		1							1	1
Drug Regulatory Authority									2	2
Construction Development Board								3		1
Bhutan Narcotic Control Agency			1					2	2	2
National Commission for Women & Children				1				1	2	1
Bhutan Olympic Committee								1		3

P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
5	8					3			3	8	6			7	52
2			1	1	11		1		1		1	3	1		28
11	2				6	79	144	25	11	40	15	17	16	23	403
2									1						3
1	40					1	2	1	4	5	3	2	1	2	67
4	31							2		7			3	1	54
27	33			14	14	25	6	3	1	4	13	2	4	1	205
54	52				1	7	2	3	9	3	7		2	2	188
18	25				1	3	11	1	3		3		5	2	93
2,752	2,747		2	1	7	31	266	511	496	318	38	84	22	49	10,625
386	38	1	105	241	448	803	568	593	113	155	137	53	79	66	4,155
217	17		14	412	378	412	514	286	434	111	160	44	55	46	3,479
133	159		3	37	144	464	261	65	23	16	48	9	12	9	1,606
116	4		52	46	103	266	260	109	142	21	113	58	34	30	1,580
97	198	1	1	1	15	55	89	67	133	152	119	58	43	67	1,260
83	45		2	33	43	126	44	57	106	43	11	5	20	12	747
64	15		4	9	5	27	46	51	122	30	32	8	11	13	573
42	22			6	36	47	47	10	21	10	13	5	11	4	335
14	20				3	2	7	6	8	4	13	8	11	4	156
8	59		3	8	11	46	34	25	42	40	14	5	24	11	388
64	16					13	12	3	1		3		1	1	138
30	7						1		6		5	2			91
13	16					1		3	5	1	5	1	1	1	67
10	9				2		3	1	5	6	3	2	2	1	63
3	1				3	4	2		6	4	3	3	2	2	55
1	2		1		1	1	1	1	1	3	6	7	8	18	54
3	2			3	2	5	5	1	5	9	3		1		52
6	2				7	10	1	4		3	1		1		49
1								1	3	2			1	3	43
1	4					1	1		2	4	2		8	2	34
1								1	3				1		27
4	4					1	2		1		3	1			26
3	7				2	2		1		2			2		25
7	4					1	1	4	1	1			1	1	24
6				2	3	1	1		2		1		2		22
4	1		1			1	1	2	1	1	1	1	1		19
1	2							1	1				1	3	16
3	2							1	1	1		1	2		16
3	1					2	1		1			3			15

cont.

Table 9 cont.

Parent Agency	No Lvl[1]	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3
Jigme Singye Wangchuck School of Law				1				1		4
Royal Privy Council								3	1	
Bhutan National Legal Institute										
Bhutan Health Trust Fund				1						
Civil Society Organization Authority								1		
Thromde										
Thimphu				1				1		
Phuentsholing										
Gelephu										
Samdrupjongkhar										
Total	**3**	**25**	**49**	**64**	**3**	**34**	**70**	**866**	**1,585**	**2,833**

Note: [1]Eminent members of the National Council

	P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
		2					2				1			1	2	14
		1								2		1	1	1	1	11
	1	1							1	1			1	1	1	7
		1			1			1			1					5
								1		1					1	4
		3				2	11	2	6	14	3	12	8	13	14	90
		1					4	1		2	1	3	4	2	8	26
							1	1		2	4		4	3	5	20
		1					1			7	1		1	3	5	19
	4,201	**3,605**	**2**	**189**	**815**	**1,248**	**2,459**	**2,340**	**1,846**	**1,747**	**1,015**	**798**	**401**	**413**	**418**	**27,029**

Table 10
Contract Employees by Working Agency and Position Category

Working Agency	Executive	Specialists	Professional & Management			Supervisory & Support			Operational Staff			Grand Total
	RC	RC	RC	CC	T	RC	CC	T	RC	CC	T	
His Majesty's Secretariat	4	1	7	3	10	6		6	2	5	7	**28**
His Majesty The 4th King Secretariat			3		3	11	2	13				**16**
Judiciary												
Royal Court of Justice			2		2							**2**
Legislative												
National Assembly Secretariat				33	33							**33**
National Council				24	24							**24**
Constitutional												
Anti-Corruption Commission			2	2	4	3		3				**7**
Royal Civil Service Commission			1		1							**1**
Royal Audit Authority							1	1				**1**
Ministry												
Ministry of Health			12	22	34	35	19	54	6		6	**94**
Ministry of Education			16	5	21	13	35	48	3	2	5	**74**
Ministry of Agriculture and Forests			3	1	4	40	2	42		6	6	**52**
Ministry of Finance			2		2	10		10	3		3	**15**
Ministry of Information & Communications			4	1	5					10	10	**15**
Ministry of Home & Cultural Affairs		1	5	1	6	4		4	1		1	**12**
Ministry of Labour & Human Resources						2	7	9				**9**
Ministry of Works & Human Settlement			6		6	1		1				**7**
Ministry of Foreign Affairs			5		5	2		2				**7**
Ministry of Economic Affairs			1		1	1		1	1		1	**3**
Dzongkhag												
Samtse			110	3	113	18	13	31	1	4	5	**149**
Chhukha			63		63	11	37	48	9	5	14	**125**
Trashigang			83	3	86	14	15	29	3	4	7	**122**
Monggar			58		58	7	25	32	5	6	11	**101**
Dagana			22		22	12	31	43	5	8	13	**78**
Zhemgang			53	1	54	8	11	19	1	2	3	**76**
Pemagatsel			38		38	8	14	22	13	1	14	**74**
Samdrupjongkhar			48		48	10	7	17	7	2	9	**74**
Wangdue Phodrang			37		37	5	18	23	1	2	3	**63**

cont.

Table 10 cont.

Working Agency	Executive	Specialists	Professional & Management			Supervisory & Support			Operational Staff			Grand Total
	RC	RC	RC	CC	T	RC	CC	T	RC	CC	T	
Trashiyangtse			37	1	38	5	12	17		5	5	**60**
Sarpang			33	1	34	7	8	15				**49**
Punakha			22	1	23	4	12	16	6	4	10	**49**
Trongsa			16		16	6	15	21	1	5	6	**43**
Paro			17	1	18	11	6	17		1	1	**36**
Lhuntse			20	1	21	4	4	8	1	2	3	**32**
Haa			11		11	4	5	9	1	7	8	**28**
Tsirang			15	1	16	4	4	8				**24**
Bumthang			8		8	4	5	9		6	6	**23**
Thimphu			10		10	3	5	8	1		1	**19**
Gasa			5	1	6	1		1	3	1	4	**11**
Agency												
National Land Commission			1	18	19	16	3	19	3	5	8	**46**
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)			10	1	11	5	2	7				**18**
Dratshang Lhentshog				1	1	1		1	4	8	12	**14**
Royal Education Council			11		11							**11**
Royal Privy Council			2	1	3							**3**
Jigme Singye Wangchuck School of Law										2	2	**2**
Cabinet Secretariat									1	1	2	**2**
Centre for Bhutan Studies and GNH Research			1		1	1		1				**2**
Royal Institute of Management							1	1				**1**
Bhutan National Legal Institute										1	1	**1**
Bhutan Information Communications & Media Authority							1	1				**1**
Dzongkha Development Commission		1										**1**
Thromde												
Thimphu			50	1	51	1	11	12	8		8	**71**
Phuentsholing			27	1	28	1	2	3				**31**
Samdrupjongkhar			12		12	1	2	3		2	2	**17**
Gelephu			10		10		1	1				**11**
Total	**4**	**3**	**899**	**129**	**1,028**	**300**	**336**	**636**	**90**	**107**	**197**	**1,868**

Note: RC: Regular Contract, CC: Consolidated Contract & T: Total

Table 11
Civil Service Growth by Parent Agency

Parent Agency	1st of July 2008, Starting of 10th FYP	2016	% Growth
His Majesty's Secretariat	29	52	79.31%
His Majesty The 4th King Secretariat	12	28	133.33%
Judiciary			
Royal Court of Justice	311	403	29.58%
Supreme Court		3	
Legislative			
National Assembly Secretariat	27	67	148.15%
National Council	17	54	217.65%
Constitutional			
Anti-Corruption Commission	29	93	220.69%
Royal Audit Authority	185	205	10.81%
Royal Civil Service Commission[1]	55	188	241.82%
Ministry			
Ministry of Agriculture and Forests	3,032	3,479	14.74%
Ministry of Economic Affairs	512	573	11.91%
Ministry of Education	6,698	10,625	58.63%
Ministry of Finance	1,331	1,606	20.66%
Ministry of Foreign Affairs	121	156	28.93%
Ministry of Health	2,394	4,155	73.56%
Ministry of Home & Cultural Affairs[2]	1,091	1,260	15.49%
Ministry of Information & Communications	315	747	137.14%
Ministry of Labour & Human Resources	255	335	31.37%
Ministry of Works & Human Settlement	1,639	1,580	-3.60%
Autonomous & other Agency			
Bhutan Council for School Examination and Assessment		27	0.00%
Bhutan Narcotic Control Agency	6	16	166.67%
Bhutan National Legal Institute		7	0.00%
Bhutan Olympic Committee	7	15	114.29%
Bhutan Standards Bureau		52	0.00%
Bhutan Information Communications & Media Authority	17	25	47.06%
Cabinet Secretariat	20	34	70.00%
Centre for Bhutan Studies and GNH Research	22	24	9.09%
Civil Society Organization Authority		4	0.00%
Dzongkha Development Commission	23	26	13.04%
Dratshang Lhentshog	28	54	92.86%
Drug Regulatory Authority		22	0.00%
Gross National Happiness Commission	207	91	-56.04%
National Environment Commission	58	67	15.52%
National Land Commission	274	388	41.61%
National Statistical Bureau	57	49	-14.04%

cont.

Table 11 cont.

Parent Agency	1st of July 2008, Starting of 10th FYP	2016	% Growth
National Commission for Women & Children	6	16	166.67%
Office of Attorney General	21	138	557.14%
Royal Education Council		43	0.00%
Jigme Singye Wangchuck School of Law		14	0.00%
Royal Institute of Management	60	55	-8.33%
Royal Privy Council		11	0.00%
Tourism Council of Bhutan	52	63	21.15%
Bhutan Health Trust Fund		5	0.00%
Construction Development Board		19	0.00%
Thromde			
Gelephu		20	0.00%
Phuentsholing		26	0.00%
Samdrupjongkhar		19	0.00%
Thimphu		90	0.00%
Total	**18,911**	**27,029**	**42.93%**

Note: [1]With the BCSR 2012, the Parent Agencies of HROs is RCSC. As working agency, the RCSC has only 90 Civil Servants.
[2]Dzongkhag staff without parent agency are reflected under MOCHA

Table 12
Progressive Growth of Parent Agency

Parent Agency	2012	
	Strength	Growth
His Majesty's Secretariat	47	-4%
His Majesty The 4th King's Secretariat	25	-4%
Judiciary		
Royal Court of Justice	245	-17%
Supreme Court		
Legislative		
National Assembly Secretariat	38	19%
National Council	30	36%
Constitutional		
Royal Audit Authority	202	3%
Royal Civil Service Commission[1]	52	-10%
Anti-Corruption Commission	48	0%
Ministry		
Ministry of Education	8,911	4%
Ministry of Health	3,392	9%
Ministry of Agriculture & Forest	3,540	4%
Ministry of Finance	1,650	2%
Ministry of Works & Human Settlement	1,703	5%
Ministry of Home & Cultural Affairs*	1,357	4%
Ministry of Information and Communications	756	11%
Ministry of Economic Affairs	584	9%
Ministry of Labour & Human Resources	356	0%
Ministry of Foreign Affairs	165	4%
Autonomous & other Agency		
National Land Commission	363	7%
Office of Attorney General	116	20%
Gross National Happiness Commission	106	6%
National Environment Commission	65	7%
Tourism Council of Bhutan	46	-2%
Royal Institute of Management	66	3%

Table 12 cont.

Parent Agency	2012	
	Strength	Growth
Bhutan Narcotic Control Agency	16	14%
NCWC	11	0%
Bhutan Olympic Committee	6	0%
Jigme Singye Wangchuck School of Law		
Royal Privy Council	10	0%
Bhutan National Legal Institute	3	NA
Bhutan Health Trust Fund		
Civil Society Organisation Authority		
Thromde		
Thimphu		
Phuentsholing		
Gelephu		
Samdrup Jongkhar		
Cumulative Growth	**24,208**	**4.88%**

Note: [1]With the BCSR 2012, the Parent agencies of HROs is RCSC. As working agency, the RCSC has only 90 Civil Servants while rest are with Ministries, Autonomous Agencies, Dzongkhags and Thromdes.

2013		2014		2015		2016	
Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
16	0%	16	0%	16	0%	16	0%
13	18%	14	8%	15	7%	16	7%
6	0%	16	167%	15	-6%	15	0%
7	NA	7	0%	10	43%	14	40%
9	-10%	11	22%	11	0%	11	0%
7	133%	11	57%	7	-36%	7	0%
						5	NA
3	NA	2	-33%	2	0%	4	100%
102	NA	116	14%	116	0%	90	-22%
31	NA	29	-6%	27	-7%	26	-4%
23	NA	24	4%	22	-8%	20	-9%
15	NA	23	53%	17	-26%	19	12%
25,242	**4.27%**	**26,320**	**4.27%**	**26,611**	**1.11%**	**27,029**	**1.57%**

Table 13

Civil Servants under Dzongkhag/Thromde Administration by Position Category

Dzongkhag	Executive			Specialist			Professional & Management			Supervisory & Support			Operational			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T	
Trashigang	1		1	1		1	688	86	774	437	29	466	55	7	62	1,304
Samtse	1		1			0	649	113	762	353	31	384	41	5	46	1,193
Chhukha	1		1			0	563	63	626	287	48	335	39	14	53	1,015
Paro	1		1			0	537	18	555	295	17	312	35	1	36	904
Monggar	1		1			0	487	58	545	255	32	287	24	11	35	868
Wangdue Phodrang	1		1			0	441	37	478	270	23	293	30	3	33	805
Sarpang	1		1			0	432	34	466	237	15	252	23		23	742
Punakha	1		1	1		1	411	23	434	231	16	247	28	10	38	721
Dagana	1		1			0	382	22	404	225	43	268	29	13	42	715
Samdrupjongkhar	1		1			0	322	48	370	258	17	275	38	9	47	693
Pemagatsel	1		1			0	358	38	396	221	22	243	27	14	41	681
Zhemgang	1		1			0	305	54	359	219	19	238	32	3	35	633
Trashiyangtse	1		1			0	328	38	366	173	17	190	16	5	21	578
Tsirang	1		1			0	306	16	322	196	8	204	19		19	546
Bumthang	1		1	2		2	292	8	300	149	9	158	25	6	31	492
Lhuntse	1		1			0	271	21	292	157	8	165	19	3	22	480
Trongsa	1		1			0	254	16	270	130	21	151	19	6	25	447
Thimphu	1		1			0	231	10	241	160	8	168	20	1	21	431
Haa	1		1			0	216	11	227	122	9	131	14	8	22	381
Gasa	1		1			0	83	6	89	69	1	70	4	4	8	168
Thromde																
Thimphu	1		1	1		1	941	51	992	190	12	202	47	8	55	1,251
Phuentsholing	1		1	1		1	167	28	195	77	3	80	25		25	302
Gelephu Thromde	1		1			0	135	10	145	52	1	53	15		15	214
Samdrupjongkhar	1		1			0	91	12	103	35	3	38	8	2	10	152
Total	**24**	**0**	**24**	**6**	**0**	**6**	**8,890**	**821**	**9,711**	**4,798**	**412**	**5,210**	**632**	**133**	**765**	**15,716**

Note: R: Regular, C: Contract & T: Total

Table 14

Civil Servants under Dzongkhag/Thromde Administration by Position Level

Position Category and Position Level	Under Dzongkhag & Thromde Administration as on 31st December 2016	Total Strength as on 31st December 2016	% of the Total
Executive Position			
No Level[1]	0	3	**0.00%**
EX1	0	25	**0.00%**
EX2	18	49	**36.73%**
EX3	6	64	**9.38%**
Total	**24**	**141**	**17.02%**
Specialist Position			
ES1	0	3	**0.00%**
ES2	0	34	**0.00%**
ES3	6	70	**8.57%**
Total	**6**	**107**	**5.61%**
Professional & Management Position			
P1	431	866	**49.77%**
P2	1030	1,585	**64.98%**
P3	2076	2,833	**73.28%**
P4	3155	4,201	**75.10%**
P5	3019	3,605	**83.74%**
Total	**9,711**	**13,090**	**74.19%**
Supervisory & Support Position			
SS1	1	2	**50.00%**
SS2	59	189	**31.22%**
SS3	271	815	**33.25%**
SS4	522	1248	**41.83%**
S1	1060	2459	**43.11%**
S2	1055	2340	**45.09%**
S3	986	1846	**53.41%**
S4	787	1747	**45.05%**
S5	469	1015	**46.21%**
Total	**5,210**	**11,661**	**44.68%**
Operational Position			
O1	244	798	**30.58%**
O2	193	401	**48.13%**
O3	134	413	**32.45%**
O4	194	418	**46.41%**
Total	**765**	**2,030**	**37.68%**
Grand Total	**15,716**	**27,029**	**58.14%**

Note: [1]Eminent members of the National Council

Table 15

Civil Servants by Location and Position Category

Location	Executive			Specialist			Professional & Mgt.			Supervisory &			Operational			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T	
Thimphu	106	4	110	88	3	91	3,596	242	3,838	3,344	192	3,536	827	57	884	**8,459**
Chhukha	2		2	3		3	845	93	938	799	54	853	122	14	136	**1,932**
Sarpang	2		2	2		2	679	49	728	769	37	806	107	5	112	**1,650**
Trashigang	1		1	1		1	717	86	803	625	29	654	90	8	98	**1,557**
Monggar	1		1	2		2	568	60	628	644	35	679	73	11	84	**1,394**
Samtse	1		1			0	676	113	789	500	35	535	54	5	59	**1,384**
Paro	3		3	4		4	631	31	662	585	17	602	86	4	90	**1,361**
Samdrupjongkhar	2		2			0	475	62	537	512	21	533	71	11	82	**1,154**
Wangdue Phodrang	1		1	1		1	471	37	508	458	25	483	50	3	53	**1,046**
Bumthang	1		1	2		2	359	8	367	418	23	441	80	10	90	**901**
Punakha	1		1	1		1	423	23	446	288	16	304	43	10	53	**805**
Zhemgang	1		1			0	330	54	384	346	19	365	46	3	49	**799**
Dagana	1		1			0	388	22	410	246	43	289	31	13	44	**744**
Pemagatshel	1		1			0	360	38	398	235	22	257	30	14	44	**700**
Tsirang	1		1			0	318	16	334	297	8	305	25		25	**665**
Trashiyangtse	1		1			0	334	38	372	239	18	257	22	5	27	**657**
Trongsa	1		1			0	266	16	282	216	21	237	29	6	35	**555**
Lhuntse	1		1			0	271	21	292	167	8	175	19	3	22	**490**
Haa	1		1			0	222	11	233	160	9	169	20	9	29	**432**
Gasa	1		1			0	88	6	94	149	4	153	8	4	12	**260**
Outside Bhutan	7		7			0	45	2	47	28		28		2	2	**84**
Total	**137**	**4**	**141**	**104**	**3**	**107**	**12,062**	**1,028**	**13,090**	**11,025**	**636**	**11,661**	**1,833**	**197**	**2,030**	**27,029**

Note: Eminent members of the National Council are reflected under Executive Services
R: Regular, C: Contract & T: Total

Table 16

Civil Servants by Location and Dzongkhag/Thromde Administration

Location	Civil servants under Dzongkhag / Thromde Administration			Civil servants by Location[1]		
	R	C	T	R	C	T
Thimphu	412	19	**431**	7,961	498	**8,459**
Chhukha	890	125	**1,015**	1,771	161	**1,932**
Sarpang	693	49	**742**	1,559	91	**1,650**
Trashigang	1,182	122	**1,304**	1,434	123	**1,557**
Monggar	767	101	**868**	1,288	106	**1,394**
Samtse	1,044	149	**1,193**	1,231	153	**1,384**
Paro	868	36	**904**	1,309	52	**1,361**
Samdrupjongkhar	619	74	**693**	1,060	94	**1,154**
Wangdue Phodrang	742	63	**805**	981	65	**1,046**
Bumthang	469	23	**492**	860	41	**901**
Punakha	672	49	**721**	756	49	**805**
Zhemgang	557	76	**633**	723	76	**799**
Dagana	637	78	**715**	666	78	**744**
Pemagatshel	607	74	**681**	626	74	**700**
Tsirang	522	24	**546**	641	24	**665**
Trashiyangtse	518	60	**578**	596	61	**657**
Trongsa	404	43	**447**	512	43	**555**
Lhuntse	448	32	**480**	458	32	**490**
Haa	353	28	**381**	403	29	**432**
Gasa	157	11	**168**	246	14	**260**
Total	**12,561**	**1,236**	**13,797**	**25,081**	**1,864**	**26,945**
Thromde						
Thimphu	1,180	71	**1,251**			
Phuentsholing	271	31	**302**			
Gelephu	203	11	**214**			
Samdrupjongkhar Outside Bhutan	135	17	**152**	80	4	**84**
Total	**1,789**	**130**	**1,919**	**80**	**4**	**84**
Grand Total	**14,350**	**1,366**	**15,716**	**25,161**	**1,868**	**27,029**

Note: R: Regular, C: Contract & T: Total

[1]Civil Servants by location include civil servants of all Agencies based in the respective Dzongkhags.

Table 17

Civil Servants under Dzongkhag/Thromde Administration by Major Occuputional Groups

Dzonkhags/ Thromde	Education & Training Services Group	Administration & Support Services Group	Medical and Health Services Group	Architectural, Engineering & Land Services Group	Agriculture & Livestock Services Group	Other MoGs	Total
Trashigang	705	148	186	85	45	135	**1,304**
Samtse	699	122	145	67	51	109	**1,193**
Chhukha	590	115	102	56	35	117	**1,015**
Paro	505	92	101	67	36	103	**904**
Monggar	530	74	66	63	51	84	**868**
Wangdue Phodrang	439	78	93	69	47	79	**805**
Sarpang	415	81	76	49	39	82	**742**
Punakha	394	76	75	57	36	83	**721**
Dagana	381	84	87	49	39	75	**715**
Samdrupjongkhar	332	100	104	46	31	80	**693**
Pemagatsel	360	78	79	45	33	86	**681**
Zhemgang	315	73	97	43	33	72	**633**
Trashiyangtse	337	50	65	44	25	57	**578**
Tsirang	278	51	71	51	33	62	**546**
Bumthang	261	60	52	36	20	63	**492**
Lhuntse	251	48	62	37	27	55	**480**
Trongsa	242	51	61	27	16	50	**447**
Thimphu	201	57	32	46	33	62	**431**
Haa	197	47	33	29	21	54	**381**
Gasa	67	21	20	19	15	26	**168**
Total	**7,499**	**1,506**	**1,607**	**985**	**666**	**1,534**	**13,797**
Thromde							
Thimphu	933	95		119		104	**1,251**
Phuentsholing	175	45		48		34	**302**
Gelephu	123	28		42		21	**214**
Samdrupjongkhar	84	20		29		19	**152**
Total	**1,315**	**188**	**0**	**238**	**0**	**178**	**1,919**
Grand Total	**8,814**	**1,694**	**1,607**	**1,223**	**666**	**1,712**	**15,716**

Table 18
Trend in the Civil Service by Location

Location	No. of Civil Servants as on				
	Dec-12	Dec-13	Dec-14	Dec-15	Dec-16
Bumthang	867	865	876	889	901
Chhukha	1,671	1,714	1,827	1,758	1,932
Dagana	581	617	682	690	744
Gasa	250	252	243	244	260
Haa	367	372	393	403	432
Lhuentse	473	460	454	479	490
Monggar	1,258	1,245	1,354	1,288	1,394
Paro	1,333	1,408	1,509	1,533	1,361
Pemagatshel	631	613	666	665	700
Punakha	681	691	781	759	805
Samdrupjongkhar	1,029	1,011	1,085	1,083	1,154
Samtse	1,068	1,111	1,246	1,224	1,384
Sarpang	1,360	1,413	1,572	1,566	1,650
Thimphu	8,092	8,742	8,606	8,481	8,459
Trashiyangtse	512	517	566	582	657
Trashigang	1,391	1,431	1,445	1,407	1,557
Trongsa	504	525	560	544	555
Tsirang	513	602	633	622	665
Wangdue Phodrang	901	947	1,012	1,044	1,046
Zhemgang	692	688	702	756	799
Outside Bhutan	101	82	108	594	84
Total	**24,275**	**25,306**	**26,320**	**26,611**	**27,029**

Graph 4
Civil Servants by Major Occupational Groups

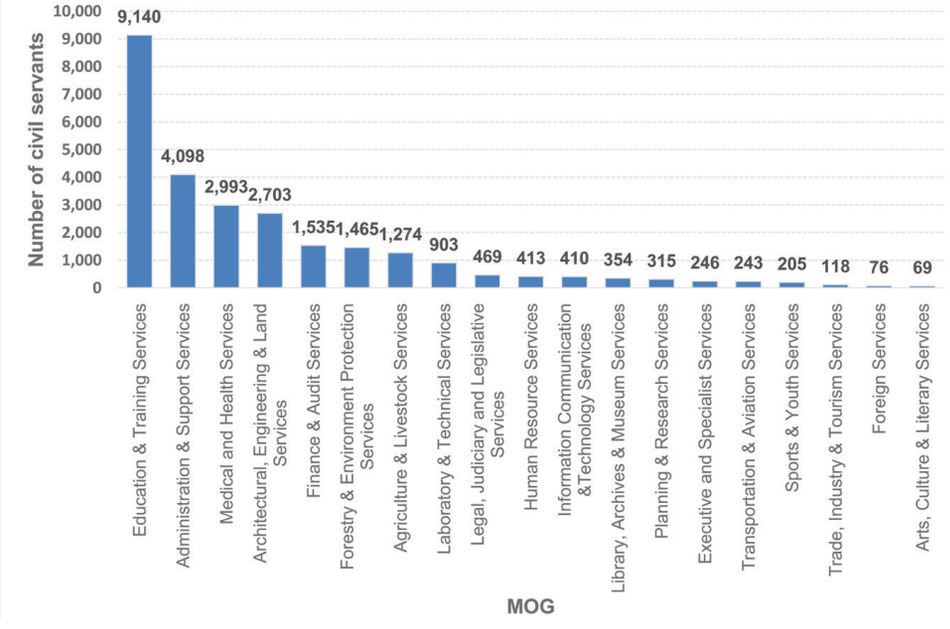


Table 19

Civil Servants by Major Occupational Groups and Position Category

Major Occupational Groups	Executive[1]			Specialist		
	R	C	T	R	C	T
Education & Training Services			0			0
Administration & Support Services	1	1	2			0
Medical and Health Services			0			0
Architectural, Engineering & Land Services			0			0
Finance & Audit Services			0			0
Forestry & Environment Protection Services			0			0
Agriculture & Livestock Services			0			0
Laboratory & Technical Services			0			0
Legal, Judiciary and Legislative Services			0			0
Human Resource Services			0			0
Information Communication &Technology Services			0			0
Library, Archives & Museum Services			0			0
Planning & Research Services			0			0
Executive and Specialist Services	136	3	139	104	3	107
Transportation & Aviation Services			0			0
Sports & Youth Services			0			0
Trade, Industry & Tourism Services			0			0
Foreign Services			0			0
Arts, Culture & Literary Services			0			0
Total	**137**	**4**	**141**	**104**	**3**	**107**

Note: [1]Eminent members of the National Council are reflected under Executive Services (includes Civil servants on “Stand Alone” Position holders)
R: Regular C: Contract

	Professional & Management			Supervisory & Support			Operational			Grand Total	% of the Total
R	C	T	R	C	T	R	C	T		
7,930	825	8,755	145	240	385			0	9,140	33.82%
710	23	733	1,494	32	1,526	1,653	184	1,837	4,098	15.16%
498	62	560	2,378	54	2,432	1		1	2,993	11.07%
633	33	666	1,791	54	1,845	179	13	192	2,703	10.00%
511	1	512	1,010	13	1,023			0	1,535	5.68%
211	2	213	1,224	28	1,252			0	1,465	5.42%
306	1	307	967		967			0	1,274	4.71%
65	2	67	760	76	836			0	903	3.34%
185	1	186	280	3	283			0	469	1.74%
233	1	234	178	1	179			0	413	1.53%
197	9	206	203	1	204			0	410	1.52%
27		27	325	2	327			0	354	1.31%
224	63	287	28		28			0	315	1.17%
		0			0			0	246	0.91%
43	1	44	199		199			0	243	0.90%
73		73	4	128	132			0	205	0.76%
100		100	18		18			0	118	0.44%
72	4	76			0			0	76	0.28%
44		44	21	4	25			0	69	0.26%
12,062	**1,028**	**13,090**	**11,025**	**636**	**11,661**	**1,833**	**197**	**2,030**	**27,029**	**100%**

Table 20
Civil Servants by Major Occupational Groups/Sub Groups by Position Level

MOG/Subgroups	No Level[1]	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Education & Training Services Group											
Education Management & Administration Services								67	428	210	30
Education Support Services								29	73	10	
Teaching Services								271	472	1,685	2,705
Training/Tertiary Teaching Services								9	9	26	9
Vocational Education & Managment Services								1	5	1	
Administration & Support Services Group											
Administration Services								40	20	7	62
Palace Services										1	
Program Services								50	65	41	67
Property and Management Services								2	5	7	9
Secondment Services								8	5	3	1
Secretarial Services								1	2	2	
Stand Alone Positions			1		1			1			
Medical and Health Services Group											
Medical & Dental Services								14	34	63	148
Medical Technical Services										5	2
Nursing Services								16	20	27	76
Pharmaceutical Services								1	2	6	22
Physiotherapy & Rehabilitation Services								1	2	5	6
Public Health Services								1	6	21	33
Radiology & Technical Services										1	3
Traditional Medicine Services								9	7	6	22
Architectural, Engineering & Land Services Group											
Architectural Services								2	6	13	12
Engineering Services								111	72	112	133
Farm Mechanization Services									1	1	
Geographic Information System Services										1	1
Geology and Mines Services								2	13	10	6
Heritage Sites Conservation Services								2			
Land Services								3	6	4	5
Map Production Services									1		1
Meteorology/Hydrology Services								2	1		8
Sanitary Services											
Survey Engineering Services								2	6	27	2
Technical Support Services											
Urban Design Services									1		
Urban Development Control Services								3			
Urban Planing Services								8	2	6	22
Finance & Audit Services Group											
Audit Services								14	18	19	21
Finance, Accounting & Budgets Services								10	37	36	43
Internal Audit Services								6	1	6	20
Revenue Services								13	22	46	58

	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
															735
															112
	2,710					9	183								**8,035**
	5			9	42	55	64	2	14	7					**251**
															7
	230					4	1	6	6	5	627	278	407	416	**2,109**
			2	2	11	8	3	4	1		1		1		**34**
	42														**265**
	50				1	13	19	60	93	47	3	4	1		**314**
															17
	10	1		5	25	89	175	211	385	330	25				**1,261**
	2						2	1	3	13		73		1	**98**
															259
				36	37	73	71	90	6	1					**321**
		1	82	65	173	410	106	123	16	17	1				**1,133**
				24	35	21	50	43							**204**
				2	9	20	17	12							**74**
	1		18	70	136	162	167	136	11						**762**
				11	12	18	25	26	2						**98**
				7	14	36	41								**142**
				3	7	21	4	2		1					**71**
			70	58	114	215	151	14	2						**1,052**
				7		2	2								**13**
					1										**3**
						1	14	16	37	1					**100**
															2
	57				1	9	12	12	14	9					**132**
				1		9	5	2	3	2					**24**
	1					8	11	8	52	13					**104**
									7	3					**10**
			3	8	9	31	14	12	19	29		2			**164**
						73	153	336	205	11	141	44	4	1	**968**
															1
				1		7	10								**21**
															38
	31			14	14	23	2								**156**
	22			39	65	364	170	25	2						**813**
	14														**47**
	75			2	79	112	96	10	4	2					**519**

cont.

Table 20 cont.

MOG/Subgroups	No Level[1]	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Forestry & Environment Protection Services Group											
Environment Services								5	7	9	14
Forestry Services								20	30	46	67
Agriculture & Livestock Services Group											
Agriculture Production Services								8	13	14	16
Agriculture Regulatory Services								1	2	5	15
Biodiversity Services								3	2	4	2
Extension Services								2	6	35	10
Feed & Fodder Development Services								1	1	2	5
Horticulture Development Services								2	7	5	8
Livestock Health Services								9	3	11	23
Livestock Production Services								5	9	20	34
Mushroom Development Services											2
Plant Protection Services								1	2	2	2
Post Production Services									1	4	3
Soil Fertility & Plant Nutrition Services								1			2
Soil Survey & Land Evaluation Services								1	1	1	1
Laboratory & Technical Services Group											
Analytical Services								1	1		1
Diagnostic Services								4	6	13	38
Laboratory Support Services											
Legal, Judiciary and Legislative Services Group											
Integrity & Promotion Services								5	6	5	9
Judiciary Support Services											
Legal Services									8	17	70
Legislative Service										1	2
Registration Services										13	12
Human Resource Services Group								18	15	40	88
Civil Registration & Census Services								3	3	4	4
HR Management & Development Services								12	11	25	75
Immigration Services								3	1	11	9
Industrial Relations Services											
Training Services											
Information Communication &Technology Services Group											
Development Communication Services								2	4	3	3
ICT Services								5	19	49	65
Media Services								4	2	2	9
Library, Archives & Museum Services Group											
Archives & Cultural Properties Services								1	5	2	
Library Services								2	7		5
Planning & Research Services Group											
Planning Services								11	21	35	55
Research Services								3	7	9	24
Statistical Services								5	4	14	8
Executive and Specialist Services Group[2]											
Executive Services	3	25	48	63							
Specialist Services					3	34	70				

	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
	15					1		3	6						**60**
			14	129	132	121	208	234	338	66					**1,405**
				27	14	16	20								**128**
				33	44	36	16	1							**153**
				6		3	1		3						**24**
				120	120	95	108	6		1					**503**
				2		3									**14**
				3	1	1	2	1							**30**
				21	17	13	14	5	4	3					**123**
				22	25	62	48	4	6	2					**237**
				2	3	2	1								**10**
						5	2			1					**15**
				3	1	1	6			1					**20**
				1	1	1									**6**
				3	1	1	2								**11**
	2														**5**
	1														**62**
				40	34	67	84	228	251	132					**836**
	19						9								**53**
					5	76	144	21							**246**
	18					14	12	2							**141**
															3
	1														**26**
	73			1	2	7	18	20	30	101					**413**
	6														**20**
	60														**183**
	6			1	2	6	15	14	23	94					**185**
						1	3	6	7	7					**24**
	1														**1**
	4				2	3		4							**25**
	14			29	40	84	20	1	15	6					**347**
	21														**38**
	3				2	1	5	4	7	3					**33**
	2				1	4	16	115	123	46					**321**
	14														**136**
	77					2	2		2						**126**
					7	10	1	2		2					**53**
															139
															107

cont.

Table 20 cont.

MOG/Subgroups	No Level[1]	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Transportation & Aviation Services Group											
Aviation Communication & Navigation Services								3			1
Aviation Safety Services								2	3	4	2
Land Transport Services								5	2	2	1
Sports & Youth Services Group											
Counselling Services								1	7	17	7
Scouts Services									1		
Sports Services								1	1	4	3
Trade, Industry & Tourism Services Group											
Industries Services								4	4	5	9
Intellectual Property Services								1	2	3	3
Marketing Services								2	4	3	6
Tourism Services								2		3	3
Trade Services								10	4	7	13
Foreign Services Group											
Consular Services								2	2		
Embassy, Missions & Secretariat Services								11	14	13	13
Protocol Services								2	1		1
Arts, Culture & Literary Services Group											
Arts & Culture Services									5	2	8
Literary and Translation Services								1	4	1	11
Total	**3**	**25**	**49**	**64**	**3**	**34**	**70**	**866**	**1,585**	**2,833**	**4,201**

Note: [1]Eminent Members of the National Council

[2]Two Executives are in Stand Alone Position

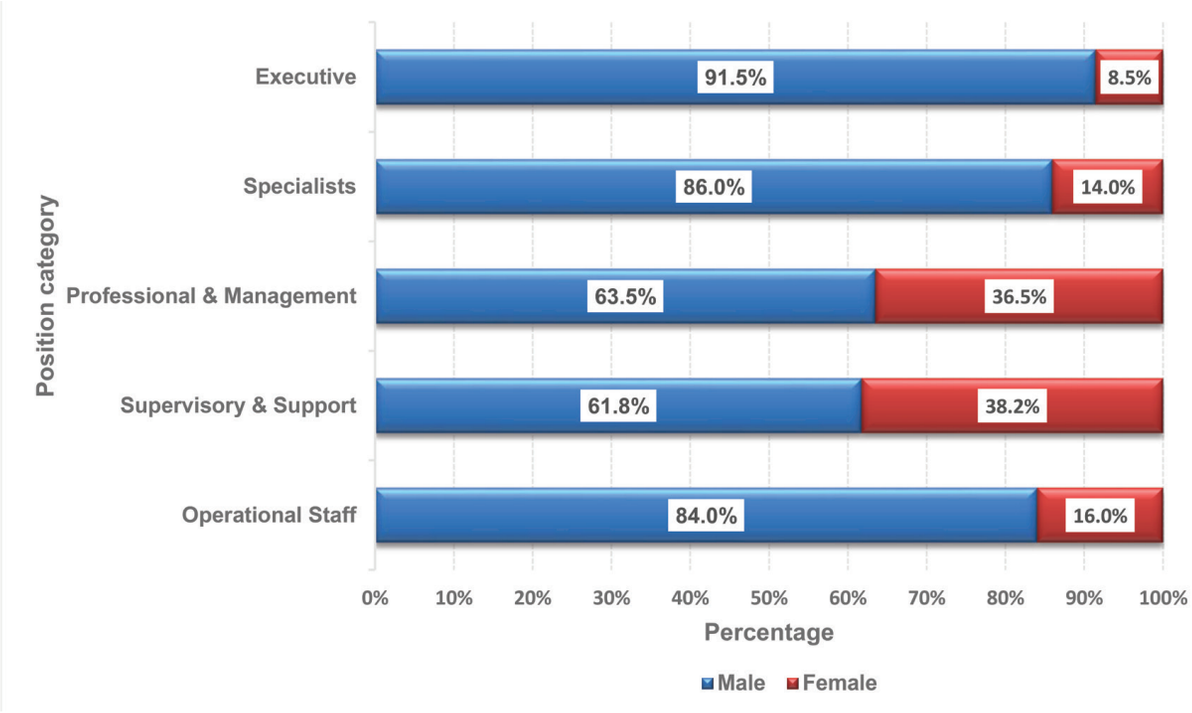
	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
	2					10	3								**19**
	5					2	5	21	65	27					**136**
	12			3	2	17	14	21	9						**88**
	29														**61**
															1
	2					2	1		1	128					**143**
	1														**23**
	3														**12**
	1			6	4	2									**28**
	3						1		1	4					**17**
	4														**38**
															4
	7														**58**
	10														**14**
	6				5	4	9	2	4	1					**46**
	6														**23**
	3,605	**2**	**189**	**815**	**1,248**	**2,459**	**2,340**	**1,846**	**1,747**	**1,015**	**798**	**401**	**413**	**418**	**27,029**

Table 21

Progressive Growth of Civil Service Strength by Major Occupational Groups

Major Occupational Groups	1st July 2008	Dec-16	% Growth
Education & Training Services	6,257	9,140	**46.08%**
General Administration & Support Services	3,259	4,098	**25.74%**
Medical and Health Services	1,700	2,993	**76.06%**
Architectural & Engg. & Land Services	2,152	2,703	**25.60%**
Finance & Audit Services	1,230	1,535	**24.80%**
Forestry & Environment Protection Services	1,192	1,465	**22.90%**
Agriculture & Livestock Services	1,018	1,274	**25.15%**
Laboratory & Technical Services	509	903	**77.41%**
Legal, Judiciary and Legislative Services	318	469	**47.48%**
Human Resource Services	287	413	**43.90%**
Information Communication &Technology Services	323	410	**26.93%**
Library, Archives & Museum Services	293	354	**20.82%**
Planning & Research Services	393	315	**-19.85%**
Executive & Specialist Services	186	246	**32.26%**
Transportation & Aviation Services	154	243	**57.79%**
Sports & Youth Services	22	205	**831.82%**
Trade, Industry & Tourism Services	86	118	**37.21%**
Foreign Services	55	76	**38.18%**
Arts, Culture & Literary Services	82	69	**-15.85%**
Total	**19,516**	**27,029**	**38.50%**

Graph 5
Percentage of Civil Servants within Position Category by Gender



Graph 6
Female Civil Servants (2001 - 2016)

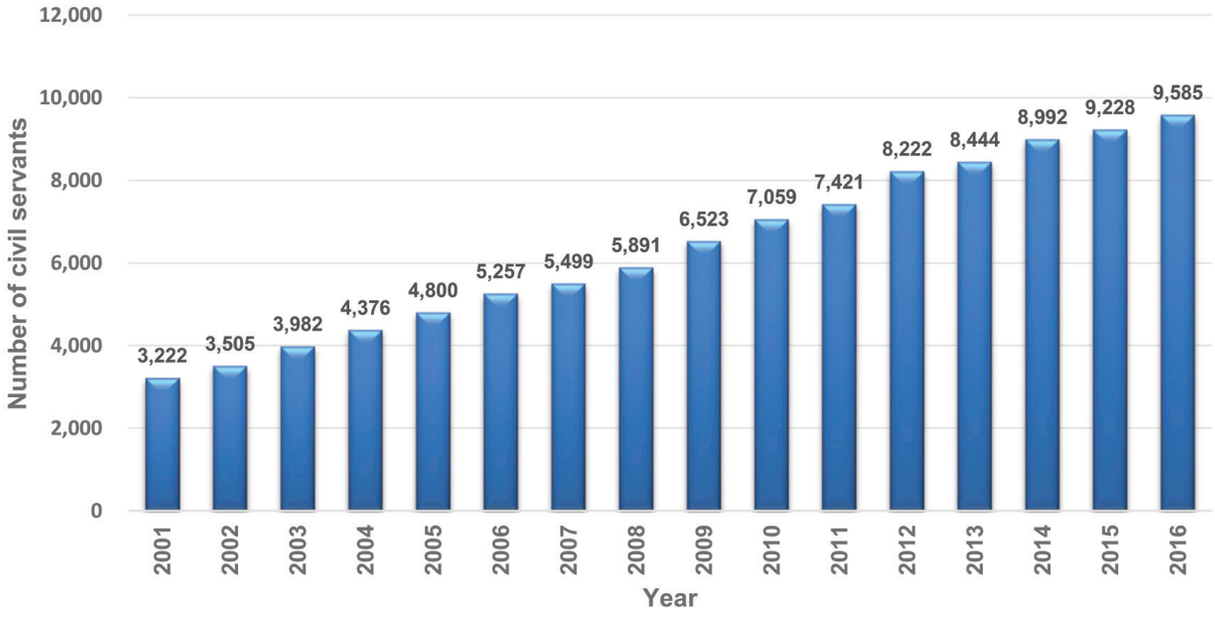


Table 22

Civil Servants by Position Level and Gender

Position Category	Regular						Total Regular
	Bhutanese			Non-Bhutanese			
	M	F	Total	M	F	Total	
Executive Position							
No Level[1]	2	1	3			0	**3**
EX1	25		25			0	**25**
EX2	45	2	47			0	**47**
EX3	53	9	62			0	**62**
Total	**125**	**12**	**137**	**0**	**0**	**0**	**137**
Specialist Position							
ES1	2	1	3			0	**3**
ES2	29	3	32			0	**32**
ES3	58	11	69			0	**69**
Total	**89**	**15**	**104**	**0**	**0**	**0**	**104**
Professional & Management Position							
P1	634	216	850			0	**850**
P2	1,138	422	1,560			0	**1,560**
P3	1,695	1041	2,736	1		1	**2,737**
P4	2,477	1513	3,990			0	**3,990**
P5	1,784	1141	2,925			0	**2,925**
Total	**7,728**	**4,333**	**12,061**	**1**	**0**	**1**	**12,062**
Supervisory & Support Position							
SS1	1	1	2			0	**2**
SS2	108	78	186	1		1	**187**
SS3	656	155	811	1	3	4	**815**
SS4	835	393	1,228	1		1	**1229**
S1	1,532	881	2,413	2	2	4	**2417**
S2	1,300	782	2,082			0	**2082**
S3	1,064	772	1836	1	1	2	**1838**
S4	874	834	1,708	2		2	**1710**
S5	356	388	744	1		1	**745**
Total	**6,726**	**4,284**	**11,010**	**9**	**6**	**15**	**11,025**
Operational Position							
O1	658	135	793			0	**793**
O2	265	54	319			0	**319**
O3	341	71	412			0	**412**
O4	291	18	309			0	**309**
Total	**1,555**	**278**	**1,833**	**0**	**0**	**0**	**1,833**
Grand Total 16,223		**8,922**	**25,145**	**10**	**6**	**16**	**25,161**

Note: [1]Eminent members of the National Council are summed up with Executive Position Category

Contract						Total Contract	Total Male	Total Female	Grand Total
Bhutanese			Non-Bhutanese						
M	F	Total	M	F	Total				
		0			0	**0**	2	1	**3**
		0			**0**	**0**	25	0	**25**
2		2			0	**2**	47	2	**49**
2		**2**			**0**	**2**	55	9	**64**
4	**0**	**4**	**0**	**0**	**0**	**4**	**129**	**12**	**141**
		0			**0**	**0**	2	1	**3**
2		**2**			**0**	**2**	31	3	**34**
1		**1**			**0**	**1**	59	11	**70**
3	**0**	**3**	**0**	**0**	**0**	**3**	**92**	**15**	**107**
9	2	11	4	1	5	**16**	647	219	**866**
6	2	8	10	7	17	**25**	1,154	431	**1,585**
10	4	14	62	**20**	82	**96**	1,768	1,065	**2,833**
21	38	59	109	43	152	**211**	2,607	1,594	**4,201**
298	290	588	57	35	92	**680**	2,139	1,466	**3,605**
344	**336**	**680**	**242**	**106**	**348**	**1,028**	**8,315**	**4,775**	**13,090**
		0			0	**0**	1	1	**2**
2		2			0	**2**	111	78	**189**
		0			0	**0**	657	158	**815**
15	3	18		1	1	**19**	851	397	**1,248**
24	11	35	2	5	7	**42**	1,560	899	**2,459**
182	76	258			0	**258**	1,482	858	**2,340**
5	**3**	8			0	**8**	1,070	776	**1,846**
30	5	35		2	2	**37**	906	841	**1,747**
207	63	270			0	**270**	564	451	**1,015**
465	**161**	**626**	**2**	**8**	**10**	**636**	**7,202**	**4,459**	**11,661**
4		4	1		1	**5**	663	135	**798**
39	43	82			0	**82**	304	97	**401**
1		1			0	**1**	342	71	**413**
104	3	107	2		2	**109**	397	21	**418**
148	**46**	**194**	**3**	**0**	**3**	**197**	**1,706**	**324**	**2,030**
964	**543**	**1,507**	**247**	**114**	**361**	**1,868**	**17,444**	**9,585**	**27,029**

Table 23

Civil Servants by Major Occupational Groups and Gender

Major Occupational Groups	Regular				Total	B
	B		NB			
	M	F	M	F		M
Education & Training Services	4,815	3,260			**8,075**	437
Administration & Support Services	2,466	1,387	4	1	**3,858**	175
Medical and Health Services	1,607	1,264	1	5	**2,877**	41
Architectural, Engineering & Land Services	1,952	648	3		**2,603**	70
Finance & Audit Services	1,012	507	2		**1,521**	8
Forestry & Environment Protection Services	1,207	228			**1,435**	29
Agriculture & Livestock Services	1,012	261			**1,273**	1
Laboratory & Technical Services	408	417			**825**	54
Legal, Judiciary and Legislative Services	273	192			**465**	
Human Resource Services	298	113			**411**	1
Information Communication &Technology Services	235	165			**400**	2
Library, Archives & Museum Services	101	251			**352**	
Planning & Research Services	199	53			**252**	35
Executive and Specialist Services	213	27			**240**	6
Transportation & Aviation Services	189	53			**242**	
Sports & Youth Services	53	24			**77**	100
Trade, Industry & Tourism Services	72	46			**118**	
Foreign Services	52	20			**72**	1
Arts, Culture & Literary Services	59	6			**65**	4
Total	**16,223**	**8,922**	**10**	**6**	**25,161**	**964**

Note: M: Male, F: Female, B: Bhutanese & NB: Non-Bhutanese

Contract				Total		Grand Total	% of Female within MoG	% of Female to Total CS
NB			Total					
F	M			M	F			
314	224	90	**1,065**	**5,476**	**3,664**	**9,140**	**38.23%**	**13.56%**
61	4		**240**	**2,649**	**1,449**	**4,098**	**15.12%**	**5.36%**
48	8	19	**116**	**1,657**	**1,336**	**2,993**	**13.94%**	**4.94%**
19	8	3	**100**	**2,033**	**670**	**2,703**	**6.99%**	**2.48%**
6			**14**	**1,022**	**513**	**1,535**	**5.35%**	**1.90%**
	1		**30**	**1,237**	**228**	**1,465**	**2.38%**	**0.84%**
			1	**1,013**	**261**	**1,274**	**2.72%**	**0.97%**
23		1	**78**	**462**	**441**	**903**	**4.60%**	**1.63%**
4			**4**	**273**	**196**	**469**	**2.04%**	**0.73%**
1			**2**	**299**	**114**	**413**	**1.19%**	**0.42%**
7	1		**10**	**238**	**172**	**410**	**1.79%**	**0.64%**
2			**2**	**101**	**253**	**354**	**2.64%**	**0.94%**
27		1	**63**	**234**	**81**	**315**	**0.85%**	**0.30%**
			6	**219**	**27**	**246**	**0.28%**	**0.10%**
	1		**1**	**190**	**53**	**243**	**0.55%**	**0.20%**
28			**128**	**153**	**52**	**205**	**0.54%**	**0.19%**
			0	**72**	**46**	**118**	**0.48%**	**0.17%**
3			**4**	**53**	**23**	**76**	**0.24%**	**0.09%**
			4	**63**	**6**	**69**	**0.06%**	**0.02%**
543	**247**	**114**	**1,868**	**17,444**	**9,585**	**27,029**	**100%**	**35.46%**

Table 24

Civil Servants by Position Level and Age Groups

Position Level	18 -19 yrs	20-24 yrs	25-29 yrs	30-34yrs	35-39 yrs	40-44yrs	45-49 yrs	50-54 yrs	55-60yrs	> 60 yrs	Total
No level[1]						1	1	1			**3**
EX1					1		2	10	11	1	**25**
EX2							5	21	21	2	**49**
EX3						7	32	16	8	**1**	**64**
ES1									3		**3**
ES2							3	10	19	**2**	**34**
ES3						2	19	28	21		**70**
P1				1	38	210	233	243	137	4	**866**
P2				44	429	438	351	209	111	3	**1,585**
P3			73	873	1,122	473	157	66	58	11	**2,833**
P4		45	793	1,873	1,033	297	73	58	29		**4,201**
P5	1	342	2,085	851	180	44	41	31	23	7	**3,605**
SS1						1		1			**2**
SS2					33	83	45	19	7	2	**189**
SS3				10	165	265	200	131	42	2	**815**
SS4			52	297	491	189	90	77	38	14	**1,248**
S1		46	655	872	308	143	231	169	29	6	**2,459**
S2	1	176	703	479	313	279	216	143	25	5	**2,340**
S3		70	395	519	480	161	128	75	13	5	**1,846**
S4		37	499	645	372	92	57	34	9	2	**1,747**
S5	3	104	453	229	93	40	49	28	14	2	**1,015**
O1			4	84	201	225	173	91	17	3	**798**
O2	1	21	71	91	90	53	33	30	9	2	**401**
O3		17	115	178	61	22	12	4	4		**413**
O4		22	128	129	84	35	**9**	7	4		**418**
Total	6	**880**	**6,026**	**7,175**	**5,494**	**3,060**	**2,160**	**1,502**	**652**	**74**	**27,029**

Note: Qualifying age for Civil Service is 18 yrs

[1]Eminent Members of the National Council

Graph 7
Civil Servants by Age

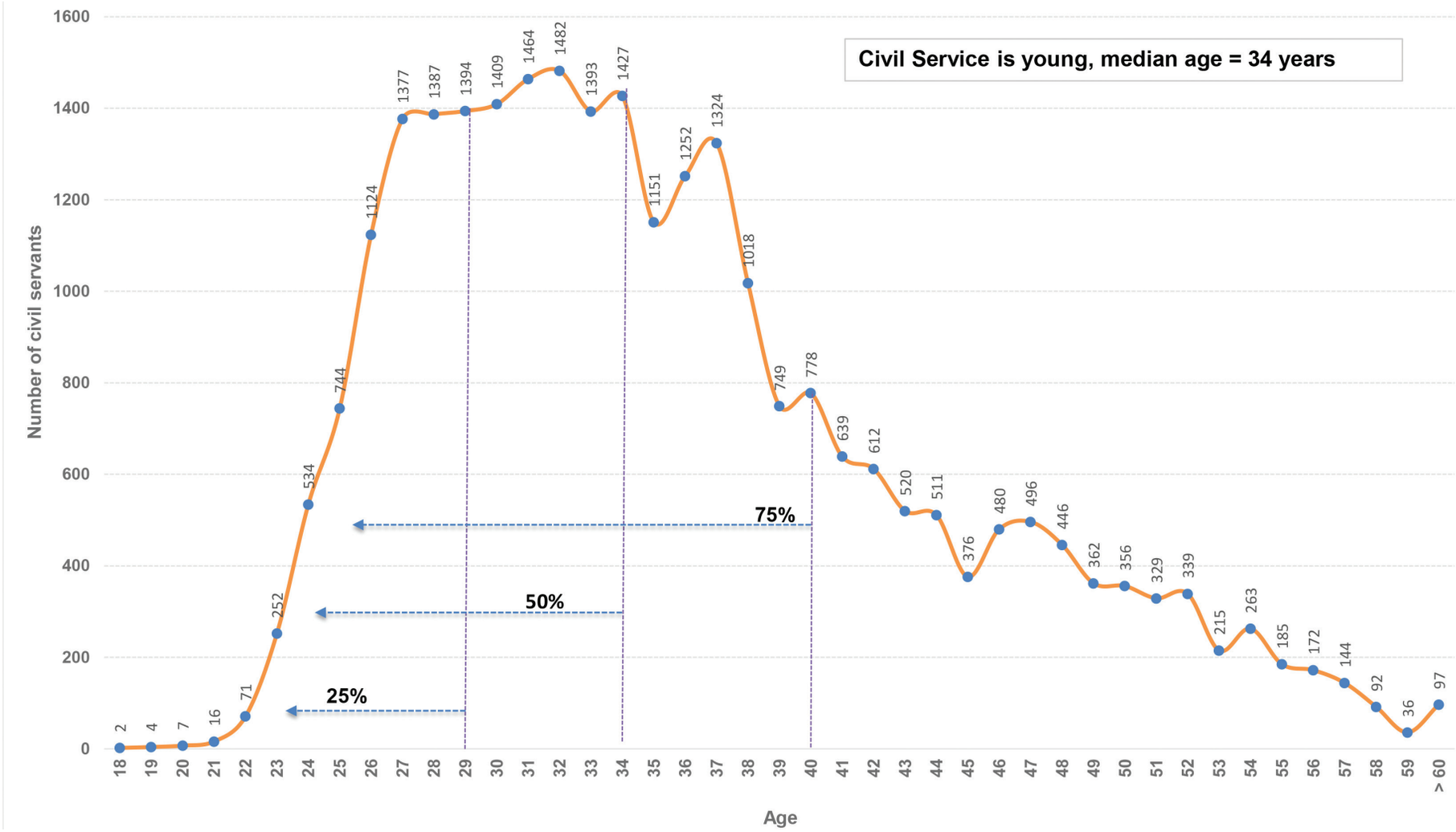


Table 25

Civil Servants by Age Groups and Gender

Age	Male			Female			Grand Total	%
	Regular	Contract	Total	Regular	Contract	Total		
18 - 19 yrs		3	**3**	1	2	**3**	**6**	**0.02%**
20 - 24 yrs	285	101	**386**	359	135	**494**	**880**	**3.26%**
25 - 29 yrs	2,930	460	**3,390**	2,313	323	**2,636**	**6,026**	**22.29%**
30 - 34yrs	4,124	209	**4,333**	2,762	80	**2,842**	**7,175**	**26.55%**
35 - 39 yrs	3,442	111	**3,553**	1,913	28	**1,941**	**5,494**	**20.33%**
40 - 44yrs	2,115	79	**2,194**	837	29	**866**	**3,060**	**11.32%**
45 - 49 yrs	1,638	71	**1,709**	427	24	**451**	**2,160**	**7.99%**
50 - 54 yrs	1,182	59	**1,241**	245	16	**261**	**1,502**	**5.56%**
55 - 60 yrs	493	73	**566**	69	17	**86**	**652**	**2.41%**
> 60yrs	24	45	**69**	2	3	**5**	**74**	**0.27%**
Total	**16,233**	**1,211**	**17,444**	**8,928**	**657**	**9,585**	**27,029**	**100%**

Graph 8

Distribution of Civil Servants by Age & Gender

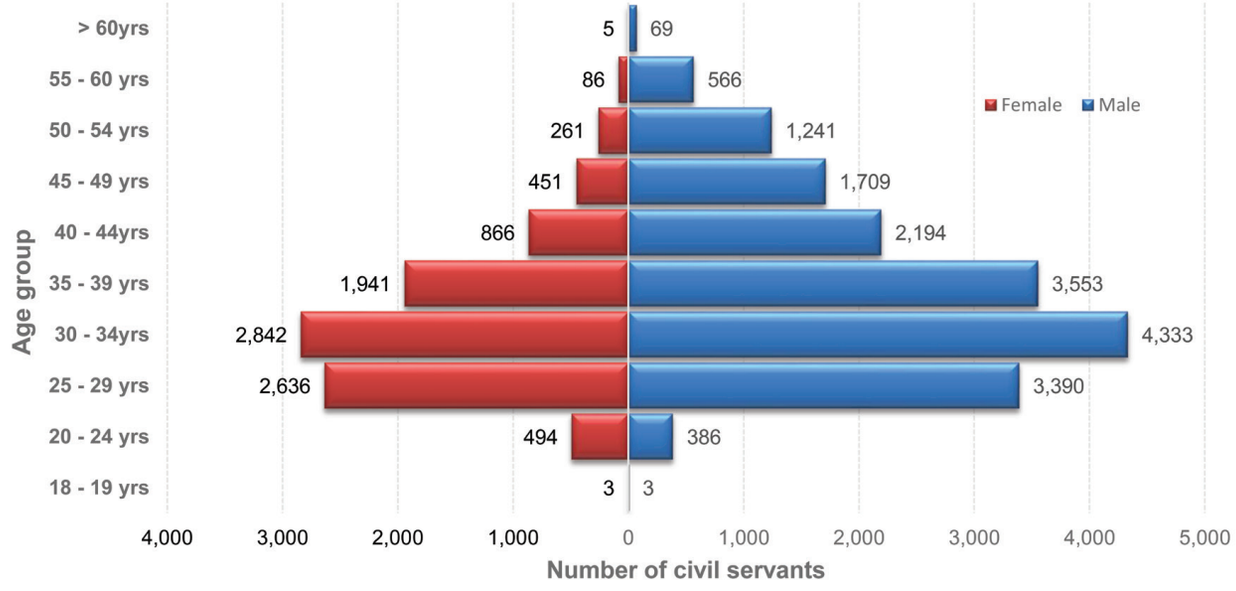


Table 26

Civil Servants Recruited by Parent Agency from January - December 2016

Parent Agency	P1	P2	P3	P4	P5	S1	S2	S4	S5	SS2	SS4	O2	O4	Total
His Majesty Secretariat											2			**2**
Legislative														
National Assembly Secretariat					32									**32**
National Council					24									**24**
Constitutional														
Royal Civil Service Commission					11									**11**
Anti-Corruption Commission				3	2		3							**8**
Royal Audit Authority					6									**6**
Ministry														
Ministry of Education					600	1	54		27			17	5	**704**
Ministry of Health		1		92	2		4	1					5	**105**
Ministry of Home & Cultural Affairs	1			1	2		2	4	49				6	**65**
Ministry of Works & Human Settlement	1			23									1	**25**
Ministry of Finance					22		1			1				**24**
Ministry of Agriculture and Forests	1			19									2	**22**
Ministry of Information & Communications				5	8								3	**16**
Ministry of Labour & Human Resources							4	2						**6**
Ministry of Economic Affairs				4										**4**
Ministry of Foreign Affairs					3									**3**
Agency														
National Land Commission	1				18								5	**24**
Office of the Attorney General				10										**10**
Royal Education Council	1	3	6											**10**
Tourism Council of Bhutan				3	2									**5**
Jigme Singye Wangchuck School of Law													2	**2**
Drug Regulatory Authority				1										**1**
National Statistics Bureau				1										**1**
Royal Privy Council	1													**1**
Dzongkha Development Commission					1									**1**

cont.

Table 26 cont.

Parent Agency	P1	P2	P3	P4	P5	S1	S2	S4	S5	SS2	SS4	O2	O4	Total
Bhutan Information Communications & Media Authority									1					**1**
Bhutan Narcotic Control Agency					1									**1**
National Commission for Women & Children					1									**1**
National Environment Commission				1										**1**
Thromde														
Samdrupjongkhar													2	**2**
Total	**6**	**4**	**6**	**163**	**735**	**1**	**68**	**7**	**77**	**1**	**2**	**17**	**31**	**1,118**

Table 27

Civil Servants Recruited by MOG from January - December 2016

MOGs	Regular		Regular Total	Contract		Contract Total	Grand Total
	Male	Female		Male	Female		
Education & Training Services	160	145	305	188	172	360	**665**
Medical and Health Services	34	40	74	3	9	12	**86**
Administration & Support Services	9	7	16	42	11	53	**69**
Human Resource Services	43	19	62	1		1	**63**
Planning & Research Services	3	1	4	34	24	58	**62**
Architectural, Engineering & Land Services	25	11	36	11	12	23	**59**
Sports & Youth Services	3	5	8	20	6	26	**34**
Finance & Audit Services	12	13	25				**25**
Legal, Judiciary and Legislative Services	8	3	11		4	4	**15**
Forestry & Environment Protection Services	5	4	9	1		1	**10**
Agriculture & Livestock Services	7	2	9				**9**
Information Communication &Technology Services	2	2	4	1	1	2	**6**
Laboratory & Technical Services	4	1	5				**5**
Transportation & Aviation Services		4	4				**4**
Foreign Services	3		3				**3**
Trade, Industry & Tourism Services	1	1	2				**2**
Arts, Culture & Literary Services	1		1				**1**
Total	**320**	**258**	**578**	**301**	**239**	**540**	**1,118**

Table 28

Civil Servants Recruited by Position Level (2012-2016)

Position Level	2012			2013			2014			2015			2016		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
EX1/ES1			**0**			**0**			**0**			**0**			**0**
EX2/ES2			**0**			**0**			**0**		1	**1**			**0**
EX3/ES3			**0**			**0**		1	**1**		1	**1**			**0**
P1			**0**		1	**1**		2	**2**			**0**		6	**6**
P2			**0**			**0**		2	**2**		1	**1**		4	**4**
P3		7	**7**			**0**		1	**1**			**0**		6	**6**
P4	138	15	**153**	113	9	**122**	142	17	**159**	161	3	**164**	151	12	**163**
P5	534	13	**547**	545	4	**549**	647	9	**656**	415	1	**416**	376	359	**735**
SS1															**0**
SS2														1	**1**
SS3															**0**
SS4														2	**2**
S1	124	6	**130**	112	4	**116**	108	8	**116**	126	202	**328**		1	**1**
S2	164		**164**	180	4	**184**	194	5	**199**	77	2	**79**	1	67	**68**
S3	115		**115**	83	1	**84**	109	1	**110**	67		**67**			**0**
S4	66	3	**69**	60		**60**	49	1	**50**	1		**1**		7	**7**
S5	134	35	**169**	192	6	**198**	66	10	**76**		2	**2**	50	27	**77**
O1	1		**1**			**0**	1	1	**2**			**0**			**0**
O2			**0**		7	**7**			**0**		1	**1**		17	**17**
O3	11		**11**	12		**12**	17		**17**	1		**1**			**0**
O4	102	11	**113**	86	3	**89**	21	2	**23**	3	2	**5**		31	**31**
Total	**1,389**	**90**	**1,479**	**1,383**	**39**	**1,422**	**1,354**	**60**	**1,414**	**851**	**216**	**1,067**	**578**	**540**	**1,118**

Note: R: Regular, C: Contract, T: Total.

Table 29
Civil Servants Recruited by Position Level and Gender

Position Level	Male	Female	Total
P1	**4**	2	**6**
P2	1	3	**4**
P3	3	3	**6**
P4	88	75	**163**
P5	380	355	**735**
SS2	1		1
SS4	2		2
S1	1		**1**
S2	44	24	**68**
S4	6	1	**7**
S5	54	23	**77**
O2	6	11	17
O4	**31**		31
Total	**621**	**497**	**1,118**

Graph 9
Civil Servants Recruited by Position Category

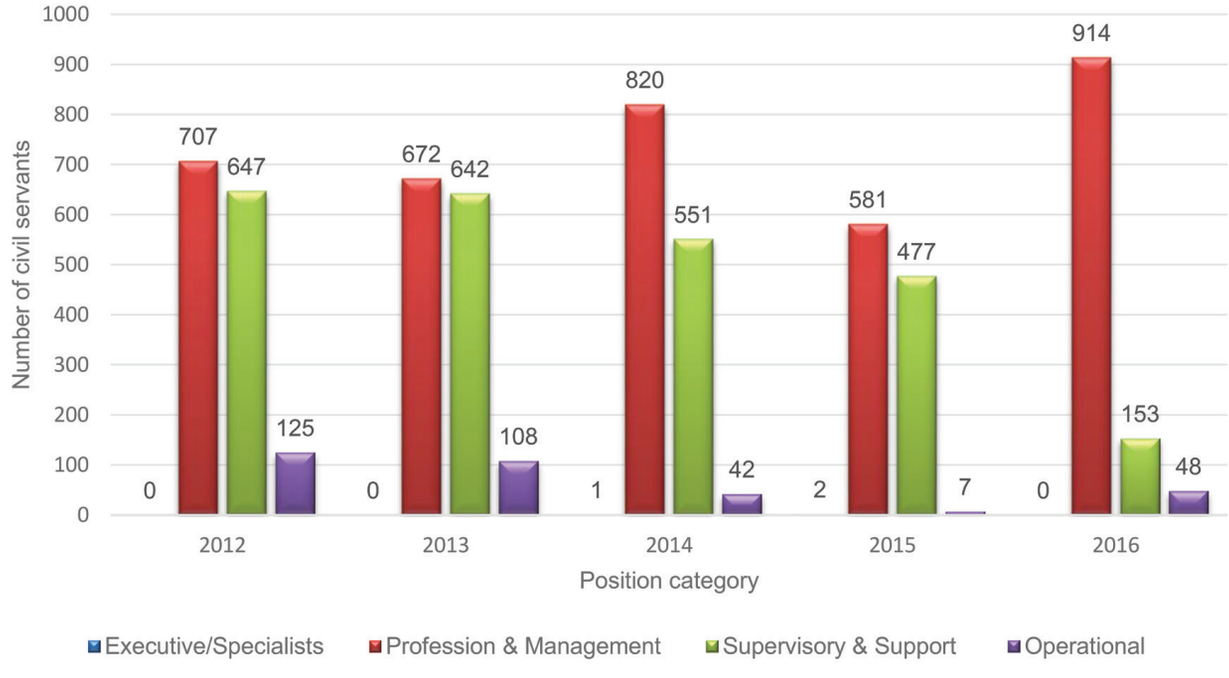


Table 30
Civil Servants Promoted (2012-2016)

Position Category/Position Level	2012	2013	2014	2015	2016
Executive Position					
EX1	4		5	2	1
EX2	9	9	14	9	5
EX3	17	9	14	6	10
Total	**30**	**18**	**33**	**17**	**16**
Specialist Position					
ES1		2		1	1
ES2	7	3	12	5	10
ES3	12	9	15	8	11
Total	**19**	**14**	**27**	**14**	**22**
Professional & Management Position					
P1	64	90	146	150	197
P2	239	272	375	377	371
P3	377	484	554	610	779
P4	826	888	1224	1069	751
P5	324	411	378	280	90
Total	**1,830**	**2,145**	**2,677**	**2,486**	**2,188**
Supervisory & Support Position					
SS1					
SS2					**32**
SS3					**349**
SS4					**220**
S1	277	404	441	391	433
S2	210	262	387	329	368
S3	276	261	235	304	623
S4	358	213	339	486	193
S5	106	125	109	53	35
Total	**1,227**	**1,265**	**1,511**	**1,563**	**2,253**
Operational Position					
O1	57	111	91	65	97
O2	91	119	71	45	53
O3	40	57	97	78	87
O4	0				1
Total	**188**	**287**	**259**	**188**	**238**
Grand Total	**3,294**	**3,729**	**4,507**	**4,268**	**4,717**

Table 31

Civil Servants Separated by Parent Agency and Position Level (Jan - Dec 2016)

Parent Agency	EX1	EX2	EX3	ES2	ES3	P1	P2	P3
His Majesty's Secretariat								
Judiciary								
Royal Court of Justice								
Legislative								
National Assembly Secretariat							1	
National Council								
Constitutional								
Royal Civil Service Commission	2					1		
Anti-Corruption Commission			1					1
Royal Audit Authority							1	
Ministry								
Ministry of Education	1					13	22	35
Ministry of Agriculture and Forests	1			2	2	9	6	4
Ministry of Health	1	1			2	2	5	2
Ministry of Home & Cultural Affairs	1					4	2	1
Ministry of Finance	1	1				2	7	2
Ministry of Works & Human Settlement						7	2	2
Ministry of Information & Communications	1	1					3	2
Ministry of Economic Affairs							4	2
Ministry of Foreign Affairs							1	1
Ministry of Labour & Human Resources	1				1	1		
Autonoumous & other Agency								
National Land Commission	1						1	2
Gross National Happiness Commission						2		
Dratshang Lhentshog								
Office of the Attorney General							1	2
National Statistics Bureau						1		1
Tourism Council of Bhutan								
National Commission for Women & Children								
Royal Institute of Management								
Bhutan Olympic Committee								
Centre for Bhutan Studies and GNH Research								1
Civil Society Organization Authority								
Drug Regulatory Authority								
Royal Education Council								1
Dzongkha Development Commission						1		
Royal Privy Council								
Bhutan Council for School Examination and Assessment								1
Bhutan Standards Bureau						1		
Jigme Singye Wangchuck School of Law								
Dzongkhag								
Trashigang								
Punakha								
Thromde								
Thimphu								
Total	**10**	**3**	**1**	**2**	**5**	**44**	**56**	**60**

	P4	P5	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
						1				1	1	1			**4**
					1	2	2	2		1	1		2	2	**13**
														1	**2**
		1													**1**
	2					1									**6**
	1														**3**
						1			1						**3**
	55	19						6	9	9	4	3	1	2	**179**
	2	1		13	16	23	13	7	7	2	9	1	3	3	**124**
	3	2	4	4	8	10	8	4	3	2	2	2	3		**68**
	2	10				3	2	15	8	8	6	1	1		**64**
	1	2	1		5	6	3	5	2	1		1	1		**41**
	1		3		1	3	3	1	1	1	8	2		4	**39**
	5	2			3	3	1	1	2	3				1	**28**
	1	1						4	2	1	2	1		2	**20**
	1	1					1	1		1	1			1	**9**
									1				1		**5**
		1	2			1	1			1			1		**11**
	2										1				**5**
						1					1			2	**4**
								1							**4**
	1														**3**
		1								1					**2**
											1				**1**
							1								**1**
						1									**1**
															1
														1	**1**
												1			**1**
															1
															1
												1			**1**
															1
															1
														1	**1**
	1				1										**2**
										1					**1**
							1			1	1				**3**
	78	**41**	**10**	**17**	**35**	**56**	**36**	**47**	**36**	**34**	**38**	**14**	**13**	**20**	**656**

Table 32

Civil Servants Separated by MOG (January - December 2016)

Major Occupational Groups (MOG)	Regular			Contract			Grand Total
	M	F	Total	M	F	Total	
Education & Training Services	64	45	**109**	17	15	**32**	**141**
Administration & Support Services	100	24	**124**	5	5	**10**	**134**
Architectural, Engineering & Land Services	78	8	**86**	4	2	**6**	**92**
Medical and Health Services	19	19	**38**	2	3	**5**	**43**
Agriculture & Livestock Services	29	9	**38**			**0**	**38**
Human Resource Services	32		**32**			**0**	**32**
Finance & Audit Services	26	5	**31**			**0**	**31**
Forestry & Environment Protection Services	29		**29**	1		**1**	**30**
Executive and Specialist Services	20	1	**21**			**0**	**21**
Information Communication &Technology Services	12	7	**19**	1		**1**	**20**
Planning & Research Services	15	3	**18**			**0**	**18**
Laboratory & Technical Services	6	6	**12**		1	**1**	**13**
Legal, Judiciary and Legislative Services	11	2	**13**			**0**	**13**
Library, Archives & Museum Services	6	3	**9**	1		**1**	**10**
Transportation & Aviation Services	3	2	**5**			**0**	**5**
Sports & Youth Services	2		**2**	2	1	**3**	**5**
Arts, Culture & Literary Services	4		**4**			**0**	**4**
Foreign Services	2	1	**3**			**0**	**3**
Trade, Industry & Tourism Services	3		**3**			**0**	**3**
Total	**461**	**135**	**596**	**33**	**27**	**60**	**656**

Table 33

Civil Servants Separated by Category of Separation (January - December 2016)

Position Level	TC	VR EX & ES	VR P1 & below		Superannuation EX & ES	Superannuation P1 & Below	ERS	Death		CR	Expiry of Contract	Contract Termination	Termination	Total
	R	R	R	C	R	R	R	R	C	R	C	C	R	
EX1	5				3		1	1						**10**
EX2					3									**3**
EX3							1							**1**
ES1														**0**
ES2		1			1									**2**
ES3		1			3		1							**5**
P1			10	1		25	4	2				1	1	**44**
P2			25	1		21	5	3				1		**56**
P3			37	8		5	1	5		2		1	1	**60**
P4			52	18		1		2		3		2		**78**
P5			20	7		3	1		1	5	1	2	1	**41**
SS1														**0**
SS2			6			3	1							**10**
SS3			7			4	6							**17**
SS4			16			7	3	8		1				**35**
S1			25	1		12	9	2		2		2	3	**56**
S2			17	1		8	1	5		3		1		**36**
S3			20			5	1	6		1			14	**47**
S4			17	2		3		3		3			8	**36**
S5			17	6		1		2		2		1	5	**34**
O1			17			11	3	5		2				**38**
O2			10	1		1		1		1				**14**
O3			10					1		2				**13**
O4			17	1				1		1				**20**
Total	**5**	**2**	**323**	**47**	**10**	**110**	**38**	**47**	**1**	**28**	**1**	**11**	**33**	**656**

Note: TC: Tenure Completion, R: Regular, C: Contract, CR: Compulsory Retirement, CR: Compulsory Retirement, ERS: Early Retirement Scheme, ERS: Early Retirement Scheme & VR: Voluntary Resignation.

Table 34

Civil Servants Separated by Position Level and Employment Type

Position Level	2012			2013			2014			2015			2016		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
No Level	2		**2**			**0**			**0**			**0**			**0**
EX1/ES1	1		**1**	2		**2**	6		**6**	3		**3**	10		**10**
EX2/ES2			**0**	7		**7**	5		**5**	4		**4**	5		**5**
EX3/ES3	5		**5**	29		**29**	6		**6**	7		**7**	6		**6**
P1	19		**19**	40	1	**41**	17	1	**18**	14		**14**	42	2	**44**
P2	19		**19**	41		**41**	42		**42**	55		**55**	54	2	**56**
P3	26	5	**31**	40	13	**53**	46	3	**49**	33	8	**41**	51	9	**60**
P4	18	26	**44**	44	38	**82**	53	18	**71**	54	21	**75**	58	20	**78**
P5	28	14	**42**	37	20	**57**	41	8	**49**	42	14	**56**	30	11	**41**
SS1															**0**
SS2													10		**10**
SS3													17		**17**
SS4													35		**35**
S1	13	1	**14**	28	4	**32**	35	5	**40**	41	2	**43**	53	3	**56**
S2	29		**29**	25	1	**26**	31		**31**	29	2	**31**	34	2	**36**
S3	12		**12**	16		**16**	30		**30**	34		**34**	47		**47**
S4	9		**9**	19	3	**22**	20	11	**31**	18		**18**	34	2	**36**
S5	38	1	**39**	46	8	**54**	16	5	**21**	25	35	**60**	27	7	**34**
O1	13		**13**	18		**18**	10	1	**11**	11		**11**	38		**38**
O2	3		**3**	11	1	**12**	4	1	**5**	4		**4**	13	1	**14**
O3	5		**5**	8		**8**	13		**13**	8		**8**	13		**13**
O4	11		**11**	15	3	**18**	13	1	**14**	8		**8**	19	1	**20**
Total	**251**	**47**	**298**	**426**	**92**	**518**	**388**	**54**	**442**	**390**	**82**	**472**	**596**	**60**	**656**

Table 35
Civil Servants Separated by Position Levels and Gender (Jan - Dec 2016)

Position Level	Male	Female	Total
EX1	9	1	**10**
EX2	3		**3**
EX3	1		**1**
ES2	2		**2**
ES3	5		**5**
P1	39	5	**44**
P2	46	10	**56**
P3	41	19	**60**
P4	45	33	**78**
P5	27	14	**41**
S1	49	7	**56**
S2	28	8	**36**
S3	36	11	**47**
S4	22	14	**36**
S5	21	13	**34**
SS2	6	4	**10**
SS3	11	6	**17**
SS4	25	10	**35**
O1	34	4	**38**
O2	13	1	**14**
O3	12	1	**13**
O4	19	1	**20**
Total	**494**	**162**	**656**

Graph 10
Trends of Civil Servants Recruited, Separated & Net Increase

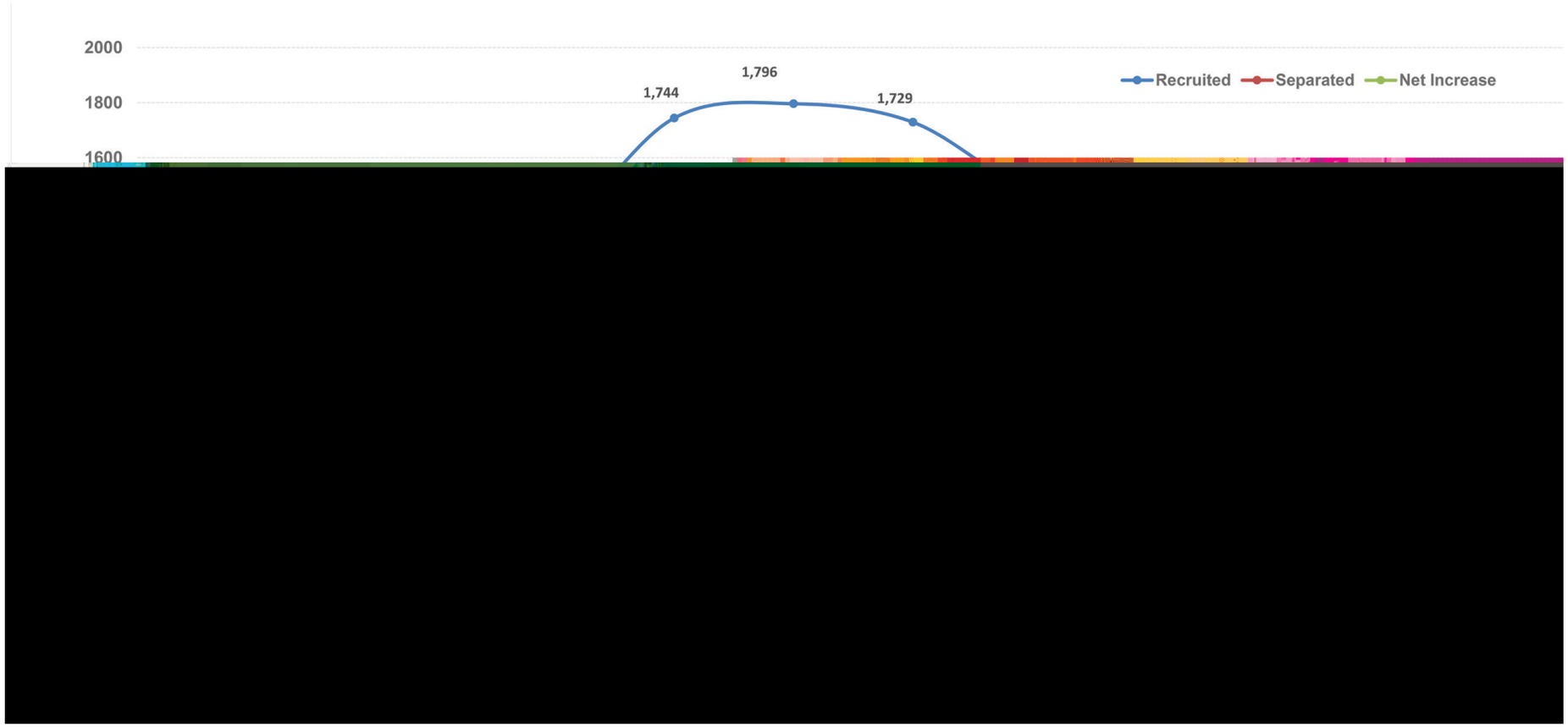


Table 38
Regular Civil Servants by Parent Agency and Qualification Level

Parent Agency	PhD	Master's Degree	P.G Diploma	P.G Certificate	Bachelor's Degree	Diploma	Certificate	Class X and Below	Class XII	FL	Total
His Majesty's Secretariat		2	1		7	1		6	1	6	**24**
His Majesty The 4th King Secretariat		2			1		1	3		5	**12**
Judiciary											
Royal Court of Justice		11	5		13	122	72	85	48	45	**401**
Supreme Court of Bhutan			2					1			**3**
Legislative											
National Assembly Secretariat		5	3		5	1	4	12	4		**34**
National Council		5	4		6	1	8	3	1	2	**30**
Constitutional											
Royal Audit Authority		21	65	4	22	35	28	17	3	9	**204**
Royal Civil Service Commission	1	47	76	1	27	4	14	11	6		**187**
Anti-Corruption Commission		17	18	2	25	9	1	6	7	1	**86**
Ministry											
Ministry of Education	2	842	1033	131	4576	140	842	1190	498	91	**9,345**
Ministry of Health	2	181	43	2	578	885	928	835	389	95	**3,938**
Ministry of Agriculture and Forests	20	219	96	3	601	1023	741	507	69	147	**3,426**
Ministry of Finance		145	228	20	170	540	192	216	12	62	**1,585**
Ministry of Works & Human Settlement		69	18	1	255	551	329	212	15	105	**1,555**
Ministry of Home & Cultural Affairs	1	130	28	4	304	30	121	400	71	145	**1,234**
Ministry of Information & Communications		59	20		183	140	85	194	31	16	**728**
Ministry of Economic Affairs	2	93	26	3	91	21	128	117	43	47	**571**
Ministry of Labour & Human Resources		31	27	1	58	108	29	48	12	12	**326**
Ministry of Foreign Affairs		36	19	1	22	2	13	35	4	17	**149**
Autonomous & other Agency											
National Land Commission		15	14	1	76	37	75	81	27	15	**341**
Office of the Attorney General		10	87		12	18	3	5		3	**138**
Gross National Happiness Commission		43	25		10		4	4	1	4	**91**
National Environment Commission		22	3		25	5	1	5	2	4	**67**

cont.

Table 38 cont.

Parent Agency	PhD	Master's Degree	P.G Diploma	P.G Certificate	Bachelor's Degree	Diploma	Certificate	Class X and Below	Class XII	FL	Total
Tourism Council of Bhutan		12	15		10	6	9	5	3	3	**63**
Royal Institute of Management	1	17	1		5	3	8	14	1	4	**54**
Bhutan Standards Bureau		5	2		14	10	2	16	2	1	**52**
National Statistics Bureau		10	2		11	19	1	4	1	1	**49**
Dratshang Lhentshog		1			2	2	4	17	2	12	**40**
Royal Education Council	2	16	1	2	2	2	3	5			**33**
Cabinet Secretariat		8	2		4	1	4	7	3	3	**32**
Bhutan Council for School Examination and Assessment		13		1	9		1	1	2		**27**
Dzongkha Development Commission	1	4	5	1	5	1	3	4	1		**25**
Bhutan Information Communications & Media Authority		7			9	1	4	3			**24**
Centre for Bhutan Studies and GNH Research		5	7	1	4			4	1		**22**
Drug Regulatory Authority		1			8	3	4	4	1	1	**22**
Construction Development Board		1			7	4	4	1		2	**19**
Bhutan Narcotic Control Agency		4	3	1	2			4	2		**16**
National Commission for Women & Children		4	5		1		1	5			**16**
Bhutan Olympic Committee					1		5	5	1	3	**15**
Jigme Singye Wangchuck School of Law		5	1		2	2		2			**12**
Royal Privy Council		1					1	3	2	1	**8**
Bhutan National Legal Institute			1		1			1	2	1	**6**
Bhutan Health Trust Fund	1		1				1	1	1		**5**
Civil Society Organization Authority		1						2	1		**4**
Thromde											
Thimphu		1			4	1	14	34	8	18	**80**
Phuentsholing					1		10	11	1	3	**26**
Gelephu								12	5	3	**20**
Samdrupjongkhar					1	1	3	7	4		**16**
Total	**33**	**2,121**	**1,887**	**180**	**7,170**	**3,729**	**3,701**	**4,165**	**1,288**	**887**	**25,161**

Note: FL : Functional Literacy

Table 39

Regular Civil Servants meeting the Minimum Qualification Criteria

Position Level	Master's Degree	Bachelor's Degree	Certificate	Class X and Below	Actual Strength	%
Executive						
EX1		24			28	85.71%
EX2		46			47	97.87%
EX3		59			62	95.16%
Total		**129**			**137**	**94.16%**
Specialists						
ES1	3				3	100.00%
ES2	29				32	90.63%
ES3	64				69	92.75%
Total	**96**				**104**	**92.31%**
Professional & Management						
P1		584			850	68.71%
P2		1,104			1,560	70.77%
P3		2,083			2,737	76.11%
P4		2,481			3,990	62.18%
P5		1,970			2,925	67.35%
Total		**8,222**			**12,062**	**68.16%**
Supervisory & Support						
S1			620		2,417	25.65%
S2			546		2,082	26.22%
S3			781		1,838	42.49%
S4			542		1,710	31.70%
S5			155		745	20.81%
SS1			2		2	100.00%
SS2			75		187	40.11%
SS3			320		815	39.26%
SS4			532		1,229	43.29%
Total			**3,573**		**11,025**	**32.41%**
Operational Staff						
O1				461	793	58.13%
O2				167	319	52.35%
O3				341	412	82.77%
O4				250	309	80.91%
Total				**1,219**	**1,833**	**66.50%**
Grand Total				**13,239**	**25,161**	**52.62%**

Table 40

Long-Term Implementation Status (Jan to Dec 2016)

Type of Training	Approved	Completed	Undergoing as on Dec 2016
PhD	5	4	30
Masters	257	203	683
Specialization	3		5
P.G Diploma	70	25	147
Bachelors	100	232	624
Diploma	4	14	25
Certificate	48	14	35
Non-Degree	2	1	2
Visiting Fellowship	1		4
Total	**490**	**493**	**1,555**

Table 41

Long-Term Training by Mode of Study

Type of Training	Full Time	Mixed Mode	Total
PhD	4	1	**5**
Masters	189	68	**257**
Specialization	3		**3**
P.G Diploma	5	65	**70**
Bachelors	26	74	**100**
Diploma	4		**4**
Certificate	48		**48**
Non-Degree	2		**2**
Visiting Fellowship	1		**1**
Total	**282**	**208**	**490**

Table 42

Long-Term Training Implemented by Country

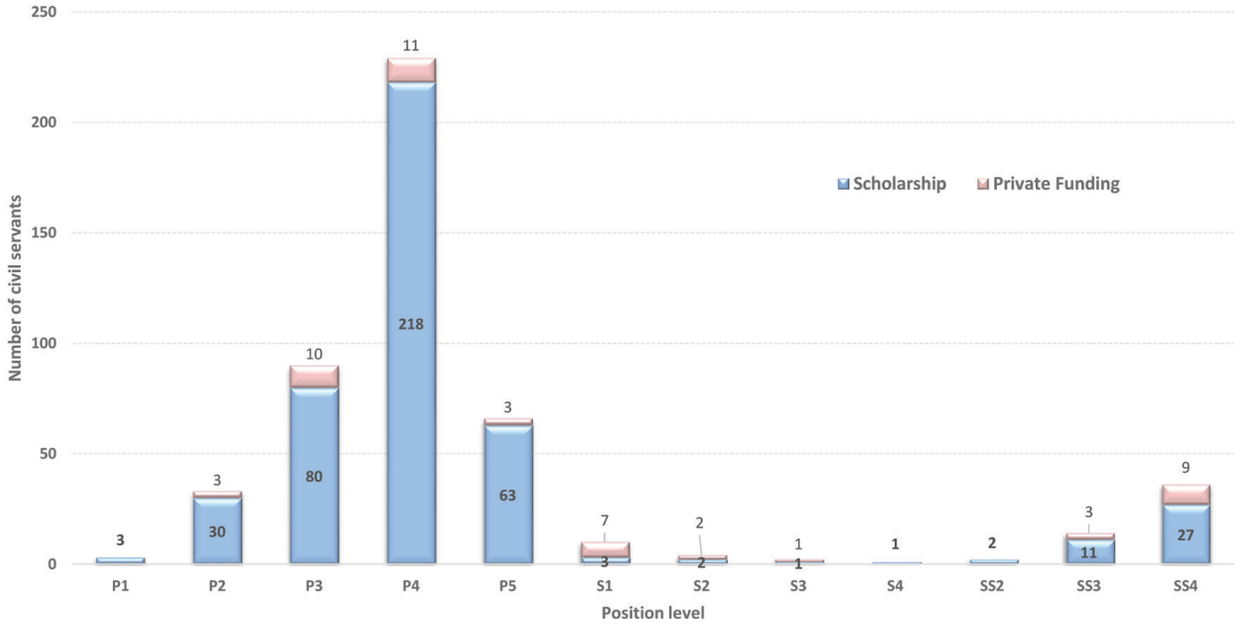
Country	PhD	Masters	Specialization	P.G Diploma	Bachelors	Diploma	Certificate	Non-Degree	Visiting Fellowship	Total
Bhutan		104		65	90		**1**			**260**
Thailand	1	67	2				**36**			**106**
India		33		4	9	2	**3**			**51**
Australia	4	17	1		1	1				**24**
Japan		6					**7**			**13**
United States		6						2		**8**
Austria		4								**4**
Switzerland						1			1	**2**
Philipines		2								**2**
Germany		2								**2**
Malaysia				1			**1**			**2**
United Kingdom		2								**2**
South Korea		2								2
Philippines		1								**1**
Mongolia		1								**1**
Singapore		1								**1**
Bangladesh		1								**1**
Sweden		1								**1**
New Zealand		1								**1**
France		1								**1**
Indonesia		1								**1**
Canada		1								**1**
Netherland		1								**1**
Netherlands		1								**1**
Nepal		1								**1**
Total	**5**	**257**	**3**	**70**	**100**	**4**	**48**	**2**	**1**	**490**

Table 43

Civil Servants Undergoing Long-Term Training as on December 2016

Country	PhD	Masters	Specialization	P.G Diploma	Bachelors	Diploma	Certificate	Non-Degree	Visiting Fellowship	Total
Bhutan		303		139	567	1	6			**1,016**
India		95	2	6	52	15	11		1	**182**
Thailand	2	113	2		2		11		1	**131**
Australia	19	88	1		2	6				**116**
Japan	3	12					5			**20**
Bangladesh		12				2				**14**
United States	1	10						2		**13**
Switzerland		3					2		1	**6**
Austria		5				1				**6**
Philipines		4		1						**5**
New Zealand		5								**5**
Netherland	1	4								**5**
United Kingdom	1	3								**4**
Canada	1	1							1	**3**
Germany	1	2								**3**
Singapore		3								**3**
Malaysia		2		1						**3**
UK		2								**2**
Sri Lanka		2								**2**
Netherlands		2								**2**
France	1	1								**2**
South Korea		4								4
Indonesia		1								**1**
Italy		1								**1**
Denmark		1								**1**
Philippines		1								**1**
Nepal		1								**1**
Sweden		1								**1**
Brunei Darussalam					1					**1**
Mongolia		1								**1**
Total	**30**	**683**	**5**	**147**	**624**	**25**	**35**	**2**	**4**	**1,555**

Graph 12
Long - Term Training by Type of Finding



Graph 13
Undergoing Long-Term Training by Parent Agecny through Private Funding

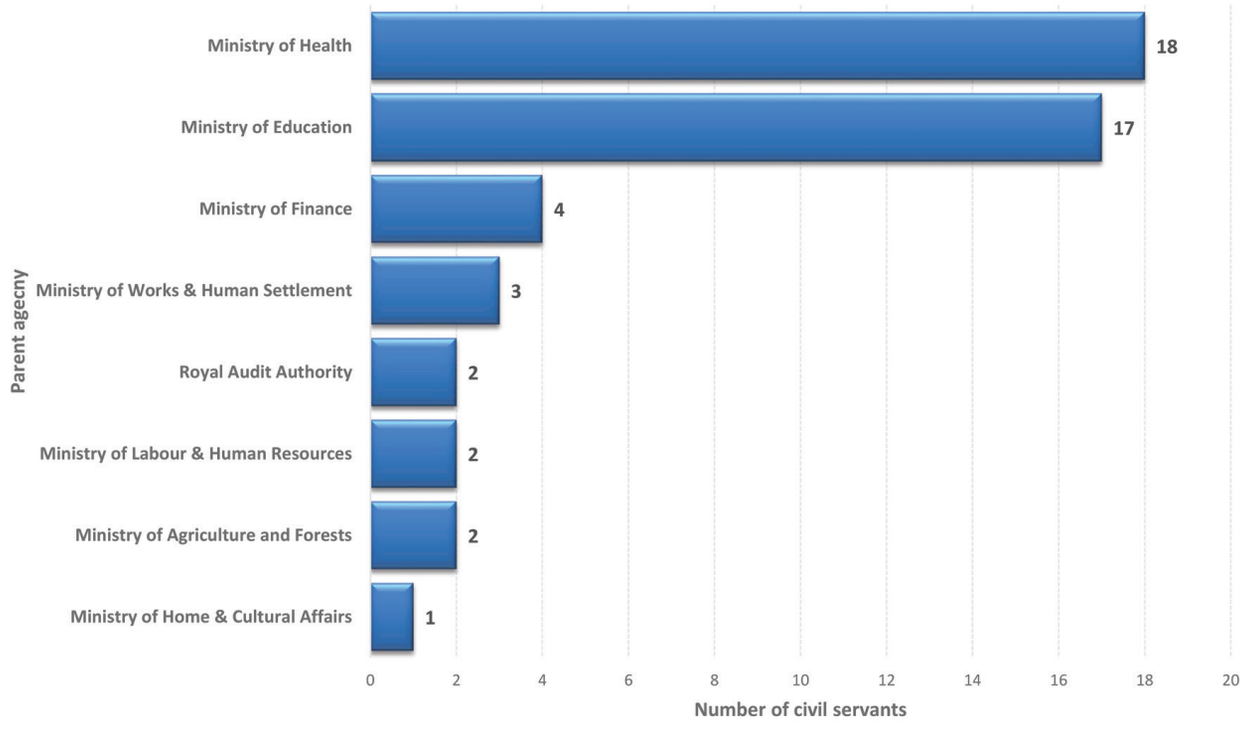


Table 44

Long-Term Training Implemented by Working Agency

Agency	PhD	Masters	Specialization	P.G Diploma	Bachelors	Diploma	Certificate	Non-Degree	Visiting Fellowship	Total
Judiciary										
Royal Court of Justice		3								**3**
Constitutional										
Royal Audit Authority		3				2				**5**
Royal Civil Service Commission		1		1						**2**
Anti-Corruption Commission						1	1			**2**
Ministry										
Ministry of Health		10			2		16			**28**
Ministry of Agriculture and Forests	2	20			1		2			**25**
Ministry of Finance		5		3	1		3			**12**
Ministry of Information & Communications		5								**5**
Ministry of Economic Affairs		2			1	1			1	**5**
Ministry of Labour & Human Resources		4								**4**
Ministry of Works & Human Settlement		2						1		**3**
Ministry of Home & Cultural Affairs		3								**3**
Ministry of Education		2								**2**
Autonomous Agecny										
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)		8	3		7		12			**30**
Royal Institute of Management	2	1								**3**
Jigme Singye Wangchuck School of Law		2								**2**
Cabinet Secretariat								1		**1**
National Land Commission		1								**1**
Centre for Bhutan Studies and GNH Research		1								**1**
Drug Regulatory Authority	1									**1**
Royal Court of Justice					1					**1**

cont.

Table 44 cont.

Agency	PhD	Masters	Specialization	P.G Diploma	Bachelors	Diploma	Certificate	Non-Degree	Visiting Fellowship	Total
Bhutan Narcotic Control Agency				1						**1**
Tourism Council of Bhutan		1								**1**
Bhutan National Legal Institute		1								**1**
National Environment Commission		1								**1**
Dzongkhag										
Chhukha		15		5	5		1			**26**
Paro		14		3	9					**26**
Samtse		21		3	1					**25**
Sarpang		11		2	9					**22**
Trashigang		10		5	6		1			**22**
Punakha		7		4	8		3			**22**
Wangdue Phodrang		13		2	4		2			**21**
Bumthang		10		2	5					**17**
Pemagatsel		8		1	7					**16**
Zhemgang		8		6						**14**
Tsirang		5		5	2		2			**14**
Samdrupjongkhar		8		3	3					**14**
Trashiyangtse		6		4	2		1			**13**
Thimphu		4		3	4					**11**
Lhuntse		5		2	2		2			**11**
Dagana		8		1	1					**10**
Monggar		4		2	4					**10**
Haa		3		3	2					**8**
Trongsa				2	3		1			**6**
Thromde										
Thimphu		16		4	6		1			**27**
Gelephu		2		1	2					**5**
Samdrupjongkhar		2		1	1					**4**
Phuentsholing		1		1	1					**3**
Total	**5**	**257**	**3**	**70**	**100**	**4**	**48**	**2**	**1**	**490**

Table 45
Long-Term Training by Source of Funding

Source of Finding	PhD	Masters	Specialization	P.G Diploma	Bachelors	Diploma	Certificate	Non-Degree	Visiting Fellowship	Total
RGoB	2	90		65	74		2			**233**
RGoB (MoH)		12	1				35			**48**
Pvt Funding		26			22					**48**
TICA		34								**34**
University Scholarship	2	22			1					**25**
Others		4	1		1		2			**8**
Royal Govt. of Bhutan		5			1					**6**
TCS Colombo Plan				2			3			**5**
Office of Gyalpoi Zimpon		5								**5**
World Bank/Govt. of Japan		5								**5**
Trongsa Penlop Scholarship		4								**4**
Govt. of India:CP-TCS		2				2				**4**
GOI/RGOB		4								**4**
Monbukagakusho/ADB/Inter American Development Bank							3			**3**
Nehru-Wangchuck Scholarship		3								**3**
Govt. of India (GoI)		3								**3**
TICA & RGoB (MoH)		3								**3**
Office of the Gyalpoi Zimpon		3								**3**
WHO/TDR		2								**2**
TICA/RGOB		2								**2**
WTO						1			1	**2**
Austrian Development Agency		2								**2**
USA: Humphry Scholarship								2		**2**
NFP		2								**2**
JICA/JOCV							2			**2**
OEAD		2								**2**
ADB		2								**2**
Colombo Plan Secretariat				1						**1**

cont.

Table 45 cont.

Source of Finding	PhD	Masters	Specialization	P.G Diploma	Bachelors	Diploma	Certificate	Non-Degree	Visiting Fellowship	Total
RGOB/FAO/UNDP/IFDP/IFMP		1								**1**
Erasmus Mundus Scholarship		1								**1**
ADB Japan Scholarship		1								**1**
Kasetsart University		1								**1**
SDC/Helvetas Project						1				**1**
Chevening Scholarship		1								**1**
Govt. of India:TCS/ITEC				1						**1**
Global Korean Scholarship , Seoul		1								**1**
Lee Kuan Yew School Graduate Scholarship		1								**1**
University & RGoB (MoH)			1							**1**
SDC & ADA		1								**1**
Open scholarship(Swedish Institute Scholarship)		1								**1**
Austrain Govt/SDC Helvetas		1								**1**
Colombo Plan/Universiti Sains Malaysia							1			**1**
Govt. of Japan: Monbusho		1								**1**
DAAD/SHRD		1								**1**
Govt. of Korea (Korea (KDI School of Public Policy & mgt.)		1								**1**
Princess Maha Chakri Sirindhorns scholarship		1								**1**
ITEC/BIMSTEC				1						**1**
Private Funding (Swiss Healthcare Committee)		1								**1**
USA:University Scholarship		1								**1**
Deutscher Akademischer Austaush Dienst (DAAD)		1								**1**
World Bank		1								**1**
RAP II		1								**1**
John Allwright Fellowship Award	1									**1**
RED					1					**1**
Open Scholarship (Joint Japan/World Bank Graduate Scholarship Program (JJ/WBGSP)		1								**1**
Total	**5**	**257**	**3**	**70**	**100**	**4**	**48**	**2**	**1**	**490**

Table 46

Long-Term Training Availed by Civil Servants (2009 - 2016)

Qualification	2008	2009	2010	2011	2012	2013	2014	2015	2016
PhD	5	14	15	11	13	12	6	3	5
Masters	107	225	246	223	309	219	350	237	257
Specialization								2	3
P.G Dip. /P.G Cert.	26	17	1	2	50		58	27	70
Bachelors	39	137	271	209	497	223	321	174	100
Diploma	14	53	51	35	76	32	21	20	4
Certificate	36	29	21	22	33	23	26	28	48
Non-Degree								1	2
Counterpart Training								20	
Visiting Fewllowship								1	1
Grand Total	**227**	**475**	**605**	**502**	**978**	**509**	**782**	**513**	**490**

Table 47

Earmarked Undergraduate Scholarships for Civil Service by Country in 2017

Discipline	India	Bhutan	Sri Lanka	Bangladesh	Canada	United Kingdom	USA	Malaysia	Thailand	Malalysia	Total
Medicine											
B. Audiology	1										**1**
B. Microbiology	1										**1**
B. Speech Therapy	1										**1**
MBBS			25	5							**30**
Biological Sciences											
B.Sc Agriculture	1										**1**
B.Sc Horticulture	1										**1**
B.Sc Veterinary Science	2										**2**
Engineering											
B. Statistics	8										**8**
B.E/B. Tech Mining Engineering	2										**2**
B.E/B.Tech Civil Engineering	2										**2**
B.Sc Chemistry	1										**1**
B.Sc Geographic Information System	2										**2**
B.Sc Geology	2										**2**
B.Sc Meteorology							2				**2**
B.Tech Aeronautical Engineering (Major in Aircraft Maintenance)						2					**2**
B.Tech Aeronautical Engineering (Major in Avionics)									1		**1**
Total											**59**

Source: DAHE, MoE

Table 48

Civil Servants on Secondment by Working Agency

Agency	Number of Civil Servants
His Majestys Secretariat	28
Gyalzim's Office	3
Armed Forces School Project	3
Army Welfare Project	1
People's Project	1
Queen's Project Office	1
Royal Academy Project	10
Ministry of Economic Affairs	2
Ministry of Education	1
Bumthang Dzongkhag	1
Chhukha Dzongkhag	1
Dagana Dzongkhag	2
Paro Dzongkhag	1
Pemagatsel Dzongkhag	2
Gasa Dzongkhag	2
Haa Dzongkhag	1
Lhuntse Dzongkhag	2
Monggar Dzongkhag	2
Punakha Dzongkhag	1
Samdrupkjongkhar Dzongkhag	2
Samtse Dzongkhag	1
Sarpang Dzongkhag	1
Thimphu Dzongkhag	1
Trashiyangtse Dzongkhag	1
Trashigang Dzongkhag	2
Trongsa Dzongkhag	1
Tsirang Dzongkhag	2
Wangdue Phodrand Dzongkhag	1
Zhemgang Dzongkhag	2
Bhutan Olympic Committee	1
Cabinet Secretariat	1
Royal Audit Authority	1
Bhutan Standards Bureau	1
Royal Institute for Governance and Strategic	1
University of Medical Sciences of Bhutan	3
National Council	2
Corporations	1
Bay of Bengal Initiatives for Multi-Sectoral	1
Department of SAARC & Regional Organizations	1
World Health Organisation	2
Total	**94**

Table 49
Civil Servants on Extraordinary Leave by Position Levels and Gender

Position Level	Male	Female	Total[1]
EX3	1		1
ES3	3		3
P1	16	8	24
P2	24	14	38
P3	46	44	90
P4	30	67	97
P5	10	6	16
SS2	3	2	5
SS3	13	5	18
SS4	8	20	28
S1	16	28	44
S2	5	21	26
S3	8	11	19
S4	1	13	14
S5		8	8
O1	4	2	6
O3	3	1	4
O4	1		1
Total	**192**	**250**	**442**

Note: [1]The figures are as on 31st December 2016

Graph 14
Civil Servants on Extraordinary Leave by MOGs and Gender (as on 31 st December 2016)

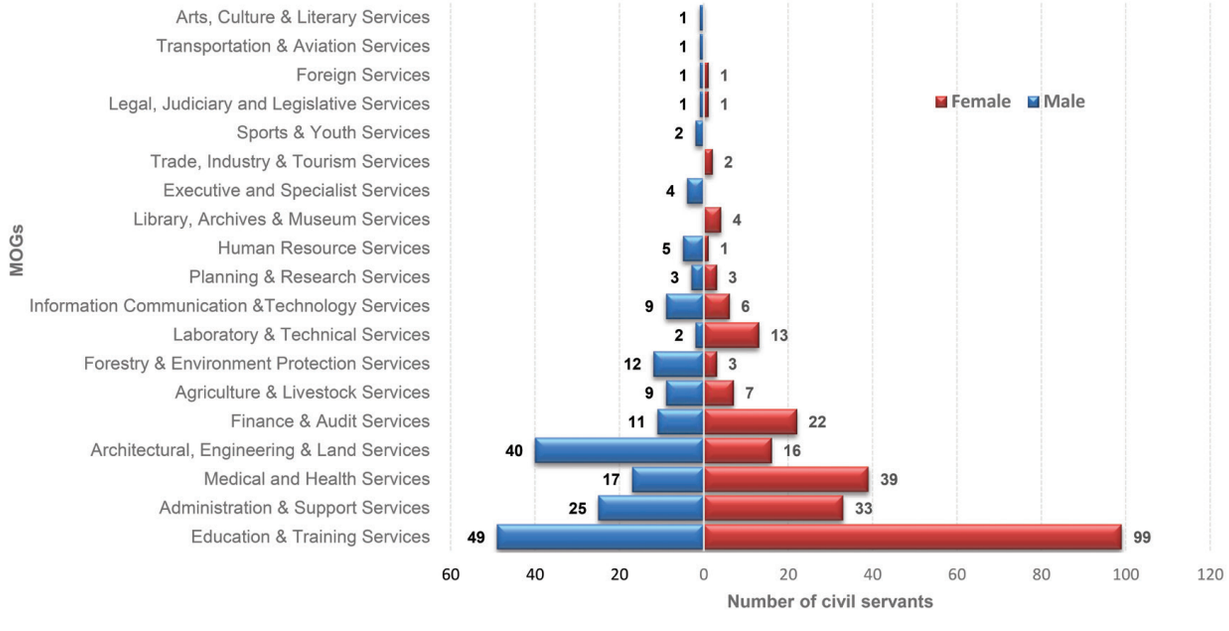


Table 50

Civil Servants on Extraordinary Leave by Working Agency and Gender

Working Agency	Male	Female	Total[1]
His Majesty's Secretariat	2		2
Royal Court of Justice		1	1
Legislative			
National Assembly Secretariat	2	1	3
National Council	1		1
Constitutional			
Royal Civil Service Commission	3	1	4
Royal Audit Authority		2	2
Ministry			
Ministry of Agriculture and Forests	26	21	47
Ministry of Health	15	17	32
Ministry of Finance	11	11	22
Ministry of Home & Cultural Affairs	8	6	14
Ministry of Economic Affairs	5	5	10
Ministry of Works & Human Settlement	7	1	8
Ministry of Education	5	1	6
Ministry of Information & Communications	3	2	5
Ministry of Foreign Affairs	3	2	5
Ministry of Labour & Human Resources	2	2	4
Autonomous Agecy			
Jigme Dorji Wangchuk National Referral Hospital	7	27	34
National Land Commission	6	4	10
Bhutan Standards Bureau	3	2	5
Gross National Happiness Commission	2	2	4
National Environment Commission		3	3
National Statistics Bureau	1	2	3
Bhutan Council for School Examination and Assessment	1	1	2
Royal Education Council	1	1	2
Centre for Bhutan Studies and GNH Research		1	1
Cabinet Secretariat		1	1
Dzongkha Development Commission		1	1
Bhutan Narcotic Control Agency	1		1
National Commission for Women & Children		1	1
Dzongkhag			
Thimphu	10	10	20
Paro	4	12	16
Chhukha	7	7	14
Wangdue	3	11	14
Tsirang	5	5	10
Punakha	3	6	9
Sarpang	5	3	8
Bumthang	4	4	8

cont.

Table 50 cont.

Working Agency	Male	Female	Total[1]
Trashigang	3	3	6
Samtse	3	3	6
Haa	2	4	6
Monggar	2	4	6
Trongsa	2	3	5
Trashiyangtse	3	2	5
Samdrupjongkhar	1	2	3
Dagana	2		2
Zhemgang	1	1	2
Pemagatsel	1	1	2
Thromde			
Thimphu	15	39	54
Phuentsholing		6	6
Gelephu	1	4	5
Samdrupjongkhar		1	1
Total	**192**	**250**	**442**

Note: [1]The figure is as on 31st December 2016

Table 51
Expatriates by Parent Agency and Employment Type

Parent Agency	Regular	Contract	Total
Ministry of Education		315	**315**
Ministry of Health	6	32	**38**
Ministry of Works & Human Settlement	6	8	**14**
Ministry of Home & Cultural Affairs	1	2	**3**
Ministry of Finance	1	1	**2**
Ministry of Foreign Affairs	2		**2**
Ministry of Economic Affairs		1	**1**
Ministry of Information & Communications		1	**1**
Total	**16**	**360**	**376**
% of total Civil Service Strength		**1.42%**	

Table 52

International Volunteers by Parent Agency

Parent Agency	AV	BCFV	FFT	JOCV	SV	Total
Ministry of Education		2		10		**12**
Ministry of Agriculture & Forests	6			3	1	**10**
Ministry of Labour and Human Resources	1		4	2	1	**8**
Jigme Dorji Wangchuck National Referral Hospital	1			3		**4**
Ministry of Health				4		**4**
HM Secretariat			2			**2**
Bhuan Olympic Committee				2		**2**
Phuntsholing Thromde					1	**1**
Ministry of Works and Human Settlement				1		**1**
National Land Commission					1	**1**
Bhutan Chamber of Commerce and Industries				1		**1**
Toursim Counsil of Bhutan			1			**1**
Ministry of Home and Cultural Affairs				1		**1**
Bhutan Narcotic Control Agency					1	**1**
Total	**8**	**2**	**7**	**27**	**5**	**49**

Note : AV= Australian Volunteers, BCFV= Bhutan Canada Foundation Volunteers, FFT = Friends From Thailand, JOCV = Japan Overseas Co-operation Volunteers & SV: Senior Volunteers

Part III – Spotlight on Super Structure

Introduction

Super Structure as part of the Bhutan Civil Service System reform was initiated with the objective to uphold the principle of placing the Right Person to the Right Job and to retain professionals by allowing movement of civil servants only to the relevant positions. Super structure is made up of five overarching groups: Executive & Specialist Services; Administration Services; Finance Services; Education Services; and Technical Services. The main benefit of this change is to uphold the integrity of the various entry systems into the five groups that make up the super structure. This will address a major weakness in the past approach that allowed people to change MOG, irrespective of their original entry, after the completion 10 years of service. Therefore, super structure was approved by the 72nd Commission Meeting with effective from 2/8/2016 to uphold the above objective.

Accordingly, all civil servants are assigned to one of the five super structure groups which are reflected in individual curriculum vitae in Civil Service Information System (CSIS). The Major Occupational Groups, Subgroups & positions for the five super structure groups are identified in Schedule II of Super Structure.

The super structure framework now serves as a guide for Human Resource Officer to allow movement of civil servants within their professional areas as well as ensure specialisation in their profession. This framework is used during open competition for purpose of short listing & selection, change in position title and for transfer of civil servants.

The statistics of civil servants by super structure group, position category, position level, MOG, Agencies, Parent Agency, Age and gender are given below which provides information for the Agency to be used when positions are opened up. With the super structure, the Agency will now be able to determine the number of eligible civil servants for the announced position since movement is allowed only within the individual super structure group.

A special feature of Super Structure is the position of "Officer on Special Assignment". This is a time bound assignment within the civil service which allows individual civil servants to move within the super structure group while maintaining the original profession. This is the flexibility rendered for all civil servants to experience diversity in their long civil service career while remaining in individual super structure group.

Graph 15

Percentage of Civil Servants within Super Structure by Gender

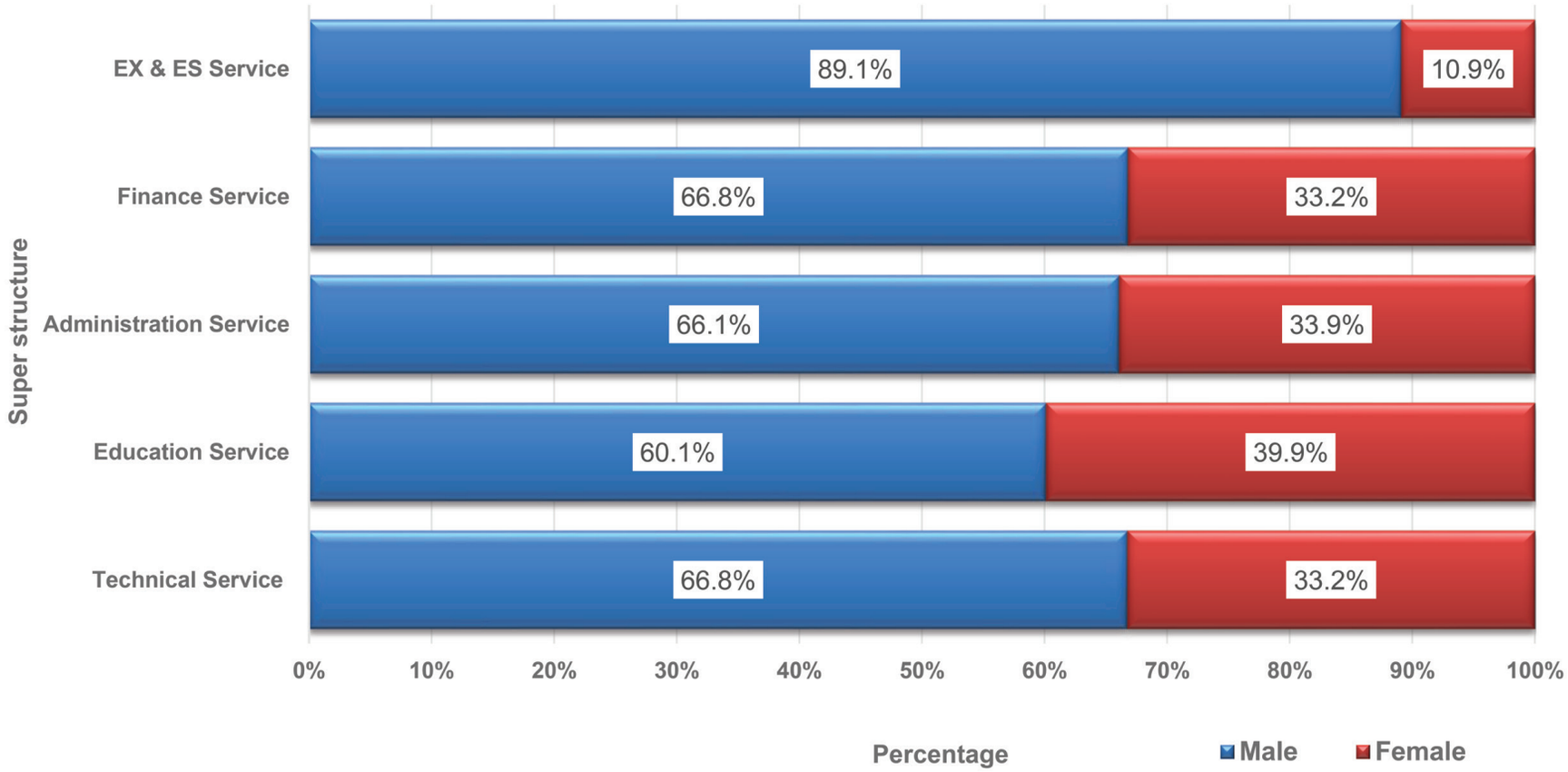


Table 53
Civil Servants by Age Group and Super Structure

Age Group	NoLvl[1]			EX & ES Services			Administration Services			Education Services			Finance Services			Technical Services			Grand Total
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	
18 - 19 yrs								1	1	3	2	5							**6**
20 - 24 yrs							63	60	123	146	226	372	7	12	19	170	196	366	**880**
25 - 29 yrs							467	388	855	1,185	963	2,148	176	158	334	1,562	1,127	2,689	**6,026**
30 - 34 yrs							810	514	1,324	1,554	1,044	2,598	353	218	571	1,616	1,066	2,682	**7,175**
35 - 39 yrs				1		1	743	340	1,083	1,264	837	2,101	241	101	342	1,304	663	1,967	**5,494**
40 - 44 yrs		1	1	6	3	9	457	143	600	631	372	1,003	166	70	236	934	277	1,211	**3,060**
45 - 49 yrs	1		1	54	7	61	343	129	472	424	145	569	153	38	191	734	132	866	**2,160**
50 - 54 yrs	1		1	74	11	85	202	53	255	288	112	400	103	15	118	573	70	643	**1,502**
55 - 60 yrs				78	5	83	79	10	89	161	55	216	29	1	30	219	15	234	**652**
60 < yrs				6		6	29	1	30	13	2	15	6		6	15	2	17	**74**
Total	**2**	**1**	**3**	**219**	**26**	**245**	**3,193**	**1,639**	**4,832**	**5,669**	**3,758**	**9,427**	**1,234**	**613**	**1,847**	**7,127**	**3,548**	**10,675**	**27,029**

Note: [1]Eminent Members of the National Council
M: Male, F: Female & T: Total

Table 54
Civil Servants by Super Structure and Position Category

Super Structure/MOGs	Executive			Specialists			Professional & Management			Supervisory & Support			Operational Staff			Grand Total
	C	R	T	C	R	T	C	R	T	C	R	T	C	R	T	
EX & ES Service																
No Level		3	3													**3**
Executive and Specialist Services	3	133	136	3	104	107										**243**
Administration & Support Services	1	1	2													2
Administration Services																
Administration & Support Services							22	581	603	32	1,259	1,291	111	1,652	1,763	**3,657**
Human Resource Services							1	233	234	1	178	179				**413**
Planning & Research Services							63	193	256		6	6				**262**
Architectural, Engineering & Land Services							18	57	75	1	56	57				**132**
Trade, Industry & Tourism Services								100	100		18	18				**118**
Transportation & Aviation Services								26	26		66	66				**92**
Foreign Services																
Information Communication &Technology Services								38	38							**38**
Legal, Judiciary and Legislative Services								27	27							**27**
Arts, Culture & Literary Services								17	17							**17**
Education Services																
Education & Training Services							825	7,930	8,755	240	145	385				**9,140**
Sports & Youth Services								73	73	128	4	132				**205**
Administration & Support Services								1	1				73		73	**74**
Legal, Judiciary and Legislative Services								8	8							**8**
Finance Services																
Finance & Audit Services							1	511	512	13	1,010	1,023				**1,535**
Administration & Support Services								75	75		233	233				**308**
Legal, Judiciary and Legislative Services								4	4							**4**

cont.

Table 54 cont.

Super Structure/MOGs	Executive			Specialists			Professional & Management			Supervisory & Support			Operational Staff			Grand Total
	C	R	T	C	R	T	C	R	T	C	R	T	C	R	T	
Technical Services																
Medical and Health Services							62	498	560	54	2,378	2,432		1	1	**2,993**
Architectural, Engineering & Land Services							15	576	591	53	1,735	1,788	13	179	192	**2,571**
Forestry & Environment Protection Services							2	211	213	28	1,224	1,252				**1,465**
Agriculture & Livestock Services							1	306	307		967	967				**1,274**
Laboratory & Technical Services							2	65	67	76	760	836				**903**
Legal, Judiciary and Legislative Services							1	146	147	3	280	283				**430**
Information Communication &Technology Services							9	159	168	1	203	204				**372**
Library, Archives & Museum Services								27	27	2	325	327				**354**
Transportation & Aviation Services							1	17	18		133	133				**151**
Administration & Support Services							1	53	54		2	2		1	1	**57**
Planning & Research Services								31	31		22	22				**53**
Arts, Culture & Literary Services								27	27	4	21	25				**52**
Total	**4**	**137**	**141**	**3**	**104**	**107**	**1,028**	**12,062**	**13,090**	**636**	**11,025**	**11,661**	**197**	**1,833**	**2,030**	**27,029**

Note: [1]Eminent Members of the National Council
C: Contract, R: Regular & T: Total

Table 55

Civil Servants by Super Structure and Position Level

Position Level	EX & ES Services			Administration Services			Education Services			Finance Services			Technical Services			Grand Total
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	
No Level[1]	2	1	**3**													**3**
EX1	25		**25**													**25**
EX2	47	2	**49**													**49**
EX3	55	9	**64**													**64**
ES1	2	1	**3**													**3**
ES2	31	3	**34**													**34**
ES3	59	11	**70**													**70**
P1				139	24	**163**	228	153	**381**	44	4	**48**	236	38	**274**	**866**
P2				136	40	**176**	708	291	**999**	61	22	**83**	249	78	**327**	**1,585**
P3				129	49	**178**	1,118	839	**1,957**	82	32	**114**	439	145	**584**	**2,833**
P4				242	104	**346**	1,601	1,153	**2,754**	105	53	**158**	659	284	**943**	**4,201**
P5				365	224	**589**	1,603	1,143	**2,746**	124	64	**188**	47	35	**82**	**3,605**
SS1					1	**1**							1		**1**	**2**
SS2				2		**2**							109	78	**187**	**189**
SS3				7	7	**14**	9		**9**	44	11	**55**	597	140	**737**	**815**
SS4				29	14	**43**	37	5	**42**	123	36	**159**	662	342	**1,004**	**1,248**
S1				65	56	**121**	46	20	**66**	308	204	**512**	1,141	619	**1,760**	**2,459**
S2				95	121	**216**	169	79	**248**	189	98	**287**	1,029	560	**1,589**	**2,340**
S3				136	139	**275**	1	1	**2**	57	38	**95**	876	598	**1,474**	**1,846**
S4				168	304	**472**	12	3	**15**	65	34	**99**	661	500	**1,161**	**1,747**
S5				194	279	**473**	105	30	**135**	32	17	**49**	233	125	**358**	**1,015**
O1				525	131	**656**							138	4	**142**	**798**
O2				228	54	**282**	32	41	**73**				44	2	**46**	**401**
O3				338	71	**409**							4		**4**	**413**
O4				395	21	**416**							2		**2**	**418**
Total	**221**	**27**	**248**	**3,193**	**1,639**	**4,832**	**5,669**	**3,758**	**9,427**	**1,234**	**613**	**1,847**	**7,127**	**3,548**	**10,675**	**27,029**

Note: [1]Eminent Members of the National Council
M: Male, F:Female & T: Total

Table 56

Civil Servants by Working Agency and Super Structure

Working Agency	NoLvl[1]	EX & ES Services	Administration Services	Education Services	Finance Services	Technical Service s	Total
His Majestys Secretariat		9	46	2	8	8	**73**
His Majesty The 4th King Secretariat		3	25		1	1	**30**
Judiciary							
Royal Court of Justice			117		30	270	**417**
Supreme Court of Bhutan					1	1	**2**
Legislative							
National Assembly Secretariat		2	60		3	17	**82**
National Council	3	2	44		2	13	**64**
Constitutional							
Royal Audit Authority		3	37		159	20	**219**
Anti-Corruption Commission		2	50	8	5	31	**96**
Royal Civil Service Commission		5	65		3	17	**90**
Ministry							
Ministry of Agriculture and Forests		37	442	8	120	2,266	**2,873**
Ministry of Health		13	261		61	938	**1,273**
Ministry of Finance		6	134	4	597	107	**848**
Ministry of Works & Human Settlement		9	141		53	497	**700**
Ministry of Economic Affairs		12	219		31	362	**624**
Ministry of Home & Cultural Affairs		12	377	12	41	110	**552**
Ministry of Information & Communications		5	199		25	252	**481**
Ministry of Labour & Human Resources		7	148	143	28	35	**361**
Ministry of Education		5	138	102	21	40	**306**
Ministry of Foreign Affairs		11	151		20	5	**187**
Agency							
Jigme Dorji Wangchuk National Referral Hospital		30	59		13	817	**919**
National Land Commission		6	124		8	109	**247**
Tourism Council of Bhutan		2	34	18	9	11	**74**

cont.

Table 56 cont.

Working Agency	NoLvl[1]	EX & ES Services	Administration Services	Education Services	Finance Services	Technical Service s	Total
Gross National Happiness Commission		1	59		5	5	**70**
Dratshang Lhentshog		1	45	1	5	8	**60**
Royal Institute of Management		6	22	20	3	9	**60**
Bhutan Standards Bureau		1	9		1	43	**54**
Office of the Attorney General			8		2	42	**52**
Royal Education Council		4	15	26	3	3	**51**
National Environment Commission		2	18		2	28	**50**
Cabinet Secretariat		2	31		3	9	**45**
National Statistics Bureau			9		2	33	**44**
Bhutan Council for School Examination and Assess-ment		4	8	14	1	5	**32**
Dzongkha Development Commission		2	15		2	12	**31**
Bhutan Information Communications & Media Authority		1	15		1	12	**29**
Centre for Bhutan Studies and GNH Research		1	20		3	4	**28**
Construction Development Board			8		1	16	**25**
Drug Regulatory Authority			7		1	16	**24**
National Commission for Women & Children		1	14		4	3	**22**
Bhutan Narcotic Control Agency		1	14		1	3	**19**
Bhutan Olympic Committee		1	4	11	2		**18**
Bhutan National Legal Institute			5		4	8	**17**
Jigme Singye Wangchuck School of Law		1	6		2	5	**14**
Royal Privy Council			10		1	1	**12**
Bhutan Health Trust Fund		1	3		1	1	**6**
Civil Society Organization Authority			5		1		**6**
Dzongkhag							
Trashigang		2	134	725	45	398	**1,304**
Samtse		1	116	716	33	327	**1,193**
Chhukha		1	105	610	33	266	**1,015**
Paro		1	88	513	31	271	**904**

cont.

Table 56 cont.

Working Agency	NoLvl[1]	EX & ES Services	Administration Services	Education Services	Finance Services	Technical Service s	Total
Monggar		1	70	546	24	227	**868**
Wangdue Phodrang		1	73	447	30	254	**805**
Sarpang		1	82	425	26	208	**742**
Punakha		2	75	402	28	214	**721**
Dagana		1	75	401	25	213	**715**
Samdrupjongkhar		1	90	345	28	229	**693**
Pemagatsel		1	70	375	25	210	**681**
Zhemgang		1	73	325	23	211	**633**
Trashiyangtse		1	47	346	17	167	**578**
Tsirang		1	47	285	29	184	**546**
Bumthang		3	53	271	23	142	**492**
Lhuntse		1	46	261	18	154	**480**
Trongsa		1	46	253	17	130	**447**
Thimphu		1	59	206	21	144	**431**
Haa		1	48	205	15	112	**381**
Gasa		1	21	72	9	65	**168**
Thromde							
Thimphu		2	96	941	19	193	**1,251**
Phuentsholing		2	42	177	13	68	**302**
Gelephu		1	28	125	6	54	**214**
Samdrupjongkhar		1	23	86	6	36	**152**
Non-civil Service Agency							
Defence[2]					13	2	**15**
Corporations		2	2			1	**5**
Non Governemental Organizations		1	1			1	**3**
International Organizations		1	1			1	**3**
Total	**3**	**245**	**4,832**	**9,427**	**1,847**	**10,675**	**27,029**

Note: [1]Eminent Members of the National Council
[2]Finance and Accounts staff placed in RBG/RBA?RBP

Table 57

Civil Servants by Parent Agency and Super Structure

Parent Agency	NoLvl[1]	EX & ES Services	Administration Services	Education Services	Finance Services	Technical Services	Total
His Majesty's Secretariat		8	42		1	1	**52**
His Majesty The 4th King Secretariat		3	25				**28**
Judiciary							
Royal Court of Justice			126		2	275	**403**
Supreme Court of Bhutan			1			2	**3**
Legislative							
National Assembly Secretariat		2	59		1	5	**67**
National Council	3	2	42			7	**54**
Constitutional							
Royal Audit Authority		4	35		159	7	**205**
Royal Civil Service Commission		5	178		2	3	**188**
Anti-Corruption Commission		2	49	8	4	30	**93**
Ministry							
Ministry of Education		6	509	9,160	108	842	**10,625**
Ministry of Health		48	520		49	3,538	**4,155**
Ministry of Agriculture and Forests		37	449	8	30	2,955	**3,479**
Ministry of Finance		9	136	4	1,385	72	**1,606**
Ministry of Works & Human Settlement		13	172		37	1,358	**1,580**
Ministry of Home & Cultural Affairs		32	1,074	16	25	113	**1,260**
Ministry of Information & Communications		5	202		9	531	**747**
Ministry of Economic Affairs		13	216		4	340	**573**
Ministry of Labour & Human Resources		7	143	143	17	25	**335**
Ministry of Foreign Affairs		12	143			1	**156**
Agency							
National Land Commission		6	197		2	183	**388**
Office of the Attorney General			7			131	**138**
Gross National Happiness Commission		1	89			1	**91**
National Environment Commission		2	17			48	**67**

cont.

Table 57 cont.

Parent Agency	NoLvl[1]	EX & ES Services	Administration Services	Education Services	Finance Services	Technical Services	Total
Tourism Council of Bhutan		2	34	18	1	8	**63**
Royal Institute of Management		5	21	20	1	8	**55**
Dratshang Lhentshog		1	44	1	1	7	**54**
Bhutan Standards Bureau		1	8		1	42	**52**
National Statistics Bureau			8			41	**49**
Royal Education Council		4	14	24		1	**43**
Cabinet Secretariat		2	29		1	2	**34**
Bhutan Council for School Examination and Assessment		4	8	14		1	**27**
Dzongkha Development Commission		2	14		1	9	**26**
Bhutan Information Communications & Media Authority		1	14			10	**25**
Centre for Bhutan Studies and GNH Research		1	20		1	2	**24**
Drug Regulatory Authority			7			15	**22**
Construction Development Board			8			11	**19**
Bhutan Narcotic Control Agency		1	14			1	**16**
National Commission for Women & Children		1	14		1		**16**
Bhutan Olympic Committee			4	11			**15**
Jigme Singye Wangchuck School of Law		1	6		2	5	**14**
Royal Privy Council			10			1	**11**
Bhutan National Legal Institute			5			2	**7**
Bhutan Health Trust Fund		1	3			1	**5**
Civil Society Organization Authority			4				**4**
Thromde							
Thimphu		1	59			30	**90**
Phuentsholing			22			4	**26**
Gelephu			16		1	3	**20**
Samdrupjongkhar			15		1	3	**19**
Total	**3**	**245**	**4,832**	**9,427**	**1,847**	**10,675**	**27,029**

Note: [1]Eminent Members of the National Council