

**CIVIL SERVICE STATISTICS  
DECEMBER 2019**



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## Introduction

This Report presents an overview of the Civil Service statistics as on 31<sup>st</sup> December 2019. 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 55 tables and 15 graphs. The number of civil servants is disaggregated by Position Categories and Position Levels, and Major Occupational Groups and Sub-groups giving the overview of the Civil Service structure.

The number by Parent Agencies and Working Agencies give 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) 2018 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 31<sup>st</sup> December 2019. The information on civil servants pursuing higher education by type of training and by country are also made

available, which makes it easier for effective monitoring.

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 size of the Civil Service as on 31<sup>st</sup> December 2019 is 30,032 consisting of 25,852 regular civil servants and 4,180 on contract. Most civil servants on contract are in the teaching profession.

There has been a significant growth in the size of Civil Service over a period of one decade. The cumulative growth in the Civil Service strength as on 31<sup>st</sup> December 2019 compared to the strength on 31<sup>st</sup> December 2008 is 53.88%. The annual growth for the year 2019 was 4.94% compared to 1.95% in 2018, 3.90% in 2017, 1.60% in 2016, 1.10% in 2015, 4.00% in 2014, 4.25% in 2013, 4.86% in 2012, and 2.84% in 2011.

The civil servants under the Dzongkhag and Thromde Administrations as of 31<sup>st</sup> December 2019 has increased by 0.01% from 58.83% in 2018. Overall, the civil servants in Dzongkhag and Thromde Administrations have seen inconsistent growth and fall 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 rose to 57.12% in 2014, 57.14% in 2015, 58.14% in 2016, 59.13% in 2017, decreased to 58.83% in 2018 and increased to 58.84% in 2019 (Table 14).

As on 31<sup>st</sup> December 2019, the number of civil servants constituted 4.05% of the total population of the country (Table 2). The ratio of civil servants to population was 1:25. Female Civil Servants constituted 38.16% with an increase of 1.41% from 2018.

During January to December 2019, a total of 2,287 civil servants were recruited, 5,306 promoted, and 866 separated with a net increase of 1,421 Civil Servants (Graph 10).

The median age in the Civil Service is 35 years in 2019, whereas it was 34 in 2018. About 75% of the civil servants are below the age of 41 years (Graph 7).

## **Position Category and Position Level**

As on 31<sup>st</sup> December 2019, there are 286 (0.95%) civil servants in Executive and Specialist Category, 14,161 (47.15%) civil servants in Professional and Management Category, 13,015 (43.34%) in Supervisory and Support Category and 2,570 (8.56%) in Operational Category (Table 3).

## **Employment Type**

There are 25,852 regular civil servants equivalent to 86.08% and 4,180 on contract equivalent to 13.92% (Table 1). By working agencies, the Ministry of Agriculture and Forests has the highest number of regular employees with 2,778 followed by Ministry of Health with 1344 (Table 6). As Parent Agencies, the Ministry of Education has the highest number of contract employees with 2,677 followed by Ministry of Home and Cultural Affairs with 360 (Table 7).

Besides regular and contract civil servants, there are 2,327 as Elementary Service Personnel (ESP) and 2,219 as General Service Personnel (GSP), who are not considered as civil servants, and therefore kept outside the total strength of the Civil Service.

## **Agency**

By Working Agencies, the Ministry of Agriculture and Forests has the highest number of Civil Servants with 2,909 constituting 9.69% of the total strength. It was followed by Trashigang Dzongkhag with 1,481 constituting 4.93%, Ministry of Health with 1,440 constituting 4.79%, and Samtse Dzongkhag with 1,319 constituting 4.39%.

By Parent Agencies, the Ministry of Education has the highest number of civil servants with 11,953 constituting 39.80% of the total strength of the Civil Service. It was followed by the Ministry of Health with 4,668 constituting 15.54% and Ministry of Agriculture and Forest with 3,460 constituting 11.52% (Table 7).

## **Location**

Civil servants by location refers to civil servants working within the geographical perimeter of a Dzongkhag but not necessarily under Dzongkhag Administration. By location, Thimphu Dzongkhag has 8,607 civil servants which included



civil servants of all central agencies located within the perimeter of Thimphu Dzongkhag. It is followed by Chhukha with 2,141, and Sarpang with 2,003. Gasa Dzongkhag has the least number of 312 civil servants (Table 15).

As on 31<sup>st</sup> December 2019, 58.84% of the civil servants are working under Dzongkhag and Thromde Administrations (Table 14). Although by location, Thimphu Dzongkhag has the highest number of 8,607, only 485 civil servants are actually under Dzongkhag Administration. Thimphu Thromde has 1,322 civil servants and the rest are under Ministries and Central Agencies (Table 16). Under Dzongkhag Administration, the highest numbers of civil servants are under Trashigang with 1,481 followed by Samtse with 1,319 and Chhukha with 1,091. The other Dzongkhag Administrations have lesser number with least number of 218 civil servants under Gasa Dzongkhag Administration (Table 17).

### **Major Occupational Groups**

Amongst the 19 Major Occupational Groups, the Education and Training Services has the highest number of Civil Servants with 9,428 constituting 31.39%. It is followed by the General Administration and Support Services with 5,607 constituting 18.67% and Medical and Health Services with 3,514 constituting 11.70%. The Arts, Culture & Literacy Services has the least number of 76 civil servants constituting 0.25% of the total strength (Table 19 and Graph 4).

### **Gender**

Of the total of 30,032 civil servants, 11,459 are female Civil Servants constituting 38.16% of the total strength of the Civil Service. Among the Major Occupational Groups, the highest numbers of female civil servants are in the Education and Training Services with 3,882 constituting 13.56% of the total strength of the Civil Service and 41.18% within the MOG. It is followed by General Administration and Support Services with 2,318 and Medical and Health Services with 1,620 (Table 23).

### **Age Groups**

By age groups, about 75% of the civil servants are below the age of 41 years as on 31<sup>st</sup> December 2019 and around 25% of civil servants are younger than

29 years. The median age of civil servants is 35 years. A total of 7,247 civil servants equivalent to 24.13% fall under 30-34 years age group, followed by 6,244 civil servants equivalent to 20.79% under 35-39 years age group.

### **Recruitment**

From January to December 2019, a total of 2,287 civil servants are recruited, the highest being in Education and Training Services Group with 761, followed by Administration and Support Services Group with 627 and Medical and Health Services Group with 315 new recruits (Table 27).

### **Promotion**

A total of 5,306 civil servants are promoted from January to December 2019. It included 42 in Executive & Specialist Category, 2,443 in Professional and Management Category, 2,642 in Supervisory and Support Category, and 189 in Operational Category (Table 30).

### **Separation**

From January to December 2019, a total of 866 civil servants are separated with 19 from Executive & Specialist Category, 400 from Professional and Management, 370 from Supervisory and Support and 77 from Operational Category respectively.

### **Regular Civil Servants by Qualification**

Of the total 25,852 regular civil servants, 35 has PhD, 2560 has Masters Degree, 2405 has PG, 7582 has Bachelor's Degree while 13270 has diploma and lower qualification (Table 37).

### **Long-Term Training**

During January to December 2019, a total of 413 civil servants were sent for long-term training. Out of 413 candidates, 2 are undergoing Ph.D., 3 Super Specialization, 285 Masters Degree, 91 Bachelors, 2 Diploma, 2 Visiting fellowship and 23 Certificate.

## **Secondment**

As on 31<sup>st</sup> December 2019, there are 24 civil servants on Secondment in non-civil service agencies. (Table 47).

## **Extraordinary Leave**

A total of 675 civil servants availed Extraordinary Leave as of 31<sup>st</sup> December 2019. The highest number is at P3 position level which accounted for 201 civil servants and followed by 169 civil servants at P4 (Table 48).

## **Superstructure**

Amongst the five Superstructure groups, Technical Service has the highest number of civil servants with 11,492 and the least number in Executive and Specialist Service with 284.

## **Volunteers**

There are 36 volunteers out of which 14 are Japan Overseas Co-operation Volunteers (JOCV). The Ministry of Education recruited the highest international volunteers (Table-55).



## Part II - Detailed Statistics

### General

**Table 1**

**Summary**

Category	As of 31st December 2019	%
Regular (Bhutanese)	25,846	86.06%
Regular (Non-Bhutanese)	6	0.02%
Contract (Bhutanese)	4,044	13.47%
Contract (Non-Bhutanese)	136	0.45%
<b>Total Civil Service Strength</b>	<b>30,032</b>	<b>100%</b>
Total Regular	25,852	86.08%
Total Contract	4,180	13.92%
Total Female Civil Servants	11,459	38.16%
Total Male Civil Servants	18,573	61.84%
Total Civil Servants located in Thimphu	8,607	28.66%
Total Civil Servants outside Thimphu	21,329	71.02%
Total Civil Servants located outside the Country	96	0.32%
Total Civil Servants under Dzongkhag Administration & Thromde	17,670	58.84%
Total Expatriates in the Civil Service	142	0.47%
International Volunteers	36	0.12%
Substitute Teachers, Substitute for EOL, Substitute for Maternity Leave & Substitute for Study Leave	236	0.79%

The cumulative figures of Elementary Service Personnel and General Service Personnel as on 31st December 2018 are as follows:

1. Elementary Service Personnel<sup>1</sup> : 2,327
2. General Service Personnel<sup>2</sup> : 2,219

<sup>1&2</sup> Source: Department of Public Accounts, MoF

**Table 2**  
***Proportion of Civil Servants to Population***

Year	Number of civil servants	Population	%	Civil Servant to Population Ratio
2008	19,848	671,083	3%	1:34
2009	21,113	683,407	3%	1:32
2010	22,512	695,822	3%	1:31
2011	23,151	708,265	3%	1:31
2012	24,275	720,679	3%	1:30
2013	25,306	733,004	3%	1:29
2014	26,320	745,153	4%	1:28
2015	26,611	757,042	4%	1:28
2016	27,029	768,577	4%	1:28
2017	28,070	735,553	4%	1:26
2018	28,618	734,374	4%	1:26
2019	30,032	741,672	4%	1:25

Source: Population Projections of Bhutan 2005-2030, Population and Housing Census of Bhutan 2017 & Population Projections Bhutan 2017-2047

**Table 3**  
**Civil Servants by Position Category and Years of Service by Employment Type**

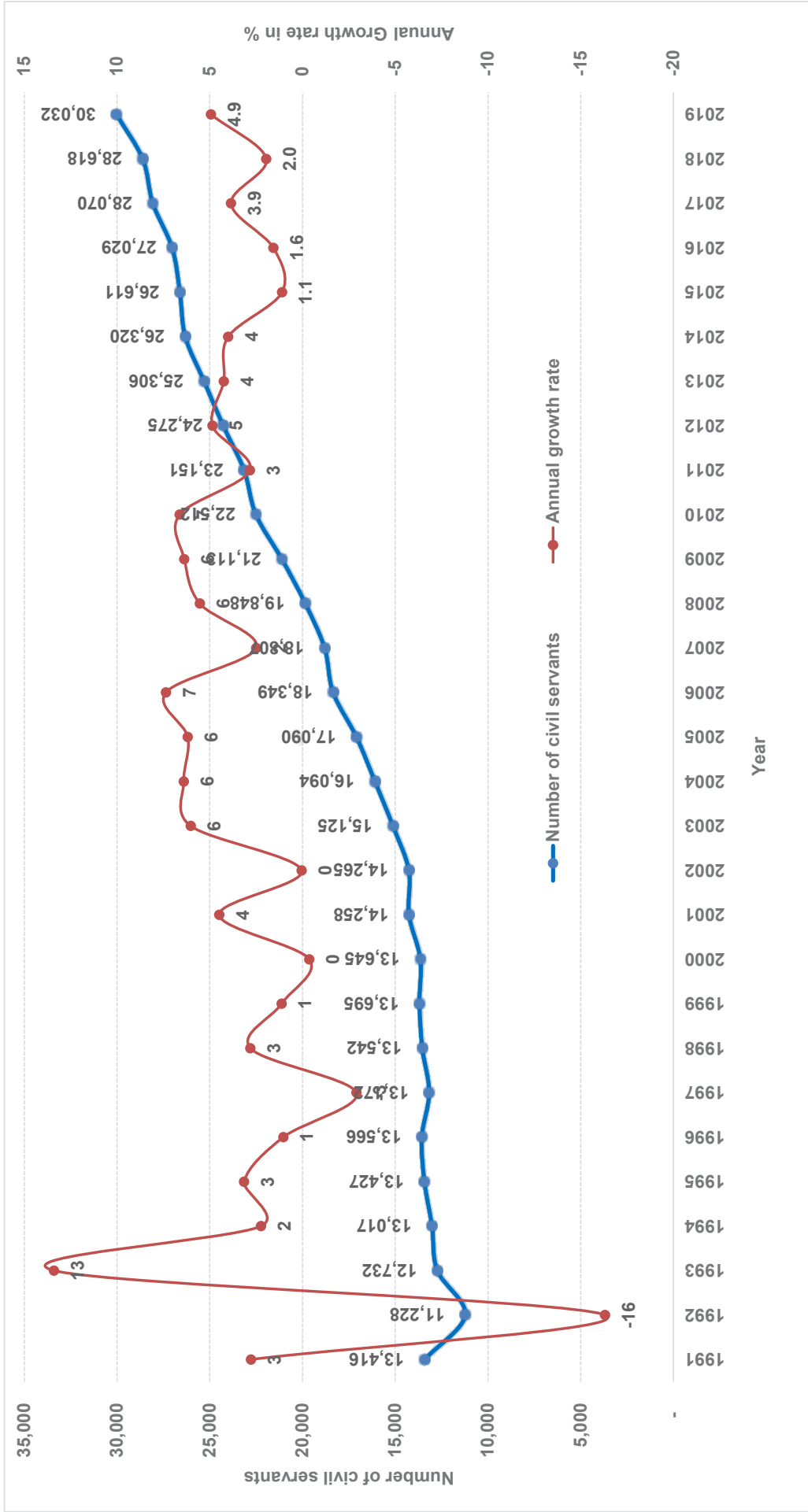
Position Category	<10			10-19			20-30			>30			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Executive and Specialists	2	9	11	18	1	19	181	1	182	74		74	286
Professional & Management	6,156	1,465	7,621	4,395	70	4,465	1,600	41	1,641	420	14	434	14,161
Supervisory & Support	4,563	1,575	6,138	4,193	51	4,244	1,903	4	1,907	726		726	13,015
Operational Staff	487	930	1,417	763	16	779	320	4	324	50		50	2,570
<b>Total</b>	<b>11,208</b>	<b>3,979</b>	<b>15,187</b>	<b>9,369</b>	<b>138</b>	<b>9,507</b>	<b>4,004</b>	<b>50</b>	<b>4,054</b>	<b>1,270</b>	<b>14</b>	<b>1,284</b>	<b>30,032</b>

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

**Table 4**  
**Number of Civil/Public Servants Conferred the Royal Civil Service Award 2019**

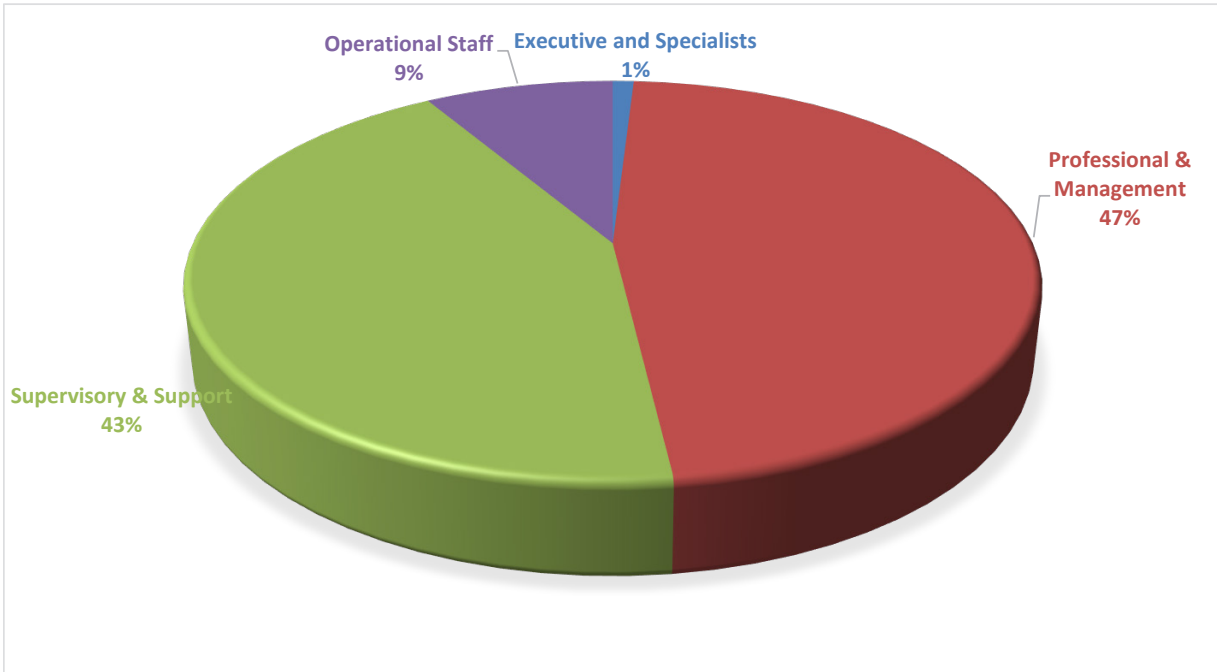
Category of Awards	Civil Service	Public Service	Total
10 Years and above (Bronze)	1,637	584	2,221
20 Years and above (Silver)	724	247	971
30 Years and above (Gold)	342	173	515
Lifetime Services (Gold)	120	19	139
<b>Total</b>	<b>2,823</b>	<b>1,023</b>	<b>3,846</b>

**Graph 1  
Civil Service Staffing Trend (1991 to 2019)**





**Graph 2**  
**Civil Servants by Position Category (in %)**



**Graph 3**  
**Civil Servants by Position Category (2015 - 2019)**



Table 5

**Civil Servants by Position Category and Employment Type**

Position Category & Position Level	2015			2016			2017			2018			2019		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
<b>Executive</b>															
No Level <sup>1</sup>	5		5	3	3	3	3	3	3	3	3	3	3	3	3
EX1	28		28	25	25	25	23	23	23	23	23	23	22	1	23
EX2	48	2	50	47	2	49	58	1	59	51	2	53	52	3	55
EX3	62	2	64	62	2	64	68	4	72	70	4	74	74	4	78
<b>Total</b>	<b>143</b>	<b>4</b>	<b>147</b>	<b>137</b>	<b>4</b>	<b>141</b>	<b>154</b>	<b>5</b>	<b>159</b>	<b>147</b>	<b>6</b>	<b>153</b>	<b>151</b>	<b>8</b>	<b>159</b>
<b>Specialist</b>															
ES1	2		2	3	3	3	5	1	6	4	1	5	3		3
ES2	26	1	27	32	2	34	36	1	37	40	2	42	36	1	37
ES3	74	1	75	69	1	70	72	1	73	70	1	71	85	2	87
<b>Total</b>	<b>102</b>	<b>2</b>	<b>104</b>	<b>104</b>	<b>3</b>	<b>107</b>	<b>113</b>	<b>3</b>	<b>116</b>	<b>114</b>	<b>4</b>	<b>118</b>	<b>124</b>	<b>3</b>	<b>127</b>
<b>Professional &amp; Management Category</b>															
P1	658	10	668	850	16	866	944	18	962	1,037	19	1,056	1,142	17	1,159
P2	1,326	19	1,345	1,560	25	1,585	1,720	29	1,749	1,900	28	1,928	2,057	35	2,092
P3	2,214	71	2,285	2,737	96	2,833	3,202	74	3,276	3,735	75	3,810	3,829	62	3,891
P4	4,746	225	4,971	3,990	211	4,201	3,853	116	3,969	3,430	163	3,593	3,397	236	3,633
P5	4,724	163	4,887	2,925	680	3,605	2,617	821	3,438	2,225	914	3,139	2,146	1,240	3,386
<b>Total</b>	<b>13,668</b>	<b>488</b>	<b>14,156</b>	<b>12,062</b>	<b>1,028</b>	<b>13,090</b>	<b>12,336</b>	<b>1,058</b>	<b>13,394</b>	<b>12,327</b>	<b>1,199</b>	<b>13,526</b>	<b>12,571</b>	<b>1,590</b>	<b>14,161</b>

Position Category & Position Level	2015			2016			2017			2018			2019		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
<b>Supervisory &amp; Support Category</b>															
SS1			2	2	26	26	61	61	26	61	110	110			110
SS2	187		2	189	272	2	301	2	274	301	2	350	3		353
SS3	815		815	858	858		950		858	950		1054			1054
SS4	1,229		19	1,248	1,355	15	1,533	14	1,370	1,533	14	1,547	16		1,592
S1	2,428	242	2,670	2,417	42	2,459	2,561	44	2,605	2,570	48	2,618	60		2,706
S2	2,222	23	2,245	2,082	258	2,340	2,057	44	2,101	2,011	67	2,078	58		2,204
S3	1,772	7	1,779	1,838	8	1,846	1,943	12	1,955	2,173	16	2,189	17		2,045
S4	2,030	31	2,061	1,710	37	1,747	1,488	32	1,520	1,135	18	1,153	31		986
S5	1,150	207	1,357	745	270	1,015	670	790	1,460	546	987	1,533	520		1,965
<b>Total</b>	<b>9,602</b>	<b>510</b>	<b>10,112</b>	<b>11,025</b>	<b>636</b>	<b>11,661</b>	<b>11,230</b>	<b>939</b>	<b>12,169</b>	<b>11,280</b>	<b>1,152</b>	<b>12,432</b>	<b>11,385</b>	<b>1,630</b>	<b>13,015</b>
<b>Operational Category</b>															
O1	720	4	724	793	5	798	846	5	851	839	4	843	4		853
O2	402	35	437	319	82	401	286	129	415	325	168	493	174		528
O3	395		395	412	1	413	419	2	421	383	1	384	3		328
O4	485	51	536	309	109	418	186	359	545	116	553	669	92		861
<b>Total</b>	<b>2,002</b>	<b>90</b>	<b>2,092</b>	<b>1,833</b>	<b>197</b>	<b>2,030</b>	<b>1,737</b>	<b>495</b>	<b>2,232</b>	<b>1,663</b>	<b>726</b>	<b>2,389</b>	<b>1,620</b>	<b>950</b>	<b>2,570</b>
<b>Grand Total</b>	<b>25,517</b>	<b>1,094</b>	<b>26,611</b>	<b>25,161</b>	<b>1,868</b>	<b>27,029</b>	<b>25,570</b>	<b>2,500</b>	<b>28,070</b>	<b>25,531</b>	<b>3,087</b>	<b>28,618</b>	<b>25,851</b>	<b>4,181</b>	<b>30,032</b>

Note: R= Regular, C=Contract

<sup>1</sup> Eminent Members of the National Council

Table 6

**Civil Servants by Working Agency and Employment Type**

Working Agency	Regular			Contract			% against Total
	B	NB	T	B	NB	T	
His Majesty's Secretariat	45		45	26		26	0.24%
Secretariat of His Majesty The Fourth Druk Gyalpo	9		9	18		18	0.09%
<b>Judiciary</b>							
Royal Court of Justice	470		470	39		39	1.69%
Supreme Court of Bhutan	6		6			6	0.02%
<b>Legislative</b>							0.00%
National Assembly Secretariat	43		43	38		38	0.27%
National Council Secretariat	40		40	24		24	0.21%
<b>Constitutional</b>							
Royal Audit Authority	235		235	11		11	0.82%
Anti-Corruption Commission	121		121	2		2	0.41%
Royal Civil Service Commission	93		93	3		3	0.32%
<b>Ministry</b>							
Ministry of Agriculture and Forests	2,778		2,778	131		131	9.69%
Ministry of Health	1,343	1	1,344	85	11	96	4.79%
Ministry of Finance	891		891	53	1	54	3.15%
Ministry of Works & Human Settlement	676	1	677	22	3	25	2.34%
Ministry of Home & Cultural Affairs	580		580	22		22	2.00%
Ministry of Information & Communications	492		492	37		37	1.76%
Ministry of Economic Affairs	502		502	10		10	1.70%
Ministry of Labour & Human Resources	405		405	19		19	1.41%

Working Agency	Regular			Contract			% against Total
	B	NB	T	B	NB	T	
Ministry of Education	211		211	4		4	0.72%
Ministry of Foreign Affairs	203	2	205	10		10	0.72%
<b>Dzongkhag</b>							
Trashigang Dzongkhag	1,182		1,182	292	7	299	4.93%
Samtse Dzongkhag	1,052	1	1,053	243	23	266	4.39%
Chukha Dzongkhag	895	1	896	189	7	196	3.64%
Mongar Dzongkhag	747		747	286	3	289	3.45%
Paro Dzongkhag	903		903	101	2	103	3.35%
Wangdue Dzongkhag	792		792	103	2	105	2.99%
Samdrup Jongkhar Dzongkhag	658		658	187	8	195	2.84%
Sarpang Dzongkhag	689		689	118	6	124	2.71%
Dagana Dzongkhag	599		599	201	1	202	2.67%
Punakha Dzongkhag	670		670	110	7	117	2.62%
Pemagatse Dzongkhag	585		585	180	2	182	2.55%
Zhemgang Dzongkhag	516		516	192	1	193	2.36%
Tsirang Dzongkhag	547		547	128	1	129	2.25%
Trashi Yangtse Dzongkhag	486		486	173	1	174	2.20%
Lhuntse Dzongkhag	403		403	128		128	1.77%
Bumthang Dzongkhag	445		445	72		72	1.72%
Thimphu Dzongkhag	418		418	63	4	67	1.61%
Trongsa Dzongkhag	363		363	118		118	1.60%
Haa Dzongkhag	344		344	66		66	1.37%
Gasa Dzongkhag	162		162	56		56	0.73%

Working Agency	Regular			Contract			% against Total
	B	NB	T	B	NB	T	
<b>Thromde</b>							
Thimphu Thromde	1,200	1,200	103	19	122	1,322	4.40%
Phuentsholing Thromde	314	314	31	15	46	360	1.20%
Gelephu Thromde	246	246	17	3	20	266	0.89%
Samdrupjongkhar Thromde	149	149	32	2	34	183	0.61%
<b>Autonomous</b>							
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)	1,032	1,032	140	6	146	1,178	3.92%
National Land Commission	212	212	5	5	217		0.72%
National Center for Hydrology and Meteorology (NCHM)	187	187	1	1	188		0.63%
Dratshang Lhentshog	47	47	57	57	104		0.35%
Tourism Council of Bhutan	79	79	12	12	91		0.30%
Office of the Attorney General	67	67	5	5	72		0.24%
National Environment Commission	71	71	1	1	72		0.24%
Gross National Happiness Commission	70	70			70		0.23%
Royal Institute of Management	63	63	3	3	66		0.22%
Bhutan Narcotic Control Authority	25	25	32	32	57		0.19%
Bhutan Standards Bureau	55	55	2	2	57		0.19%
Royal Education Council	47	47	7	7	54		0.18%
Cabinet Secretariat	44	44	8	8	52		0.17%
National Statistics Bureau	48	48	1	1	49		0.16%
Bhutan Council for School Examination and Assessment	32	32	3	3	35		0.12%

Working Agency	Regular			Contract			% against Total	
	B	NB	T	B	NB	T		
Bhutan Information Communications & Media Authority	30		30	4		4	0.11%	
Bhutan Civil Aviation Authority	30		30	3	1	4	0.11%	
Drug Regulatory Authority	29		29	2		2	0.10%	
National Commission for Women & Children	25		25	4		4	0.10%	
Dzongkha Development Commission	26		26	2		2	0.09%	
Construction Development Board	25		25	1		1	0.09%	
Centre for Bhutan Studies and GNH Research	21		21	4		4	0.08%	
Bhutan Olympic Committee	19		19				0.06%	
Bhutan National Legal Institute	14		14	4		4	0.06%	
Bhutan Medical Health Council	13		13	1		1	0.05%	
Royal Privy Council	10		10				0.03%	
Bhutan Health Trust Fund (delinked)	5		5				0.02%	
National Film Commission	2		2				0.01%	
Media Council	1		1				0.00%	
<b>Non-civil service</b>								
Non Governmental Organizations	3		3				0.01%	
Corporations	2		2				0.01%	
International Organizations	2		2				0.01%	
Defence	1		1					
<b>Grand Total</b>	<b>25,845</b>	<b>6</b>	<b>25,851</b>	<b>4,045</b>	<b>136</b>	<b>4,181</b>	<b>30,032</b>	<b>100.00%</b>

Note: B: Bhutanese, NB: Non Bhutanese

<sup>1</sup>Finance and Accounts staff placed in RBG/RBA/RBP

Table 7

**Civil Servants by Parent Agency and Employment Type**

Parent Agency	Regular			Contract			% against Total
	B	NB	T	B	NB	T	
His Majestys Secretariat	28		28	26		26	0.18%
Secretariat of His Majesty The Fourth Druk Gyalpo	8		8	18		18	0.09%
<b>Judiciary</b>							
Royal Court of Justice	426		426	39		39	1.55%
Supreme Court of Bhutan	16		16	2		2	0.06%
<b>Legislative</b>							
National Assembly Secretariat	33		33	40		40	0.24%
National Council Secretariat	29		29	24		24	0.18%
<b>Constitutional</b>							
Royal Audit Authority	215		215	11		11	0.75%
Royal Civil Service Commission	180		180	7		7	0.62%
Anti-Corruption Commission	109		109	1		1	0.37%
<b>Ministry</b>							
Ministry of Education	9,276		9,276	2,567	110	2,677	39.80%
Ministry of Health	4,319	3	4,322	328	18	346	15.54%
Ministry of Agriculture and Forests	3,327		3,327	133		133	11.52%
Ministry of Finance	1,626		1,626	48	1	49	5.58%



Parent Agency	Regular			Contract			Grand Total	% against Total
	B	NB	T	B	NB	T		
Ministry of Home & Cultural Affairs	1,226		1,226	360		360	1,586	5.28%
Ministry of Works & Human Settlement	1,508	1	1,509	49	4	53	1,562	5.20%
Ministry of Information & Communications	706		706	51	1	52	758	2.52%
Ministry of Economic Affairs	446		446	13		13	459	1.53%
Ministry of Labour & Human Resources	357		357	18		18	375	1.25%
Ministry of Foreign Affairs	168	2	170	10		10	180	0.60%
<b>Thromde</b>								
Thimphu Thromde	62		62	48		48	110	0.37%
Phuentsholing Thromde	35		35	8		8	43	0.14%
Samdrupjongkhar Thromde	19		19	22		22	41	0.14%
Gelephu Thromde	27		27	10		10	37	0.12%
<b>Autonomous</b>								
National Land Commission	446		446	21		21	467	1.56%
National Center for Hydrology and Meteorology (NCHM)	182		182	1		1	183	0.61%
Office of the Attorney General	148		148	18		18	166	0.55%
Gross National Happiness Commission	150		150				150	0.50%
Dratshang Lhentshog	42		42	56		56	98	0.33%
National Environment Commission	86		86	2	1	3	89	0.30%

Parent Agency	Regular			Contract			% against Total
	B	NB	T	B	NB	T	
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)	63		63	26		26	89 0.30%
Tourism Council of Bhutan	65		65	12		12	77 0.26%
National Statistics Bureau	69		69	1		1	70 0.23%
Royal Institute of Management	54		54	3		3	57 0.19%
Bhutan Standards Bureau	52		52	2		2	54 0.18%
Bhutan Narcotic Control Authority	22		22	32		32	54 0.18%
Royal Education Council	40		40	6		6	46 0.15%
Cabinet Secretariat	35		35	8		8	43 0.14%
Dzongkha Development Commission	34		34	2		2	36 0.12%
Bhutan Civil Aviation Authority	30		30	3	1	4	34 0.11%
Bhutan Council for School Examination and Assessment	27		27	1		1	28 0.09%
Bhutan Information Communications & Media Authority	23		23	4		4	27 0.09%
Drug Regulatory Authority	25		25				25 0.08%
Centre for Bhutan Studies and GNH Research	19		19	4		4	23 0.08%
National Commission for Women & Children	19		19	4		4	23 0.08%
Construction Development Board	20		20	1		1	21 0.07%

Parent Agency	Regular			Contract			Grand Total	% against Total
	B	NB	T	B	NB	T		
Bhutan Olympic Committee	16		16				16	0.05%
Bhutan Medical Health Council	10		10	1		1	11	0.04%
Bhutan National Legal Institute	7		7	4		4	11	0.04%
Royal Privy Council	9		9				9	0.03%
Bhutan Health Trust Fund	4		4				4	0.01%
Media Council	1		1				1	0.00%
National Film Commission	1		1				1	0.00%
<b>Grand Total</b>	<b>25,845</b>	<b>6</b>	<b>25,851</b>	<b>4,045</b>	<b>136</b>	<b>4,181</b>	<b>30,032</b>	<b>100.00%</b>

Note: B: Bhutanese, NB: Non Bhutanese

**Table 8**

***Civil Servants by Working Agency and Position Level***

<b>Working Agency</b>	<b>NA<sup>1</sup></b>	<b>EX1</b>	<b>EX2</b>	<b>EX3</b>	<b>ES1</b>	<b>ES2</b>	<b>ES3</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>
His Majesty's Secretariat		2	3	5			2	6	1	8	3
Secretariat of His Majesty The Fourth Druk Gyalpo		1		2				1	3	2	1
<b>Judiciary</b>											
Royal Court of Justice						1			3	19	21
Supreme Court of Bhutan											2
<b>Legislative</b>											
National Assembly Secretariat		1		1				1	4		5
National Council Secretariat	3	1						2	2	4	7
<b>Constitutional</b>											
Royal Audit Authority				3				9	24	22	34
Anti-Corruption Commission				3				9	4	15	23
Royal Civil Service Commission			1	2			1		9	15	9
<b>Ministry</b>											
Ministry of Agriculture and Forests		1	3	3	1	9	24	86	95	191	164
Ministry of Health		1	3	2			10	54	61	108	172
Ministry of Finance		1	3	3		1	2	38	46	85	87
Ministry of Works & Human Settlement		1	1	3		1	2	55	33	67	66
Ministry of Home & Cultural Affairs		1	3	4			2	28	18	43	47
Ministry of Information & Communications		1	1	3				13	16	31	31
Ministry of Economic Affairs			4	6			1	38	24	88	49
Ministry of Labour & Human Resources		1	1	4			2	33	20	33	51
Ministry of Education		1	3	1			4	23	43	20	11
Ministry of Foreign Affairs		2	4	8				18	26	20	15
<b>Dzongkhag</b>											
Trashigang Dzongkhag			1				2	34	106	213	199
Samtse Dzongkhag						1		43	87	165	180
Chukha Dzongkhag			1				1	23	88	172	191
Mongar Dzongkhag			1					20	74	137	140
Paro Dzongkhag			1				1	61	123	235	148
Wangdue Dzongkhag			1					30	75	180	141
Samdrup Jongkhar Dzongkhag			1					21	42	90	103
Sarpang Dzongkhag			1					44	64	162	109
Dagana Dzongkhag			1					10	44	75	114
Punakha Dzongkhag			1					37	90	156	123
Pemagatsel Dzongkhag			1					11	37	115	88

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
5		1	1	4	2		4	7	2	8		3	4	71
		1	1	9		1		1	1	1		1	1	27
2			3	38	126	131	17	40	11	18	18	13	48	509
1					1	1			1					6
40			1	2	6	2	2	7	1	3	1		4	81
28				3	2	2		7			2	1		64
35		6	18	30	9	23	4	6	1	14	2	3	3	246
25				3	10	10	2	2	3	7	4	3		123
18		1		7	6	4	6	5	4	3	2	1	2	96
23	10	141	268	218	347	358	459	104	61	150	47	39	107	2,909
28	17	28	113	159	266	140	92	36	15	58	25	14	38	1,440
87		8	51	135	148	117	27	13	16	47	10	12	8	945
3	17	9	28	54	136	43	36	9	17	59	26	11	25	702
20	2	2	4	31	40	34	64	51	145	27	13	12	11	602
41	1	1	8	21	46	34	77	76	76	11	14	8	19	529
19	2	1	9	15	34	62	58	44	9	26	4	9	10	512
39		2	24	41	51	50	16	18	4	14	4	5	11	424
20	1	3	3	12	8	11	8	8	6	12	8	3	6	215
26		1	4	9	7	5	12	14		13	13	7	11	215
256	2	6	22	48	112	98	85	49	155	27	30	8	28	1,481
363	2	8	29	45	83	71	90	18	69	21	7	10	26	1,319
192		5	24	36	78	48	61	28	76	15	24	6	23	1,092
225	4	7	35	21	55	46	39	21	137	14	29	7	24	1,036
44	2	13	27	43	61	48	57	26	65	13	9	11	18	1,006
113	5	9	39	43	60	45	54	22	47	14	6	4	9	897
189	2	5	20	38	57	53	54	17	100	16	17	6	22	853
115		7	21	24	61	51	39	20	61	13	4	2	15	813
192	1	4	17	37	42	51	40	14	102	11	15	6	25	801
38	3	3	26	35	47	38	44	20	75	16	7	8	20	787
163	2	3	13	18	55	53	50	14	85	12	16	10	21	767

Working Agency	NA <sup>1</sup>	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Zhemgang Dzongkhag			1					7	25	39	101
Tsirang Dzongkhag			1				1	21	58	119	102
Trashigang Dzongkhag			1					12	34	68	98
Lhuntse Dzongkhag			1					8	22	49	82
Bumthang Dzongkhag			1				1	15	52	117	81
Thimphu Dzongkhag			1					20	41	101	60
Trongsa Dzongkhag			1					6	26	62	80
Haa Dzongkhag			1				1	8	37	73	71
Gasa Dzongkhag			1					2	7	18	26
<b>Thromde</b>											
Thimphu Thromde				1			5	132	288	364	177
Phuentsholing Thromde				1			1	29	48	80	47
Gelephu Thromde				1				22	33	63	37
Samdrupjongkhar Thromde				1				7	14	36	28
<b>Autonomous</b>											
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)		1		2	2	16	7	30	39	67	157
National Land Commission		2		2		2	3	7	19	8	19
National Center for Hydrology and Meteorology (NCHM)				1			1	4	4	12	14
Dratshang Lhentshug		1						2			2
Tourism Council of Bhutan			1					5	5	18	16
Office of the Attorney General								3	3	15	31
National Environment Commission		1		1		1		5	8	7	5
Gross National Happiness Commission		1		1				4	9	22	11
Royal Institute of Management				1		4	3	4	8	6	1
Bhutan Narcotic Control Authority			1					2	2	2	1
Bhutan Standards Bureau			1					7	4	4	7
Royal Education Council				1		1	6	10	10	9	1
Cabinet Secretariat				1				4	2	8	5
National Statistics Bureau				1			1	3	10	8	6
Bhutan Council for School Examination and Assessment				1			2	9	7	1	
Bhutan Information Communications & Media Authority				1				1		5	5
Bhutan Civil Aviation Authority				1				4	1	7	5
Drug Regulatory Authority				1				1	2	3	8
National Commission for Women & Children				1				2	3	6	3

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
181		5	14	26	62	47	34	17	79	15	26	7	23	709
66	1	10	29	37	45	50	20	9	55	6	10	3	33	676
156		2	9	26	40	34	36	19	77	10	16	2	20	660
119		2	5	16	35	41	28	13	70	8	15	6	11	531
35	2	1	7	26	30	27	34	11	42	13	8	3	11	517
34		6	20	23	41	27	29	13	33	8	9	3	16	485
86		4	11	13	30	28	23	11	63	7	10	4	16	481
36	2	5	9	17	32	25	20	7	36	5	5	4	16	410
56		1	9	6	20	8	15	7	25	2	4	1	10	218
79			8	18	26	37	65	30	42	19	8	9	14	1,322
22	2		2	14	19	10	32	14	8	7	3	10	11	360
19	3	2	5	10	10	8	18	11	4	5	4	5	6	266
26		1	3	3	5	5	9	12	18	1	2	5	7	183
9	24	33	87	124	241	150	82	19	17	35	10	5	21	1,178
12		1	6	10	42	10	13	14	12	14	11	7	3	217
2	1	1			14	28	47	27	22	8		1	1	188
4				1	3	9	4	1	4	10	7	10	46	104
9		1	2	5	4	1	4	9	4	4	1	1	1	91
2				1	5	6				2	1	1	2	72
22			1	1	4		6	3		5	1		1	72
4			1	2	3		5	1		6				70
5			3	4	6	1	5	5	1	5	2	1	1	66
4				1	1	3	2	4			1	3	30	57
2		1	4	4	5	1		13	1	1	1		1	57
2				1	1	1	4	3			1	3		54
7			1	1	2		3	4		2	4	2	6	52
2				7	1	3		1	3	1	1	1		49
2			2	1	3	1	1	2		1	1		1	35
9		1	2	3		1		1	1			3	1	34
5	1			1	1		1	1	1	2		1	2	34
			3	3	3	2	2			1			2	31
5			1	1	1		2			1	1	1	1	29

<b>Working Agency</b>	<b>NA<sup>1</sup></b>	<b>EX1</b>	<b>EX2</b>	<b>EX3</b>	<b>ES1</b>	<b>ES2</b>	<b>ES3</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>
Dzongkha Development Commission		1						3	2	4	3
Construction Development Board				1				2	1	6	1
Centre for Bhutan Studies and GNH Research		1						1	1	2	4
Bhutan Olympic Committee				1			1		3	4	1
Bhutan National Legal Institute									1	5	
Bhutan Medical Health Council			1					2		2	2
Royal Privy Council								2			1
Bhutan Health Trust Fund				1							
National Film Commission								1			
Media Council								1			
<b>Non-civil service</b>											
Non Governmental Organizations				1				2			
Corporations			1						1		
International Organizations				1				1			
Defence											
<b>Total</b>	<b>3</b>	<b>23</b>	<b>55</b>	<b>78</b>	<b>3</b>	<b>37</b>	<b>87</b>	<b>1,159</b>	<b>2,092</b>	<b>3,891</b>	<b>3,633</b>

Note: <sup>1</sup> Eminent Members of the National Council

<sup>2</sup> Finance and accounts staff placed in RBG/RBA/RBP



P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
5		1			4				1	1	1		2	28
1	1			3	2	3		2		1	1		1	26
5				1	2	3	2	1				1	1	25
					4	1		1		1	2			19
1				1	2			2	1		1	1	3	18
				1	1	1	1	1			1		1	14
1							1			2	2	1		10
			1				2			1				5
1														2
														1
														3
														2
														2
					1									1
<b>3,386</b>	<b>110</b>	<b>353</b>	<b>1,054</b>	<b>1,592</b>	<b>2,706</b>	<b>2,204</b>	<b>2,045</b>	<b>986</b>	<b>1,965</b>	<b>853</b>	<b>528</b>	<b>328</b>	<b>861</b>	<b>30,032</b>

**Table 9*****Civil Servants by Parent Agency and Position Level***

<b>Parent Agency</b>	<b>NA<sup>1</sup></b>	<b>EX1</b>	<b>EX2</b>	<b>EX3</b>	<b>ES1</b>	<b>ES2</b>	<b>ES3</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>
His Majestys Secretariat		2	2	2			1	4		6	3
Secretariat of His Majesty The Fourth Druk Gyalpo		1		2				1	2	2	1
<b>Judiciary</b>											
Royal Court of Justice							1			17	10
Supreme Court of Bhutan									1	1	8
<b>Legislative</b>											
National Assembly Secretariat		1		1				1	3		3
National Council Secretariat	3	1						2	1	2	4
<b>Constitutional</b>											
Royal Audit Authority			1	3				10	22	17	30
Royal Civil Service Commission			2	2			1	7	11	34	33
Anti-Corruption Commission				3				9	4	14	18
<b>Ministry</b>											
Ministry of Education		1	3	2			13	567	1468	2688	1990
Ministry of Health		2	3	4	2	17	21	83	111	229	550
Ministry of Agriculture and Forests		1	3	3	1	9	24	83	112	224	178
Ministry of Finance		1	2	4		1	2	50	76	109	137
Ministry of Home & Cultural Affairs		1	23	4			2	55	29	54	160
Ministry of Works & Human Settlement		1	1	3		1	3	84	51	92	128
Ministry of Information & Communications		1	1	4				20	24	78	44
Ministry of Economic Affairs			5	6			1	37	20	72	43
Ministry of Labour & Human Resources		1	1	4			2	27	19	27	42
Ministry of Foreign Affairs		2	4	10				14	15	15	13
<b>Thromde</b>											
Thimphu Thromde				1				1			2
Phuentsholing Thromde				1							2
Samdrupjongkhar Thromde				1							1
Gelephu Thromde				1							1
<b>Autonomous</b>											
National Land Commission		2		2		2	3	6	21	6	38
National Center for Hydrology and Meteorology (NCHM)				1			1	4	3	11	12

P5	S1	S2	S3	S4	S5	SS1	SS2	SS3	SS4	O1	O2	O3	O4	Total
5				3			4	7	2	7		2	4	54
		1	1	9		1		1	1	1		1	1	26
2			1	30	111	127	12	43	13	17	18	13	50	465
1				1	1	1	4							18
40					2	2	2	7	1	3	1		6	73
27				1		2		7			2	1		53
34		5	15	25	8	23	4	6	1	14	2	3	3	226
63				4	3	3	7	5	4	3	2	1	2	187
24				1	9	9	1	2	3	6	4	3		110
2555	1	1	3	9	19	243	491	272	1339	38	187	18	45	11,953
42	52	86	384	564	970	670	392	94	70	127	61	54	80	4,668
19	11	195	389	291	473	461	464	108	63	151	48	40	109	3,460
139		16	90	307	418	179	36	14	16	48	10	12	8	1,675
148	2	1	1	33	70	80	130	101	168	139	49	54	282	1,586
2	37	27	89	132	334	133	184	19	12	119	42	26	42	1,562
66	1	11	32	75	79	39	78	77	76	11	14	8	19	758
17	2	1	9	3	26	61	57	41	9	26	4	9	10	459
34		2	24	36	42	45	14	18	4	13	4	5	11	375
23			1	3	6	4	12	14		13	13	7	11	180
11				4	3	5	11	2	24	17	6	9	14	110
1					2	1	9	4		4	1	8	10	43
1				1			1	7	15		2	5	7	41
3					2	1	3	6	3	3	4	4	6	37
14	1	4	5	26	71	44	30	39	97	14	15	9	18	467
2	1	1			13	28	47	27	22	8		1	1	183

Parent Agency	NA <sup>1</sup>	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Office of the Attorney General								5	11	38	75
Gross National Happiness Commission		1		1				15	15	63	27
Dratshang Lhentshog		1						1			1
National Environment Commission		1		1		1		5	10	9	13
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)				1							2
Tourism Council of Bhutan			1					5	5	14	13
National Statistics Bureau				1			1	4	14	9	7
Royal Institute of Management				1		4	3	4	8	6	
Bhutan Standards Bureau			1					7	4	4	7
Bhutan Narcotic Control Authority			1					2	2	1	1
Royal Education Council				1		1	6	10	10	7	
Cabinet Secretariat				1				4	2	4	3
Dzongkha Development Commission		1						3	2	5	10
Bhutan Civil Aviation Authority				1				4	1	7	5
Bhutan Council for School Examination and Assessment				1			2	9	7	1	
Bhutan Information Communications & Media Authority				1				1		3	5
Drug Regulatory Authority				1				1	2	3	7
Centre for Bhutan Studies and GNH Research		1						1	1	3	3
National Commission for Women & Children				1				3	2	4	1
Construction Development Board				1				4	1	5	
Bhutan Olympic Committee							1		2	4	1
Bhutan Medical Health Council			1					2		2	1
Bhutan National Legal Institute										1	
Royal Privy Council								2			
Bhutan Health Trust Fund				1							
Media Council								1			
National Film Commission								1			
<b>Total</b>	<b>3</b>	<b>23</b>	<b>55</b>	<b>78</b>	<b>3</b>	<b>37</b>	<b>87</b>	<b>1,159</b>	<b>2,092</b>	<b>3,891</b>	<b>3,633</b>

Note: <sup>1</sup>Eminent members of the National Council

P5	S1	S2	S3	S4	S5	SS1	SS2	SS3	SS4	O1	O2	O3	O4	Total
1				1	17	12				2	1	1	2	166
15					1		5	1		6				150
4				1	1	8	3	1	4	10	7	10	46	98
32					1		6	3		5	1		1	89
2		1			1		9	9	5	24	9	5	21	89
8			1	2	3	1	4	9	4	4	1	1	1	77
1				17	1	4	1	4	3	1	1	1		70
4			2	2	3	1	5	4	1	5	2	1	1	57
2		1	2	4	4	1		13	1	1	1		1	54
4						3	2	4			1	3	30	54
						1	4	2			1	3		46
7					1		3	4		2	4	2	6	43
8					2				1	1	1		2	36
5	1			1	1		1	1	1	2		1	2	34
				1	1		1	2		1	1		1	28
7			2	1		1		1	1			3	1	27
			2	3	1	2	2			1				25
5					1	3	2	1				1	1	23
5				1			2			1	1	1	1	23
1	1				1	2		2		1	1		1	21
					3	1		1		1	2			16
						1	1	1			1		1	11
1					1			2	1		1	1	3	11
1							1			2	2	1		9
			1			1				1				4
														1
														1
<b>3,386</b>	<b>110</b>	<b>353</b>	<b>1,054</b>	<b>1,592</b>	<b>2,706</b>	<b>2,204</b>	<b>2,045</b>	<b>986</b>	<b>1,965</b>	<b>853</b>	<b>528</b>	<b>328</b>	<b>861</b>	<b>30,032</b>

Table 10

## Contract Employees by Working Agency and Position Category

Working Agency	ESC			PMC			SSC			OC			Grand Total		
	RC	CC	T	SC	RC	CC	T	SC	RC	CC	T	SC		RC	CC
His Majesty's Secretariat	4	4	4	7	4	4	11	5	2	4	6	2	4	6	25
Secretariat of His Majesty The Fourth Druk Gyalpo	1	1	2	2	2	4	7	2	2	2	11	1	1	2	18
Judiciary															
Royal Court of Justice	1	1	1	2	1	3	3	1	1	1	1	1	34	34	39
Legislative															
National Assembly Secretariat					34	34	34	1	1	1	3	3	3	3	38
National Council Secretariat					24	24	24								24
Constitutional															
Royal Audit Authority					8	8	8						3	3	11
Royal Civil Service Commission					1	1	1						2	2	3
Anti-Corruption Commission					1	1	1	1	1	1	1	1			2
Ministry															
Ministry of Agriculture and Forests				1	18	19	19	5	2	3	10	1	101	102	131
Ministry of Health				12	31	43	43	16	5	5	21	3	29	32	96
Ministry of Finance				5	7	12	12	1	32	3	33	2	1	6	54
Ministry of Information & Communications				1	14	15	15	3	3	3	3	19	19	19	37
Ministry of Works & Human Settlement				4	1	5	5	1	1	1	2	1	17	18	25
Ministry of Home & Cultural Affairs				2	6	8	8	3	3	1	4	4	10	10	22
Ministry of Labour & Human Resources				2	2	2	2	2	2	3	7	10	10	10	19
Ministry of Economic Affairs				3	3	3	3	1	1	1	1	1	5	6	10
Ministry of Foreign Affairs	2	1	3	4	4	4	4	2	2	2	2	1	1	1	10
Ministry of Education				1	1	1	1					1	2	3	4
Dzongkhag															
Trashigang Dzongkhag				73	38	111	111	9	142	151	151	3	34	37	299

Working Agency	ESC			PMC			SSC			OC			Grand Total	
	RC	CC	T	SC	RC	CC	T	SC	RC	CC	T	SC		RC
Mongar Dzongkhag				64	46	110	2	129	131	2	46	48	289	
Samtse Dzongkhag				1	101	172	10	57	67	1	26	27	266	
Dagana Dzongkhag				1	42	73	2	95	97	5	27	32	202	
Chukha Dzongkhag				2	55	85	8	65	73	5	33	38	196	
Samdrup Jongkhar Dzongkhag				51	20	71	1	5	90	3	25	28	195	
Zhemgang Dzongkhag				1	49	76	7	68	75	1	41	42	193	
Pemagatsel Dzongkhag				37	29	66	5	76	81	6	29	35	182	
Trashigang Dzongkhag				1	29	63	3	74	77	34	34	174		
Tsirang Dzongkhag				22	19	41	3	47	50	38	38	129		
Lhuntse Dzongkhag				19	22	41	2	62	64	1	22	23	128	
Sarpang Dzongkhag				25	29	54	1	55	56	14	14	124		
Trongsa Dzongkhag				18	16	34	3	58	61	1	22	23	118	
Punakha Dzongkhag				13	6	19	3	72	75	1	22	23	117	
Wangdue Dzongkhag				1	27	55	3	41	44	6	6	105		
Paro Dzongkhag				11	7	18	7	58	65	20	20	103		
Bumthang Dzongkhag				8	10	18	1	38	39	15	15	72		
Thimphu Dzongkhag				11	4	15	3	30	33	1	18	19	67	
Haa Dzongkhag				6	7	13	3	31	34	19	19	66		
Gasa Dzongkhag				9	12	21	1	21	22	3	10	13	56	
Thromde														
Thimphu Thromde	1		1	1	20	47	68	1	40	41	12	12	122	
Phuentsholing Thromde				23	7	30		8	8	8	8	8	46	
Samdrupjongkhar Thromde				6	3	9		18	18	7	7	7	34	
Gelephu Thromde				3	6	9		5	5	6	6	6	20	
Autonomous														
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)				7	73	80	10	35	45	21	21	21	146	

Working Agency	ESC			PMC			SSC			OC			Grand Total			
	RC	CC	T	SC	RC	CC	T	SC	RC	CC	T	SC		RC	CC	T
Dratshang Lhentshog			4			4			9		9		1		43	57
Bhutan Narcotic Control Authority			2		2									30	30	32
Tourism Council of Bhutan			7		7			4		4		1			1	12
Cabinet Secretariat			1		1			1		1				6	6	8
Royal Education Council			7		7											7
Office of the Attorney General			3		3									2	2	5
National Land Commission			1		1		2		2					2	2	5
National Commission for Women & Children			3		3									1	1	4
Bhutan National Legal Institute							1		1					3	3	4
Bhutan Information Communications & Media Authority			3		3									1	1	4
Centre for Bhutan Studies and GNH Research			3		3									1	1	4
Bhutan Civil Aviation Authority			1		1			1		1				2	2	4
Royal Institute of Management			1		1			1		1				1	1	3
Bhutan Council for School Examination and Assessment			1		1			1		1				1	1	3
Dzongkha Development Commission														2	2	2
Bhutan Standards Bureau			1		1									1	1	2
Drug Regulatory Authority														2	2	2
National Environment Commission			1		1											1
National Statistics Bureau			1		1											1
Construction Development Board														1	1	1
National Center for Hydrology and Meteorology (NCHM)														1	1	1
Bhutan Medical Health Council														1	1	1
<b>Total</b>	<b>8</b>	<b>2</b>	<b>10</b>	<b>11</b>	<b>778</b>	<b>801</b>	<b>1,590</b>	<b>16</b>	<b>164</b>	<b>1,450</b>	<b>1,630</b>	<b>3</b>	<b>45</b>	<b>903</b>	<b>951</b>	<b>4,180</b>

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



**Table 11**  
**Civil Service Growth by Parent Agency**

Parent Agency	1st of July 2008, Starting of 10th FYP	31st Dec, 2019	Growth	% Growth
His Majesty's Secretariat	29	54	25	86.21%
His Majesty The 4 <sup>th</sup> King Secretariat	12	26	14	116.67%
<b>Judiciary</b>				
Royal Court of Justice	311	465	154	49.52%
Supreme Court		18	18	
<b>Legislative</b>				
National Assembly Secretariat	27	73	46	170.37%
National Council	17	53	36	211.76%
<b>Constitutional</b>				
Anti-Corruption Commission	29	110	81	279.31%
Royal Audit Authority	185	226	41	22.16%
Royal Civil Service Commission	55	187	132	240.00%
<b>Ministry</b>				
Ministry of Agriculture and Forests	3,032	3,460	428	14.12%
Ministry of Economic Affairs	512	459	53	-10.35%
Ministry of Education	6,698	11,953	5,255	78.46%
Ministry of Finance	1,331	1,675	344	25.85%
Ministry of Foreign Affairs	121	180	59	48.76%
Ministry of Health	2,394	4,668	2,274	94.99%
Ministry of Home & Cultural Affairs	1,091	1,586	495	45.37%
Ministry of Information & Communications	315	758	443	140.63%
Ministry of Labour & Human Resources	255	375	120	47.06%
Ministry of Works & Human Settlement	1,639	1,562	77	-4.70%
<b>Autonomous &amp; other Agency</b>				
National Land Commission	278	467	189	67.99%
National Center for Hydrology and Meteorology		183	183	0.00%
Office of the Attorney General	21	166	145	690.48%
Jigme Dorji Wangchuk National Referral Hospital		89	89	0.00%
Gross National Happiness Commission	207	150	57	-27.54%
Dratshang Lhentshog	28	98	70	0.00%
National Environment Commission	58	89	31	53.45%
Tourism Council of Bhutan	52	77	25	48.08%
Royal Institute of Management	60	57	3	-5.00%
Bhutan Standards Bureau		54	54	0.00%

Parent Agency	1st of July 2008, Starting of 10th FYP	31st Dec, 2019	Growth	% Growth
National Statistics Bureau	57	70	13	22.81%
Bhutan Narcotic Control Authority	6	54	48	800.00%
Royal Education Council		46	46	0.00%
Cabinet Secretariat	20	43	23	115.00%
Bhutan Council for School Examinations and Assessment		28	28	0.00%
Drug Regulatory Authority		25	25	0.00%
Centre for Bhutan Studies and GNH Research	22	23	1	4.55%
Bhutan Information Communications & Media Authority	17	27	10	58.82%
Dzongkha Development Commission	23	36	13	56.52%
Construction Development Board		21	21	0.00%
National Commission for Women & Children	6	23	17	283.33%
Bhutan Olympic Committee	7	16	9	128.57%
Royal Privy Council		9	9	0.00%
Bhutan National Legal Institute		11	11	0.00%
Bhutan Medical Health Council		11	11	0.00%
Bhutan Civil Aviation Authority		34	34	0.00%
Bhutan Health Trust Fund		4	4	0.00%
Media Council		1	1	0.00%
National Film Commission		1	1	0.00%
<b>Thromde</b>				
Gelephu		37	37	0.00%
Phuentsholing		43	43	0.00%
Samdrup Jongkhar		41	41	0.00%
Thimphu		110	74	0.00%
<b>Total</b>	<b>18,915</b>	<b>30,032</b>	<b>11,117</b>	<b>58.77%</b>

Table 12

**Progressive Growth of Parent Agency**

Parent Agency	2015		2016		2017		2018		2019	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
His Majesty's Secretariat	51	2.00%	52	1.96%	49	-5.77%	52	6.12%	54	3.85%
His Majesty The 4 <sup>th</sup> King's Secretariat	28	3.70%	28	0.00%	27	-3.57%	24	-11.11%	26	8.33%
<b>Judiciary</b>										
Royal Court of Justice	478	-1.44%	403	-15.69%	428	6.20%	451	5.37%	465	3.10%
Supreme Court	2		3	50.00%	4	33.33%	4	0.00%	18	350.00%
<b>Legislative</b>										
National Assembly Secretariat	38	2.70%	67	76.32%	74	10.45%	80	8.11%	73	-8.75%
National Council	31	-3.13%	54	74.19%	53	-1.85%	53	0.00%	53	0.00%
<b>Constitutional</b>										
Royal Audit Authority	197	0.00%	205	4.06%	232	13.17%	233	0.43%	226	-3.00%
Royal Civil Service Commission <sup>1</sup>	183	10.24%	188	2.73%	180	-4.26%	176	-2.22%	187	6.25%
Anti-Corruption Commission	62	8.77%	93	50.00%	96	3.23%	95	-1.04%	110	15.79%
<b>Ministry</b>										
Ministry of Education	10,040	4.33%	10,625	5.83%	11,039	3.90%	11,168	1.17%	11953	7.03%
Ministry of Health	4,055	3.66%	4,155	2.47%	4,247	2.21%	4,315	1.60%	4668	8.18%
Ministry of Agriculture & Forests	3,629	-1.79%	3,479	-4.13%	3,480	0.03%	3,402	-2.24%	3460	1.70%
Ministry of Finance	1,693	-2.48%	1,606	-5.14%	1,673	4.17%	1,704	1.85%	1675	-1.70%
Ministry of Works & Human Settlement	1,620	-0.98%	1,580	-2.47%	1,533	-2.97%	1,540	0.46%	1586	2.99%

Parent Agency	2015		2016		2017		2018		2019	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
Ministry of Home & Cultural Affairs	1,284	-4.61%	1,260	-1.87%	1,501	19.13%	1,614	7.53%	1562	-3.22%
Ministry of Information and Communications	760	-2.81%	747	-1.71%	737	-1.34%	733	-0.54%	758	3.41%
Ministry of Economic Affairs	596	-0.83%	573	-3.86%	440	-23.21%	430	-2.27%	459	6.74%
Ministry of Labour & Human Resources	329	0.30%	335	1.82%	337	0.60%	348	3.26%	375	7.76%
Ministry of Foreign Affairs	158	-1.86%	156	-1.27%	162	3.85%	168	3.70%	180	7.14%
<b>Autonomous &amp; other Agency</b>										
National Land Commission	382	-14.16%	388	1.57%	430	10.82%	466	8.37%	467	0.21%
National Center for Hydrology and Meteorology (NCHM)					169	NA	170	0.59%	183	7.65%
Office of Attorney General	141	10.16%	138	-2.13%	137	-0.72%	179	30.66%	166	-7.26%
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)					107	NA	130	21.50%	89	-31.54%
Gross National Happiness Commission	97	-1.02%	91	-6.19%	95	4.40%	166	74.74%	150	-9.64%
Dratshang Lhentshog	51	0.00%	49	-3.92%	70	42.86%	85	21.43%	98	15.29%
Tourism Council of Bhutan	57	-3.39%	63	10.53%	67	6.35%	68	1.49%	77	13.24%
National Environment Commission	67	-4.29%	67	0.00%	67	0.00%	77	14.93%	89	15.58%

Parent Agency	2015		2016		2017		2018		2019	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
Royal Institute of Management	55	-8.33%	55	0.00%	55	0.00%	57	3.64%	57	0.00%
Bhutan Standards Bureau	54	0.00%	54	0.00%	51	-5.56%	50	-1.96%	54	8.00%
National Statistical Bureau	56	-1.75%	52	-7.14%	50	-3.85%	69	38.00%	70	1.45%
Bhutan Narcotic Control Agency	16	0.00%	16	0.00%	46	187.50%	53	15.22%	54	1.89%
Royal Education Council	1	-50.00%	43	4200.00%	43	0.00%	47	9.30%	46	-2.13%
Cabinet Secretariat	33	-2.94%	34	3.03%	34	0.00%	33	-2.94%	43	30.30%
Bhutan Council for School Examinations and Assessment	24	-7.69%	27	12.50%	28	3.70%	29	3.57%	28	-3.45%
Drug Regulatory Authority	22	0.00%	22	0.00%	28	27.27%	27	-3.57%	25	-7.41%
Centre for Bhutan Studies and GNH Research	31	29.17%	25	-19.35%	26	4.00%	26	0.00%	23	-11.54%
Bhutan Information Communications & Media Authority	25	-7.41%	24	-4.00%	25	4.17%	26	4.00%	27	3.85%
Dzongkha Development Commission	23	0.00%	26	13.04%	25	-3.85%	35	40.00%	36	2.86%
Construction Development Board			19	NA	19	0.00%	19	0.00%	21	10.53%
National Commission for Women & Children	15	7.14%	16	6.67%	18	12.50%	23	27.78%	23	0.00%

Parent Agency	2015		2016		2017		2018		2019	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
Bhutan Olympic Committee	15	-6.25%	15	0.00%	16	6.67%	16	0.00%	16	0.00%
Bhutan Civil Aviation Authority									34	
Royal Privy Council	11	0.00%	11	0.00%	10	-9.09%	9	-10.00%	9	0.00%
Bhutan National Legal Institute	7	-36.36%	7	0.00%	9	28.57%	9	0.00%	11	22.22%
Bhutan Medical Health Council					8	NA	11	37.50%	11	0.00%
Bhutan Health Trust Fund			5	NA	6	20.00%	Delinked		4	
Media Council									1	
National Film Commission									1	
<b>Thromde</b>										
Thimphu	116	0.00%	90	-22.41%	74	-17.78%	68	-8.11%	110	61.76%
Gelephu	22	-8.33%	20	-9.09%	25	25.00%	27	8.00%	37	111129.63%
Samdrup Jongkhar	17	-26.09%	19	11.76%	19	0.00%	22	15.79%	41	86.36%
Phuentsholing	27	-6.90%	26	-3.70%	18	-30.77%	31	72.22%	43	38.71%
<b>Cumulative Growth</b>	<b>26,611</b>	<b>1.11%</b>	<b>27,029</b>	<b>1.57%</b>	<b>28,067</b>	<b>3.8%</b>	<b>28,618</b>	<b>1.96%</b>	<b>30,032</b>	<b>4.94%</b>

Note: 1With the BCSR 2012, the Parent agencies of HROs is RCSC. As working agency, the RCSC has only 86 civil servants while rest are with Ministries, Autonomous Agencies, Dzongkhags and Thromdes.

Table 13

## Civil Servants under Dzongkhag/Thromde Administration by Position Category

Dzongkhag/Thromde	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Dzongkhag	3		3	697	111	808	426	151	577	56	37	93	1,481
Trashigang	2		2	666	172	838	348	67	415	37	27	64	1,319
Samtse	2		2	581	85	666	283	73	356	30	38	68	1,092
Chukha	1		1	486	110	596	234	131	365	26	48	74	1,036
Paro	2		2	593	18	611	277	65	342	31	20	51	1,006
Mongar	1		1	484	55	539	280	44	324	27	6	33	897
Wangdue Phodrang	1		1	374	71	445	250	96	346	33	28	61	853
Samdrupjongkhar	1		1	440	54	494	228	56	284	20	14	34	813
Dagana	1		1	362	73	435	211	97	308	25	32	57	801
Sarpang	1		1	425	19	444	216	75	291	28	23	51	787
Punakha	1		1	348	66	414	212	81	293	24	35	59	767
Pemagatshel	1		1	277	76	353	209	75	284	29	42	71	709
Zhemgang	2		2	325	41	366	206	50	256	14	38	52	676
Tsirang	1		1	305	63	368	166	77	243	14	34	48	660
Trashiyangtse	1		1	239	41	280	146	64	210	17	23	40	531
Lhuentse	2		2	282	18	300	141	39	180	20	15	35	517
Thimphu	1		1	241	15	256	159	33	192	17	19	36	485
Bumthang	1		1	226	34	260	122	61	183	14	23	37	481
Trongsa	2		2	212	13	225	119	34	153	11	19	30	410
Haa	1		1	88	21	109	69	22	91	4	13	17	218
Gasa													
Thromde	5	1	6	972	68	1,040	185	41	226	38	12	50	1,322
Thimphu	2		2	196	30	226	93	8	101	23	8	31	360

Dzongkhag/Thromde	ESC		PMC		SSC		OC		Grand Total				
	R	C	T	R	C	T	R	C					
Phuentsholing	1		1	165	9	174	66	5	71	14	6	20	266
Gelephu	1		1	102	9	111	38	18	56	8	7	15	183
Samdrupjongkhar	37	1	38	9,086	1,272	10,358	4,684	1,463	6,147	560	567	1,127	17,670
<b>Total</b>													

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 31	Total Strength as on 31	% of the total
<b>Executive and Specialists</b>	<b>38</b>	<b>286</b>	<b>13.29%</b>
No level		3	0.00%
EX1		23	0.00%
EX2	20	55	36.36%
EX3	4	78	5.13%
ES1		3	0.00%
ES2	1	37	2.70%
ES3	13	87	14.94%
<b>Professional &amp; Management</b>	<b>10,358</b>	<b>14,161</b>	<b>73.14%</b>
P1	623	1,159	53.75%
P2	1,515	2,092	72.42%
P3	2,889	3,891	74.25%
P4	2,526	3,633	69.53%
P5	2,805	3,386	82.84%
<b>Supervisory &amp; Support</b>	<b>6,147</b>	<b>13,015</b>	<b>47.23%</b>
SS1	1,106	2,706	40.87%
SS2	949	2,204	43.06%
SS3	976	2,045	47.73%
SS4	423	986	42.90%
S1	1,524	1,965	77.56%
S2	33	110	30.00%
S3	109	353	30.88%
S4	404	1,054	38.33%
S5	623	1,592	39.13%
<b>Operational Staff</b>	<b>1,127</b>	<b>2,570</b>	<b>43.85%</b>
O1	278	853	32.59%
O2	284	528	53.79%
O3	140	328	42.68%
O4	425	861	49.36%
<b>Grand Total</b>	<b>17,670</b>	<b>30,032</b>	<b>58.84%</b>

Note: <sup>1</sup>Eminent members of the National Council

Table 15

## Civil Servants by Location and Position Category

Location	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Thimphu	208	10	218	3,724	343	4,067	3,162	204	3,366	713	243	956	8,607
Chukha	5	5	5	911	128	1,039	856	84	940	107	50	157	2,141
Sarpang	8	8	8	790	77	867	914	76	990	96	42	138	2,003
Trashigang	3	3	3	737	111	848	634	151	785	82	48	130	1,766
Paro	14	14	14	721	33	754	754	69	823	90	31	121	1,712
Mongar	5	5	5	596	120	716	650	136	786	62	71	133	1,640
Samtse	2	2	2	692	172	864	524	68	592	49	30	79	1,537
Samdrupjongkhar	2	2	2	545	82	627	555	114	669	68	46	114	1,412
Wangdue Phodrang	3	3	3	529	55	584	486	46	532	45	10	55	1,174
Bumthang	5	5	5	369	19	388	460	41	501	71	78	149	1,043
Dagana	1	1	1	372	73	445	277	97	374	28	35	63	883
Punakha	1	1	1	440	19	459	282	75	357	38	25	63	880
Zhemgang	2	2	2	299	76	375	327	75	402	45	46	91	870
Pemagatshel	1	1	1	358	66	424	265	81	346	29	36	65	836
Tsirang	2	2	2	332	42	374	279	50	329	19	38	57	762
Trashiyangtse	1	1	1	313	63	376	233	78	311	16	36	52	740
Trongsa	1	1	1	237	34	271	209	62	271	20	24	44	587
Lhuentse	1	1	1	240	41	281	162	64	226	19	25	44	552
Haa	2	2	2	222	13	235	171	34	205	16	21	37	479
Gasa	1	1	1	92	21	113	153	25	178	7	13	20	312
Outside Bhutan	7	1	8	53	1	54	32	32	32	2	2	2	96
<b>Total</b>	<b>275</b>	<b>11</b>	<b>286</b>	<b>12,572</b>	<b>1,589</b>	<b>14,161</b>	<b>11,385</b>	<b>1,630</b>	<b>13,015</b>	<b>1,620</b>	<b>950</b>	<b>2,570</b>	<b>30,032</b>

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***

Dzongkhag	Civil Servants under Dzongkhag/Thromde Administration			Civil Servants by Location <sup>1</sup>		
	R	C	T	R	C	T
Thimphu	418	67	485	7,807	800	8,607
Chukha	896	196	1,092	1,879	262	2,141
Sarpang	689	124	813	1,808	195	2,003
Trashigang	1,182	299	1,481	1,456	310	1,766
Paro	903	103	1,006	1,579	133	1,712
Samtse	1,053	266	1,319	1,267	270	1,537
Mongar	747	289	1,036	1,313	327	1,640
Samdrupjongkhar	658	195	853	1,170	242	1,412
Wangdue Phodrang	792	105	897	1,063	111	1,174
Bumthang	445	72	517	905	138	1,043
Dagana	599	202	801	678	205	883
Punakha	670	117	787	761	119	880
Zhemgang	516	193	709	673	197	870
Pemagatshel	585	182	767	653	183	836
Tsirang	547	129	676	632	130	762
Trashiyangtse	486	174	660	563	177	740
Trongsa	363	118	481	467	120	587
Lhuentse	403	128	531	422	130	552
Haa	344	66	410	411	68	479
Gasa	162	56	218	253	59	312
<b>Total</b>	<b>12,458</b>	<b>3,081</b>	<b>15,539</b>	<b>25,760</b>	<b>4,176</b>	<b>29,936</b>
Thromde						
Thimphu	1,200	122	1,322			
Phuentsholing	314	46	360			
Gelephu	246	20	266			
Samdrup Jongkhar	149	34	183			
Outside Bhutan				92	4	96
<b>Total</b>	<b>1,909</b>	<b>222</b>	<b>2,131</b>			
<b>Grand Total</b>	<b>14,367</b>	<b>3,303</b>	<b>17,670</b>	<b>25,852</b>	<b>4,180</b>	<b>30,032</b>

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

<sup>1</sup> 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 Occupational Groups**

Location	Education & Training Services Group	Administration & Support Services Group	Health Services Group	Medical and Engineering Services Group	Architectural, Engineering & Land Services Group	Others	Total
<b>Dzongkhag</b>							
Trashigang	710	273	203	82	213	1,481	
Samtse	748	163	163	70	175	1,319	
Chukha	590	164	121	61	155	1,091	
Mongar	541	216	69	60	149	1,035	
Paro	556	137	101	62	150	1,006	
Wangdue Phodrang	470	121	116	71	119	897	
Samdrupjongkhar	381	168	115	43	146	853	
Sarpang	444	126	74	50	118	812	
Dagana	374	166	95	45	120	800	
Punakha	395	133	79	56	124	787	
Pemagatshel	355	156	90	50	115	766	
Zhemgang	304	159	105	42	98	708	
Tsirang	305	121	91	50	108	675	
Trashiyangtse	332	128	62	47	90	659	
Lhuentse	232	105	62	37	94	530	
Bumthang	259	91	56	33	78	517	
Thimphu	213	89	39	53	91	485	
Trongsa	220	100	56	29	76	481	
Haa	185	72	48	30	75	410	
Gasa	78	51	23	19	47	218	

Location	Education & Training Services Group	Administration & Support Services Group	Medical and Health Services Group	Architectural, Engineering & Land Services Group	Others	Total
<b>Thromde</b>						
Thimphu	977	118		97	130	1,322
Chukha	198	51		56	55	360
Sarpang	151	37		43	35	266
Samdrupjongkhar	90	38		27	28	183
<b>Total</b>	<b>9,108</b>	<b>2,983</b>	<b>1,768</b>	<b>1,213</b>	<b>2,589</b>	<b>17,661</b>

**Table 18*****Trend in the Civil Service by Location***

<b>Location</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Bumthang	889	901	974	950	1,043
Chhukha	1,758	1,932	2,027	2,095	2,141
Dagana	690	744	851	854	883
Gasa	244	260	285	300	312
Haa	403	432	448	470	479
Lhuentse	479	490	541	528	552
Mongar	1,288	1,394	1,493	1,518	1,640
Paro	1,533	1,361	1,553	1,620	1,712
Pemagatshel	665	700	795	787	836
Punakha	759	805	799	827	880
Samdrup Jongkhar	1,083	1,154	1,273	1,319	1,412
Samtse	1,224	1,384	1,457	1,519	1,537
Sarpang	1,566	1,650	1,773	1,843	2,003
Thimphu	8,481	8,459	8,138	8,282	8,607
Trashigang	1,407	1,557	1,680	1,698	1,766
Trashiyangtse	582	657	703	699	740
Trongsa	544	555	587	567	587
Tsirang	622	665	698	710	762
Wangdue Phodrang	1,044	1,046	1,070	1,117	1,174
Zhemgang	756	799	835	826	870
Outside Bhutan	594	84	90	89	96
<b>Total</b>	<b>26,611</b>	<b>27,029</b>	<b>28,070</b>	<b>28,618</b>	<b>30,032</b>

**Table 19**

**Civil Servants by Major Occupational Groups and Position Category**

MOG	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Education & Training Services Group				8,073	1,145	9,218	164	46	210				9,428
Administration & Support Services Group	1	1		678	104	782	1,453	985	2,438	1,471	915	2,386	5,607
Medical and Health Services Group				675	146	821	2,638	55	2,693				3,514
Architectural, Engineering & Land Services Group				690	28	718	1,882	32	1,914	149	35	184	2,816
Finance & Audit Services Group				506	8	514	1,019	4	1,023				1,537
Forestry & Environment Protection Services Group				255	5	260	1,174	6	1,180				1,440
Agriculture & Livestock Services Group				329	7	336	950		950				1,286
Laboratory & Technical Services Group				73	6	79	748	199	947				1,026
Legal, Judiciary and Legislative Services Group				212	17	229	322	1	323				552
Human Resource Services Group				228	5	233	243		243				476

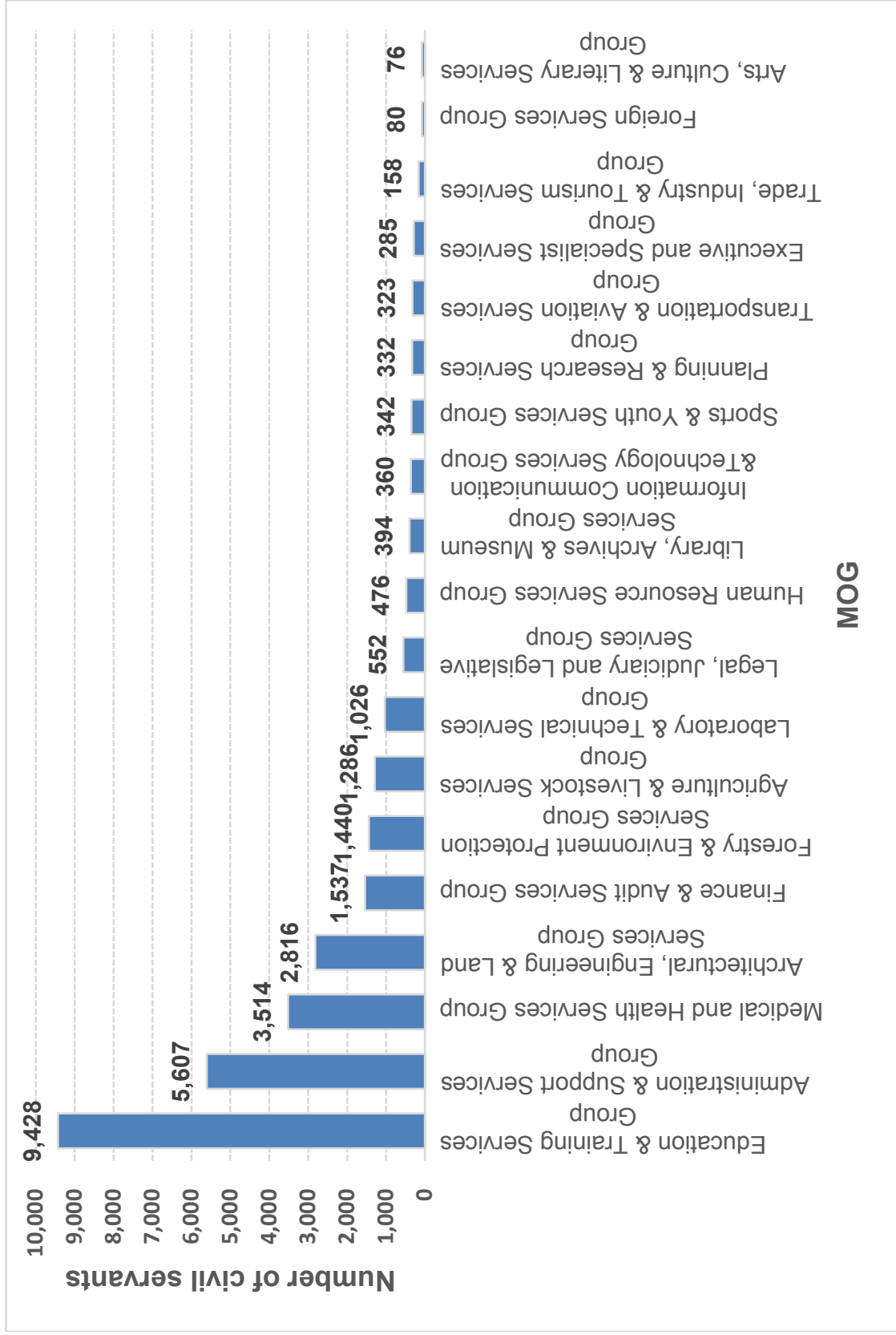
MOG	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Library, Archives & Museum Services Group				21		21	296	77	373				394
Information Communication & Technology Services Group				174	28	202	152	6	158				360
Sports & Youth Services Group				135	2	137	4	201	205				342
Planning & Research Services Group				229	68	297	34	1	35				332
Transportation & Aviation Services Group				48	2	50	270	3	273				323
Executive and Specialist Services Group	274	11	285										285
Trade, Industry & Tourism Services Group				125	10	135	19	4	23				158
Foreign Services Group				77	3	80							80
Arts, Culture & Literary Services Group				44	5	49	17	10	27				76
<b>Total</b>	<b>275</b>	<b>11</b>	<b>286</b>	<b>12,572</b>	<b>1,589</b>	<b>14,161</b>	<b>11,385</b>	<b>1,630</b>	<b>13,015</b>	<b>1,620</b>	<b>950</b>	<b>2,570</b>	<b>30,032</b>

Note: Eminent members of the National Council are reflected under Executive Services (includes Civil servants on "Stand Alone" Position holders)

R: Regular, C: Contract, T: Total



**Graph 4  
Civil Servants by Major Occupational Groups**



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

MOG/Subgroup	NA1	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Education & Training Services Group								585	1,460	2,680	1,971
Education Management & Administration Services								103	442	70	5
Education Support Services								42	66	10	
Teaching Services								425	934	2,587	1,949
Training/Tertiary Teaching Services								10	15	13	17
Vocational Education & Management Services								5	3		
Administration & Support Services Group					1			122	85	93	213
Administration Services								33	23	15	125
Palace Services										1	
Program Services								78	54	67	70
Property and Management Services								3	4	6	16
Secondment Services								5	3	2	
Secretarial Services								2	1	2	2
Stand Alone Positions					1			1			
Medical and Health Services Group								56	83	187	489
Emergency Medical Services											
Medical & Dental Services								33	42	87	204
Medical Technical Services									1	5	10
Nursing Services								16	15	36	161
Pharmaceutical Services								1	5	11	42
Physiotherapy & Rehabilitation Services								1	2	5	21
Public Health Services								1	10	34	16
Radiology & Technical Services											9
Traditional Medicine Services								4	8	9	26
Architectural, Engineering & Land Services Group								144	111	179	269
Architectural Services								3	9	12	19
Engineering Services								119	73	130	157
Farm Mechanization Services											1
Geographic Information System Services										1	7

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
2,522		5	28	44	41	73	6	4	9					9,428
														620
														118
2,496														8,391
26		5	28	44	41	73	6	4	9					291
														8
269	1	2	9	72	192	232	367	514	1,049	727	503	324	832	5,607
177					3	4	6	6	3	710	329	323	799	2,556
		2	2	10	21	3	3	1	1	2		1		47
43														312
44				5	16	45	82	72	108	2	3		3	409
														10
4	1		7	57	150	180	275	434	284	13				1,412
1					2		1	1	653		171		30	861
6	49	84	342	522	881	566	219	27	3					3,514
3														3
														366
			57	49	71	83	56	1						333
	49	61	79	297	523	178	12	19	3					1,449
		1	37	14	43	39	48							241
1			6	11	20	16	9							92
2		22	128	125	157	171	79	5						750
			16	15	23	35	15	2						115
			19	11	44	44								165
15	49	40	118	191	482	322	477	99	136	126	25	4	29	2,816
			6	9	7	1			1					67
	48	35	99	119	233	60	3							1,076
		1	5	2	1									10
				3		1			1					13

MOG/Subgroup	NA1	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Geology and Mines Services								3	7	7	13
Heritage Sites Conservation Services								2			
Land Services								4	2	2	26
Map Production Services									1	1	
Meteorology/Hydrology Services								2		5	5
Sanitary Services											
Survey Engineering Services								2	18	5	9
Technical Support Services											
Urban Development Control Services								3			6
Urban Planning Services								6	1	16	26
Finance & Audit Services Group								47	86	108	141
Audit Services								10	22	16	30
Finance, Accounting & Budgets Services								19	34	38	28
Internal Audit Services								4	1	9	20
Revenue Services								14	29	45	63
Forestry & Environment Protection Services Group								31	54	68	74
Environment Services								6	9	9	12
Forestry Services								25	45	59	62
Agriculture & Livestock Services Group								36	58	146	93
Agriculture Production Services								12	12	19	19
Agriculture Regulatory Services								1	2	15	7
Biodiversity Services								3	1	5	2
Dairy Development Services											1
Extension Services									19	27	1
Feed & Fodder Development Services									1	4	3
Floriculture and Amenity Landscape Services											
Horticulture Development Services								3	7	5	10
Livestock Health Services								5	5	27	9
Livestock Production Services								7	7	33	29
Mushroom Development Services										2	
Plant Protection Services								3	1	2	3
Post Production Services								1	2	4	4

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
					4	24	25	11	6					100
														2
14				4	26	21	16	8	66					189
			1	3	9		4	2						21
1					10	27	43	22	22					137
							9	3	2					14
	1	4	5	18	32	25	6	27	31					183
				30	150	161	370	26	7	126	25	4	29	928
			2	3	10	2	1							27
														49
132		19	104	318	387	175	17	2	1					1,537
34		5	15	23	5	20								180
25		14	51	196	293	65	10	1						774
8														42
65			38	99	89	90	7	1	1					541
33	11	71	118	98	153	254	381	50	44					1,440
33							7	2						78
	11	71	118	98	153	254	374	48	44					1,362
3		113	237	170	241	164	14	8	3					1,286
		14	20	17	17	17								147
2		13	48	24	25	16	1							154
		4	2		2		2	1						22
														1
		66	121	68	122	93	1		1					519
			2	2	2	1								15
								1						1
		1	1	1	2		1							31
		5	16	13	11	8	3	4						106
		8	18	36	50	16	6	2	2					214
			1	5	1									9
				3	3	3								18
1		1	4	1	3	6								27

MOG/Subgroup	NA1	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Soil Fertility & Plant Nutrition Services								1		1	3
Soil Survey & Land Evaluation Services									1	2	2
Laboratory & Technical Services Group								4	9	30	32
Analytical Services								1	1	1	
Diagnostic Services								3	8	29	32
Laboratory Support Services											
Legal, Judiciary and Legislative Services Group								13	16	70	110
Integrity & Promotion Services								8	4	11	13
Judiciary Support Services											
Legal Services								5	12	42	79
Legislative Service											2
Registration Services										17	16
Human Resource Services Group								16	23	59	52
Civil Registration & Census Services								3	2	7	3
HR Management & Development Services								11	15	43	43
Immigration Services								2	6	9	6
Industrial Relations Services											
Library, Archives & Museum Services Group								7	4	6	2
Archives & Cultural Properties Services								3	1	4	
Library Services								4	3	2	2
Information Communication & Technology Services Group								18	18	72	35
Development Communication Services								2	2	3	2
ICT Services								11	15	63	25
Media Services								5	1	6	8
Sports & Youth Services Group								2	13	19	31
Counselling Services								2	9	14	30
Scouts Services									1		
Sports Services									3	5	1
Planning & Research Services Group								22	37	95	52
Planning Services								13	16	69	31
Research Services								5	6	19	13
Statistical Services								4	15	7	8

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
		1	1		1	2								10
			3		2	2								12
4		3	59	43	88	131	311	95	217					1,026
1														4
3														75
		3	59	43	88	131	311	95	217					947
20			1	32	134	146	10							552
19				1	7	7								70
			1	29	109	126	10							275
				2	18	13								171
														2
1														34
83				2	12	25	29	39	136					476
6														21
72														184
5				2	9	15	25	27	135					241
					3	10	4	12	1					30
2			1	4	8	68	142	62	88					394
2			1	2	2	4	7	7	2					35
				2	6	64	135	55	86					359
59		11	31	62	40	9	4	1						360
4			2	1	1	2	3							22
39		11	29	61	39	7	1	1						302
16														36
72					2	1		13	189					342
71														126
														1
1					2	1		13	189					215
91				17	6	2	2	5	3					332
17														146
74					5		1	2						125
				17	1	2	1	3	3					61

MOG/Subgroup	NA1	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Transportation & Aviation Services Group								11	4	8	6
Aviation Communication & Navigation Services								3		1	2
Aviation Safety Services								3	3	5	2
Land Transport Services								5	1	2	2
Executive and Specialist Services Group	3	23	55	77	3	37	87				
Executive Services	3	23	55	77							
Specialist Services					3	37	87				
Trade, Industry & Tourism Services Group								26	14	44	35
Industries Services								8	5	15	7
Intellectual Property Services								2	2	4	5
Marketing Services								3	3	3	8
Tourism Services								4	1	6	5
Trade Services								9	3	16	10
Foreign Services Group								15	14	15	14
Consular Services											1
Embassy, Missions & Secretariat Services								13	12	13	11
Protocol Services								2	2	2	2
Arts, Culture & Literary Services Group								4	3	12	14
Arts & Culture Services								3	2	8	6
Literary and Translation Services								1	1	4	8
<b>Total</b>	<b>3</b>	<b>23</b>	<b>55</b>	<b>78</b>	<b>3</b>	<b>37</b>	<b>87</b>	<b>1,159</b>	<b>2,092</b>	<b>3,891</b>	<b>3,633</b>

Note: <sup>1</sup>Eminent Members of the National Council  
One Executive is in Stand Alone Position



P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
21			3	9	34	29	63	60	75					323
3				1	11	4								25
4					3	9	42	59	75					205
14			3	8	20	16	21	1						93
														285
														158
														127
16		5	3	2	2	2	1	4	4					158
6														41
2														15
3		5	3	2	1	1								32
2					1	1	1	4	4					29
3														41
22														80
2														3
13														62
7														15
16				6	3	5	2	3	8					76
10				6	3	5	2	3	8					56
6														20
<b>3,386</b>	<b>110</b>	<b>353</b>	<b>1,054</b>	<b>1,592</b>	<b>2,706</b>	<b>2,204</b>	<b>2,045</b>	<b>986</b>	<b>1,965</b>	<b>853</b>	<b>528</b>	<b>328</b>	<b>861</b>	<b>30,032</b>

**Table 21*****Progressive Growth of Civil Service Strength by Major Occupational Groups***

<b>Major Occupational Groups</b>	<b>1st July 2008</b>	<b>Dec-19</b>	<b>% Growth</b>
Education & Training Services	6,257	9,428	<b>50.68%</b>
General Administration & Support Services	3,259	5,607	<b>72.05%</b>
Medical and Health Services	1,700	3,514	<b>106.71%</b>
Architectural & Engg. & Land Services	2,152	2,816	<b>30.86%</b>
Finance & Audit Services	1,230	1,537	<b>24.96%</b>
Forestry & Environment Protection Services	1,192	1,440	<b>20.81%</b>
Agriculture & Livestock Services	1,018	1,286	<b>26.33%</b>
Laboratory & Technical Services	509	1,026	<b>101.57%</b>
Legal, Judiciary and Legislative Services	318	552	<b>73.58%</b>
Human Resource Services	287	476	<b>65.85%</b>
Library, Archives & Museum Services	323	394	<b>21.98%</b>
Information Communication & Technology Services Group	293	360	<b>22.87%</b>
Sports & Youth Services Group	393	342	<b>-12.98%</b>
Planning & Research Services Group	186	332	<b>78.49%</b>
Transportation & Aviation Services	154	323	<b>109.74%</b>
Executive and Specialist Services Group	22	285	<b>1195.45%</b>
Trade, Industry & Tourism Services	86	158	<b>83.72%</b>
Foreign Services	55	80	<b>45.45%</b>
Arts, Culture & Literary Services	82	76	<b>-7.32%</b>
<b>Total</b>	<b>19,516</b>	<b>30,032</b>	<b>53.88%</b>

**Table 22**

**Civil Servants by Position Level and Gender**

Position Level	Regular				Contract				Grand Total		
	B		NB		B		NB				
	M	F	M	F	M	F	M	F			
No level1	2	1			3					3	
EX1	22				22	1				1	23
EX2	49	3			52	2	1			3	55
EX3	62	12			74	4				4	78
ES1	3				3						3
ES2	29	7			36	1				1	37
ES3	69	16			85	1		1		2	87
P1	793	350			1143	10		5		1	1,159
P2	1385	672			2057	10	1	15		9	2,092
P3	2390	1439			3829	8	5	39		10	3,891
P4	2156	1241			3397	77	119	22		18	3,633
P5	1173	973			2146	674	555	4		7	3,386
SS1	66	44			110						110
SS2	275	75			350	2	1			3	353
SS3	752	300	1		1054						1,054
SS4	1020	555		1	1576	13	3			16	1,592
S1	1598	1047		1	2646	42	18			60	2,706
S2	1278	868			2146	37	21			58	2,204
S3	1097	929	2		2028	11	5	1		17	2,045

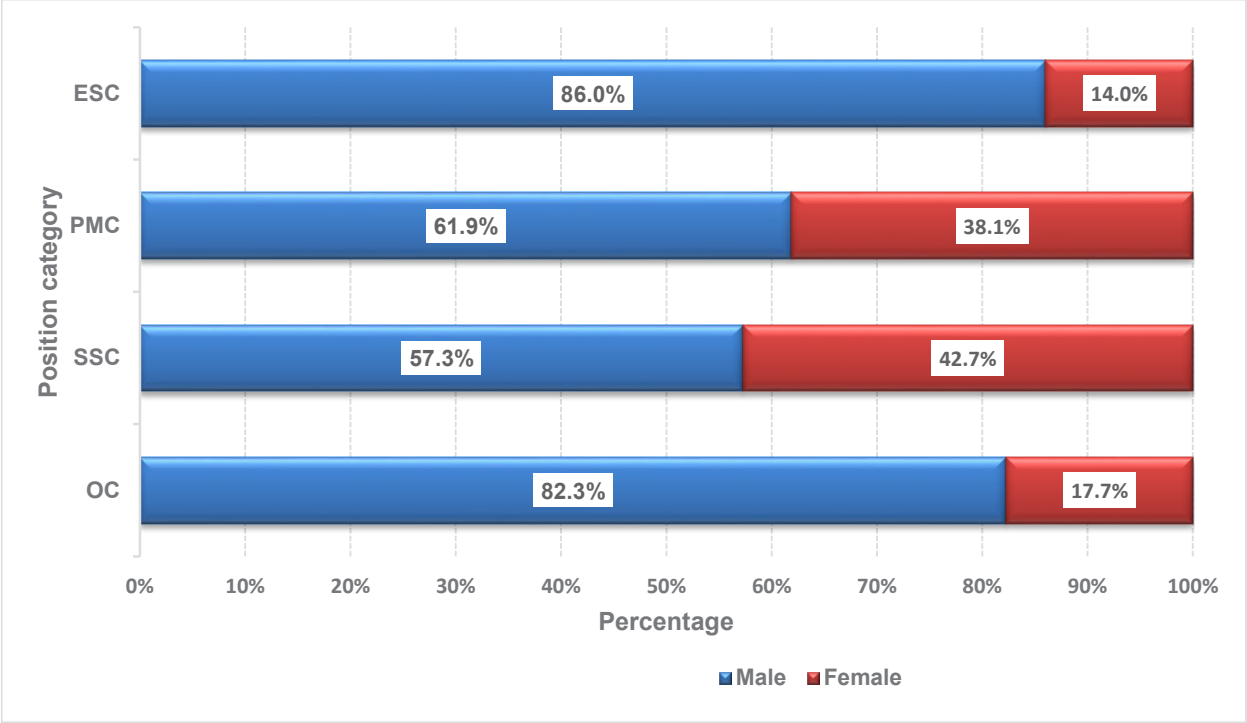
Position Level	Regular				Contract				Grand Total		
	B		NB		B		NB				
	M	F	M	F	M	F	M	F			
S4	398	557			21	9			1	31	986
S5	349	171			489	956				1445	1,965
O1	704	145			3			1		4	853
O2	270	84			67	107				174	528
O3	300	25			2	1				3	328
O4	88	4			677	90		2		769	861
<b>Grand Total</b>	<b>16,328</b>	<b>9,518</b>	<b>3</b>	<b>3</b>	<b>2,152</b>	<b>1,892</b>	<b>90</b>	<b>46</b>	<b>4,180</b>	<b>30,032</b>	

Note: <sup>1</sup> Eminent members of the National Council

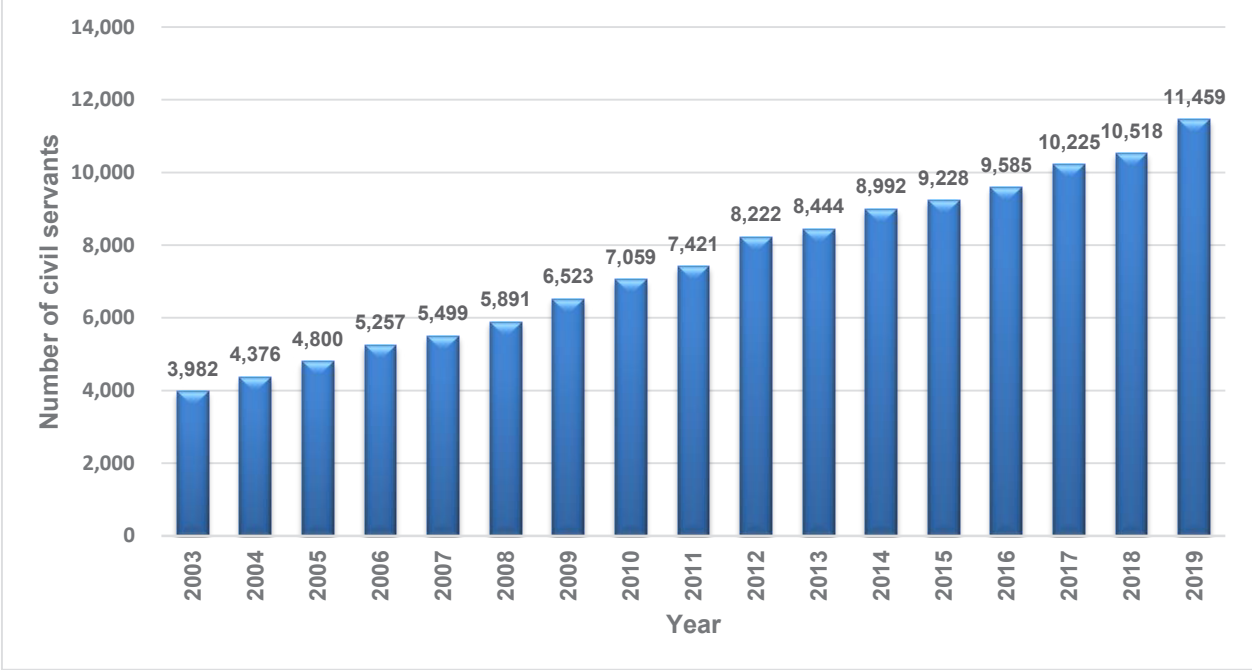
M: Male & F: Female

B: Bhutanese & NB: Non-bhutanese

**Graph 5**  
**Percentage of Civil Servants within Position Category by Gender**



**Graph 6**  
**Female Civil Servants (2003 - 2019)**



**Table 23*****Civil Servants by Major Occupational Groups and Gender***

MOG	Regular				Regular Total
	B		NB		
	M	F	M	F	
Education & Training Services Group	4,847	3,390			8,237
Administration & Support Services Group	2,249	1,352	2		3,603
Medical and Health Services Group	1,817	1,493		3	3,313
Architectural, Engineering & Land Services Group	1,977	743	1		2,721
Finance & Audit Services Group	973	552			1,525
Forestry & Environment Protection Services Group	1,190	239			1,429
Agriculture & Livestock Services Group	990	289			1,279
Laboratory & Technical Services Group	416	405			821
Legal, Judiciary and Legislative Services Group	299	235			534
Human Resource Services Group	324	147			471
Library, Archives & Museum Services Group	89	228			317
Information Communication & Technology Services Group	198	128			326
Sports & Youth Services Group	88	51			139
Planning & Research Services Group	194	69			263
Transportation & Aviation Services Group	243	75			318
Executive and Specialist Services Group	235	39			274
Trade, Industry & Tourism Services Group	94	50			144
Foreign Services Group	53	24			77
Arts, Culture & Literary Services Group	52	9			61
<b>Total</b>	<b>16,328</b>	<b>9,518</b>	<b>3</b>	<b>3</b>	<b>25,852</b>

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

Contract				Contract Total	Grand Total	Female Total	% of Female within MOG	% of Female to Total CS
B	NB							
M	F	M	F					
624	458	75	34	1,191	9,428	3,882	41.18%	13.56%
1,035	966	3		2,004	5,607	2,318	41.34%	8.10%
74	113	3	11	201	3,514	1,620	46.10%	5.66%
75	15	5		95	2,816	758	26.92%	2.65%
3	9			12	1,537	561	36.50%	1.96%
10		1		11	1,440	239	16.60%	0.84%
4	3			7	1,286	292	22.71%	1.02%
88	117			205	1,026	522	50.88%	1.82%
8	10			18	552	245	44.38%	0.86%
3	2			5	476	149	31.30%	0.52%
16	61			77	394	289	73.35%	1.01%
13	20	1		34	360	148	41.11%	0.52%
130	73			203	342	124	36.26%	0.43%
37	31		1	69	332	101	30.42%	0.35%
3	1	1		5	323	76	23.53%	0.27%
9	1	1		11	285	40	14.04%	0.14%
5	9			14	158	59	37.34%	0.21%
	3			3	80	27	33.75%	0.09%
15				15	76	9	11.84%	0.03%
<b>2,152</b>	<b>1,892</b>	<b>90</b>	<b>46</b>	<b>4,180</b>	<b>30,032</b>	<b>11,459</b>	<b>38.16%</b>	<b>40.04%</b>

Table 24

**Civil Servants by Position Level and Age Groups**

Row Labels	18 - 19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-60	>60	Total
No level <sup>1</sup>					2	1					3
EX1				1				8	12	2	23
EX2					10			21	21	3	55
EX3				1	11			29	8	3	78
ES1									3		3
ES2					2		13		21	1	37
ES3					2		23		37		87
P1				1	47	326	284	311	186	4	1,159
P2				52	602	687	432	232	79	8	2,092
P3				78	974	871	1,677	68	28	7	3,891
P4		102	934	1,716	670	140	22	26	23		3,633
P5		271	2,118	769	146	42	18	12	10		3,386
S1		53	638	803	412	211	248	275	55	11	2,706
S2		149	560	511	376	301	171	117	15	4	2,204
S3		31	312	580	654	301	72	75	15	5	2,045
S4		1	238	370	231	86	27	27	6		986
S5	10	530	854	390	93	21	21	37	8	1	1,965

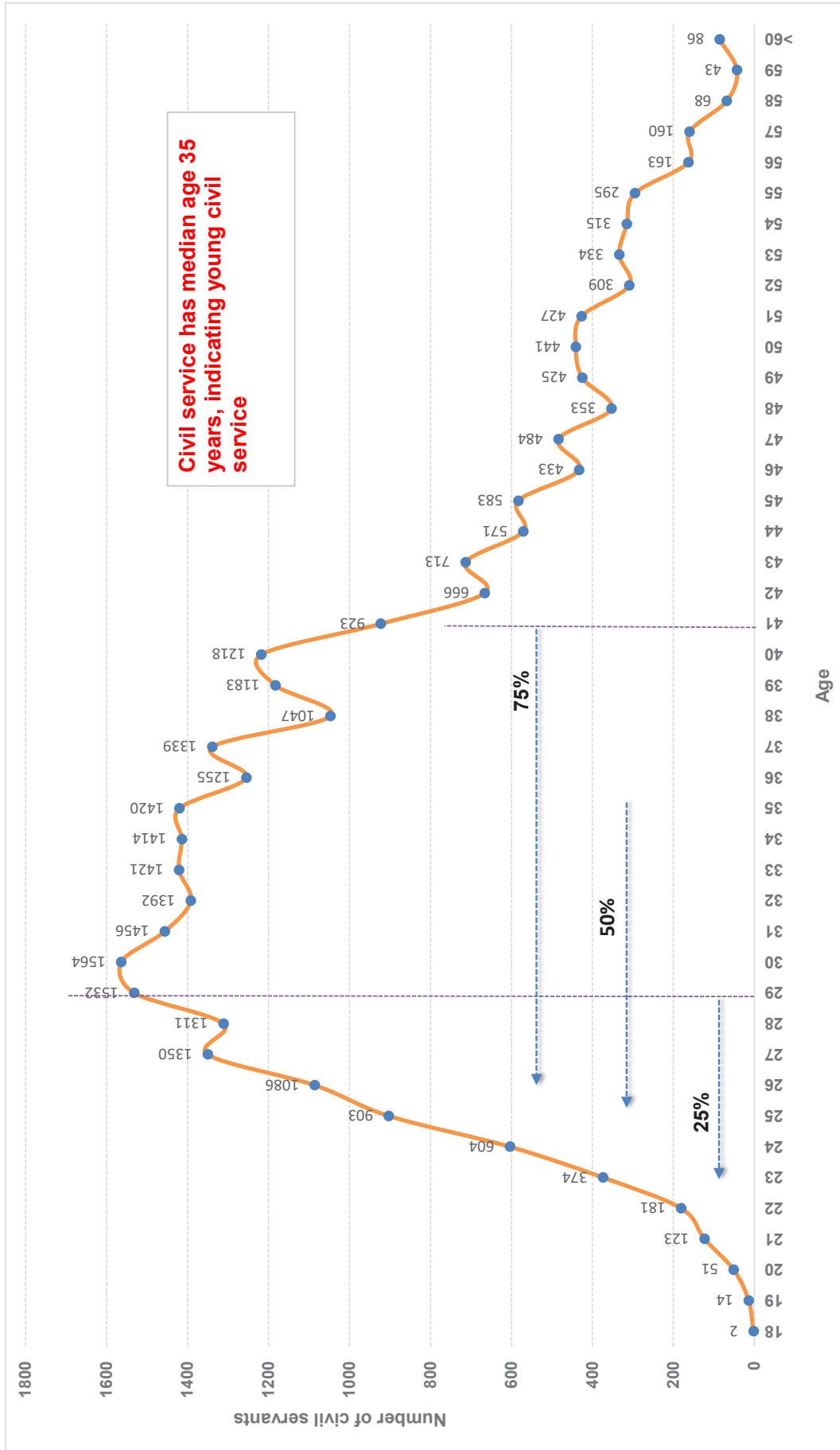


Row Labels	18 - 19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-60	>60	Total
SS1				30	59	15	6				110
SS2			20	134	139	48	9	3			353
SS3			26	271	184	163	92	3			1,054
SS4			47	436	559	231	162	67	10		1,592
O1		1	3	47	161	249	226	132	30	4	853
O2	1	59	103	167	120	34	16	19	8	1	528
O3		1	43	163	75	32	9	4	1		328
O4	5	135	254	242	129	66	19	6	4	1	861
<b>Grand Total</b>	<b>16</b>	<b>1,333</b>	<b>6,182</b>	<b>7,247</b>	<b>6,244</b>	<b>4,091</b>	<b>2,278</b>	<b>1,826</b>	<b>744</b>	<b>71</b>	<b>30,032</b>

Note: Qualifying age for Civil Service is 18 yrs

<sup>1</sup> Eminent Members of the National Council

**Graph 7**  
**Civil Servants by Age**



**Table 25**

**Civil Servants by Age Groups and Gender**

Age Group	Male			Female			Grand Total
	R	C	T	R	C	T	
<20	1	3	4		12	12	16
20-24	231	297	528	292	513	805	1,333
25-29	2,259	924	3,183	2,006	993	2,999	6,182
30-34	3,864	528	4,392	2,547	308	2,855	7,247
35-39	3,652	211	3,863	2,324	57	2,381	6,244
40-44	2,633	88	2,721	1,353	17	1,370	4,091
45-49	1,687	43	1,730	539	9	548	2,278
50-54	1,429	38	1,467	342	17	359	1,826
55-60	561	59	620	116	8	124	744
>60	14	51	65	2	4	6	71
<b>Grand Total</b>	<b>16,331</b>	<b>2,242</b>	<b>18,573</b>	<b>9,521</b>	<b>1,938</b>	<b>11,459</b>	<b>30,032</b>

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

**Graph 8**

**Distribution of Civil Servants by Age and Gender**

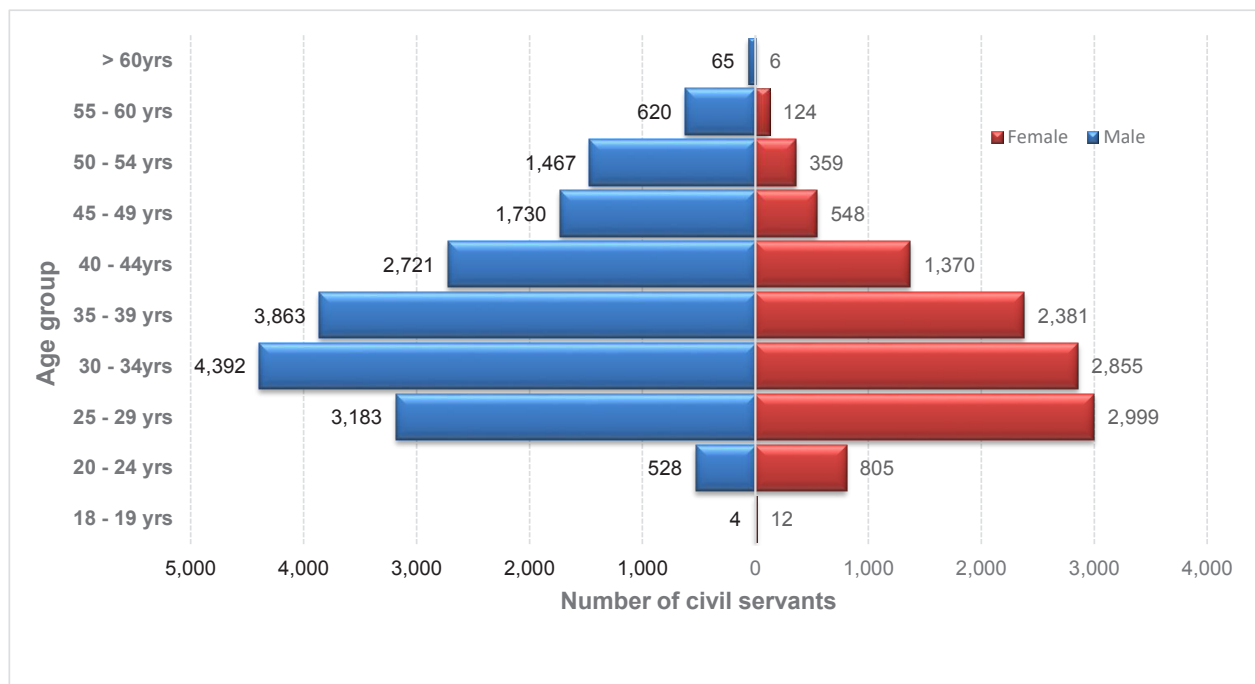


Table 26

## Civil Servants Recruited by Parent Agency from January - December 2019

Row Labels	EX2	ES2	P4	P5	SS4	S1	S2	S3	S5	O1	O2	O4	Grand Total
His Majestys Secretariat								2					2
His Majestys Secretariat								2					2
<b>Judiciary</b>			3				21					7	31
Royal Court of Justice							21					7	28
Supreme Court of Bhutan			3										3
<b>Legislative</b>				3			1					2	6
National Assembly Secretariat				3			1					2	6
Constitutional	1		1	21			2		4			1	30
Royal Civil Service Commission	1			13					2				16
Anti-Corruption Commission				5			2		2				9
Royal Audit Authority			1	3								1	5
<b>Ministry</b>			212	849	1	127	164	32	489	2	18	147	2,041
Ministry of Education			4	721			17		393		18	11	1,164
Ministry of Health			132	19		123	75	16	11			27	403
Ministry of Agriculture and Forests			24	9		33	33	16	11			53	146
Ministry of Information & Communications			2	11		2	2		64			6	85
Ministry of Home & Cultural Affairs			1	40		1			5			32	79
Ministry of Finance				22	1	3	17		2	2		3	50
Ministry of Works & Human Settlement			34	1					1			8	44
Ministry of Labour & Human Resources			7	16		16			1				40
Ministry of Economic Affairs			8	6		4			1			2	21
Ministry of Foreign Affairs				4								5	9
Autonomous Agency	1		32	25		1	1	1	9			50	119
Dratshang Lhentshog						1						18	19
National Land Commission			1	2								13	16

Row Labels	EX2	ES2	P4	P5	SS4	S1	S2	S3	S5	O1	O2	O4	Grand Total
Office of the Attorney General			13										13
National Environment Commission				13									13
Tourism Council of Bhutan			5	1					4			1	11
Cabinet Secretariat				1				1				6	8
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)				2					2			3	7
Bhutan Standards Bureau			4	1								1	6
Bhutan Information Communications & Media Authority			2	1					1			1	5
Bhutan Narcotic Control Authority				1								2	3
National Center for Hydrology and Meteorology (NCHM)			3										3
Dzongkha Development Commission				1								2	3
Gross National Happiness Commission				2									2
Bhutan Civil Aviation Authority									1			1	2
Centre for Bhutan Studies and GNH Research			1									1	2
Drug Regulatory Authority			2										2
National Statistics Bureau			1						1				2
Bhutan Council for School Examination and Assessment												1	1
Royal Institute of Management		1											1
<b>Thromde</b>			3	13					37			5	58
Thimphu Thromde				11					21			3	35
Samdrupjongkhar Thromde			1						14			2	17
Gelephu Thromde			1	2					2				5
Phuentsholing Thromde			1										1
<b>Grand Total</b>	<b>1</b>	<b>1</b>	<b>251</b>	<b>911</b>	<b>1</b>	<b>127</b>	<b>189</b>	<b>35</b>	<b>539</b>	<b>2</b>	<b>18</b>	<b>212</b>	<b>2,287</b>

Table 27

**Civil Servants Recruited by MOG from January - December 2019**

MOG	Regular		Total	Contract		Grand Total
	Male	Female		Male	Female	
Education & Training Services Group	177	186	363	214	184	398
Administration & Support Services Group	24	21	45	226	356	582
Medical and Health Services Group	111	113	224	32	59	91
Architectural, Engineering & Land Services Group	71	31	102	34	5	39
Laboratory & Technical Services Group	20	11	31	19	30	49
Sports & Youth Services Group	12	12	24	27	18	45
Transportation & Aviation Services Group	47	21	68			68
Agriculture & Livestock Services Group	38	8	46	2	3	5
Legal, Judiciary and Legislative Services Group	15	21	36	4	2	6
Finance & Audit Services Group	16	23	39			39
Forestry & Environment Protection Services Group	11	3	14	3		3
Human Resource Services Group	6	7	13	1	1	2
Library, Archives & Museum Services Group	2	1	3		11	11
Information Communication & Technology Services Group	1	4	5	3	5	8
Trade, Industry & Tourism Services Group	1		1	4	7	11
Planning & Research Services Group	2	3	5	3	2	5
Arts, Culture & Literary Services Group	3	1	4	3		3
Foreign Services Group	3	1	4			4
Executive and Specialist Services Group	1	1	2			2
<b>Grand Total</b>	<b>561</b>	<b>468</b>	<b>1,029</b>	<b>575</b>	<b>683</b>	<b>1,258</b>
						<b>2,287</b>

Table 28

**Civil Servants Recruited by Position Level (2015-2019)**

Position Level	2015			2016			2017			2018			2019		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
EX1/ES1			0			0									
EX2/ES2	1	1	1			0			1		1	1	2		2
EX3/ES3	1	1	1			0									
P1			0	6	6	6	1	6	7	4	4	4			0
P2	1	1	1	4	4	4		4	4						
P3			0	6	6	6	1	1	2						
P4	161	3	164	151	12	163	218	5	223	159	66	225	152	99	251
P5	415	1	416	376	359	735	466	265	731	214	142	356	461	450	911
SS1						0									
SS2				1	1	1									
SS3						0									
SS4				2	2	2								1	1
S1	126	202	328		1	1	114	3	117	78	17	95	101	26	127
S2	77	2	79	1	67	68	176	21	197	150	12	162	174	15	189
S3	67		67			0	106	4	110	38	3	41	34	1	35
S4	1		1	7	7	7		1	1						
S5	2	2	2	50	27	77	143	585	728	99	123	222	97	442	539
O1			0			0	2	1	3				2		2
O2	1	1	1	17	17	17	2	56	58	27	27	27	18	18	18
O3	1		1			0									
O4	3	2	5		31	31	2	281	283	5	149	154	6	206	212
<b>Total</b>	<b>851</b>	<b>216</b>	<b>1,067</b>	<b>578</b>	<b>540</b>	<b>1,118</b>	<b>1,231</b>	<b>1,233</b>	<b>2,464</b>	<b>743</b>	<b>544</b>	<b>1,287</b>	<b>1029</b>	<b>1258</b>	<b>2,287</b>

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

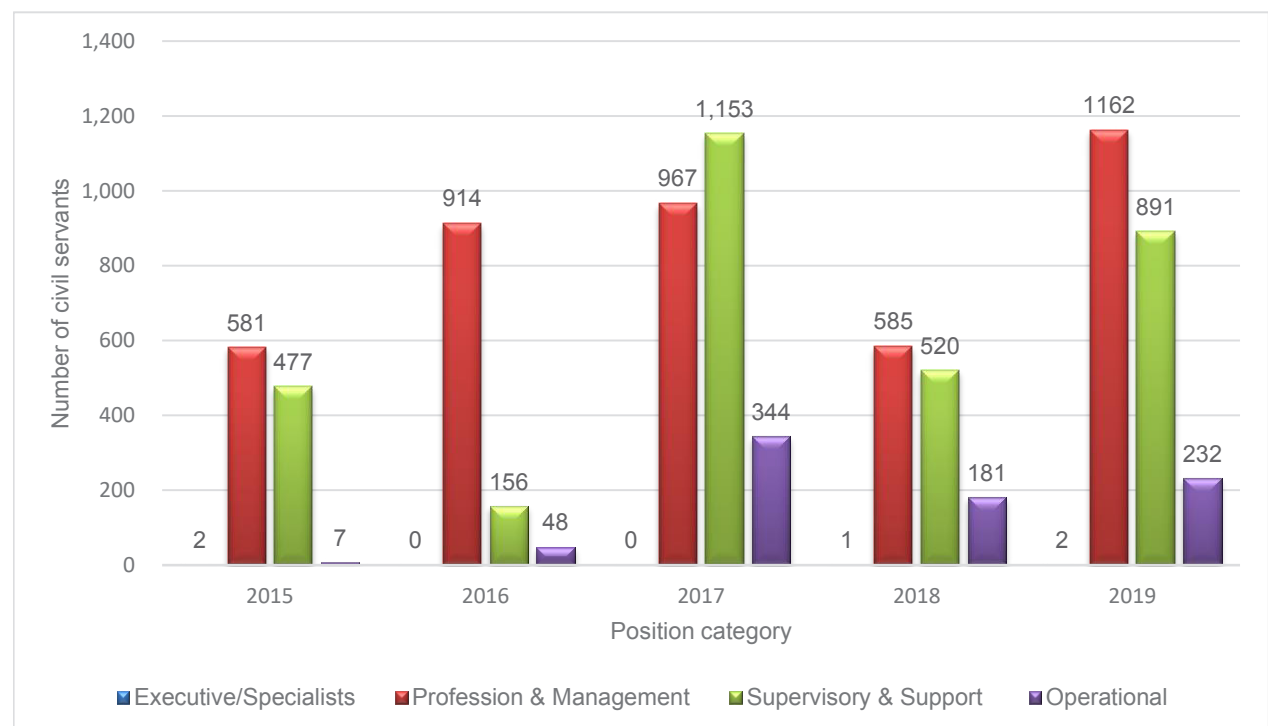
**Table 29**

**Civil Servants Recruited by Position Level and Gender**

Position Level	Regular			Contract			Grand Total
	Male	Female	Total	Male	Female	Total	
EX2		1	1				1
ES2	1		1				1
P4	96	56	152	36	63	99	251
P5	229	232	461	239	211	450	911
SS4				1		1	1
S1	48	53	101	15	11	26	127
S2	97	77	174	7	8	15	189
S3	23	11	34	1		1	35
S5	61	36	97	97	345	442	539
O1		2	2				2
O2				8	10	18	18
O4	6		6	171	35	206	212
<b>Grand Total</b>	<b>561</b>	<b>468</b>	<b>1029</b>	<b>575</b>	<b>683</b>	<b>1258</b>	<b>2287</b>

**Graph 9**

**Civil Servants Recruited by Position Category**





**Table 30**

***Civil Servants Promoted (2015-2019)***

<b>Position Category/Position Level</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
<b>Executive &amp; Specialist Category</b>					
EX1	2	1	1	2	4
EX2	9	5	9	8	4
EX3	6	10	21	13	9
ES1	1	1	2	1	2
ES2	5	10	5	11	3
ES3	8	11	11	14	20
<b>Total</b>	<b>31</b>	<b>38</b>	<b>49</b>	<b>49</b>	<b>42</b>
<b>Professional &amp; Management Category</b>					
P1	150	197	215	184	221
P2	377	371	410	457	477
P3	610	779	877	1150	999
P4	1,069	751	710	623	702
P5	280	90	18	55	34
<b>Total</b>	<b>2,486</b>	<b>2,188</b>	<b>2,230</b>	<b>2,469</b>	<b>2,433</b>
<b>Supervisory &amp; Support Category</b>					
SS1			3	45	56
SS2		32	23	130	122
SS3		349	154	205	290
SS4		220	210	479	436
S1	391	433	318	524	540
S2	329	368	284	288	441
S3	304	623	283	402	536
S4	486	193	317	216	209
S5	53	35	8	24	12
<b>Total</b>	<b>1,563</b>	<b>2,253</b>	<b>1,600</b>	<b>2,313</b>	<b>2,642</b>
<b>Operational Category</b>					
O1	65	97	100	65	39
O2	45	53	62	100	94
O3	78	88	108	79	56
<b>Total</b>	<b>188</b>	<b>238</b>	<b>270</b>	<b>244</b>	<b>189</b>
<b>Grand Total</b>	<b>4,268</b>	<b>4,717</b>	<b>4,149</b>	<b>5,075</b>	<b>5,306</b>

**Table 31**

**Civil Servants Separated by Parent Agency and Position Level  
(January - December 2019)**

Parent Agency	EX1	EX2	ES1	ES2	ES3	P1
His Majesty's Secretariat						
His Majesty's Secretariat						
Judiciary						
Royal Court of Justice						
Legislative						
National Assembly Secretariat						
National Council Secretariat						
Constitutional						
Anti-Corruption Commission						
Royal Civil Service Commission						1
Ministry						
Ministry of Agriculture and Forests			1	3		5
Ministry of Economic Affairs	1	1				
Ministry of Education						36
Ministry of Finance		1				1
Ministry of Foreign Affairs						1
Ministry of Health			2	1	1	1
Ministry of Home & Cultural Affairs						2
Ministry of Information & Communications	1					
Ministry of Labour & Human Resources					1	
Ministry of Works & Human Settlement	1			1		3
Autonomous						
Bhutan Council for School Examination and Assessment						1
Bhutan Information Communications & Media Authority						
Bhutan Narcotic Control Authority						
Bhutan Standards Bureau						
Cabinet Secretariat	1					
Centre for Bhutan Studies and GNH Research						
Dratshang Lhentshog						
Drug Regulatory Authority						
Dzongkha Development Commission						
Gross National Happiness Commission						
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)						
National Center for Hydrology and Meteorology (NCHM)						
National Environment Commission						
National Land Commission						1
National Statistics Bureau						

P2	P3	P4	P5	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Grand Total
											1					1
							1	2							4	7
			1										1			2
		1	1													2
	1		1					3								5
		1	2													4
4	7	1	5	2	14	7	14	9	1	7	5	7	1		3	96
	3	1							1	1		1			1	10
18	60	38	96					4	6	2	99	1	13		2	375
7	5	5	3		3	5	17	9	3			1				60
3																4
2	5	13	1	2	4	12	7	9	3	1	11	4		2		81
2		4	6			1	1	2	3		47	2		2	13	85
	4		2		1			1	1		5				2	17
1	2	2	5			2	1								1	15
1					3	2	4	1	2			1	1			20
								1								2
		2													1	3
	1		1													2
							1								1	2
																1
		1	1							1					2	5
						1									6	7
															1	1
			1													1
1			1													2
		1	1				1		1						2	6
							1			1	1					3
	1															1
2	2	2					3	3	2	2						17
							1									1

Parent Agency	EX1	EX2	ES1	ES2	ES3	P1
Office of the Attorney General						
Royal Audit Authority		1	1			1
Royal Education Council						1
Royal Institute of Management						1
Tourism Council of Bhutan				1		
Thromde						
Gelephu Thromde						
Phuentsholing Thromde						
Samdrupjongkhar Thromde						
Thimphu Thromde						
<b>Grand Total</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>2</b>	<b>55</b>

P2	P3	P4	P5	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Grand Total
	1	1														2
2	2	1	4		1											13
	1															2
																1
																1
								1								1
											1					1
			1							1	4				1	6
<b>43</b>	<b>95</b>	<b>74</b>	<b>133</b>	<b>4</b>	<b>26</b>	<b>30</b>	<b>52</b>	<b>45</b>	<b>23</b>	<b>16</b>	<b>174</b>	<b>17</b>	<b>16</b>	<b>5</b>	<b>39</b>	<b>866</b>

Table 32

**Civil Servants Separated by MOG (January - December 2019)**

MOG	M	Regular		Contract		Grand Total	
		F	T	F	T		
Administration & Support Services Group	40	14	54	94	81	175	229
Agriculture & Livestock Services Group	24	3	27				27
Architectural, Engineering & Land Services Group	36	10	46	4	2	6	52
Arts, Culture & Literary Services Group	5		5				5
Education & Training Services Group	95	78	173	39	43	82	255
Executive and Specialist Services Group	17	1	18	1		1	19
Finance & Audit Services Group	37	21	58	1	1	2	60
Foreign Services Group	2	2	4				4
Forestry & Environment Protection Services Group	31	2	33	3		3	36
Human Resource Services Group	9	5	14	3	2	5	19
Information Communication & Technology Services Group	7		7	3	1	4	11
Laboratory & Technical Services Group	7	6	13	17	9	26	39
Legal, Judiciary and Legislative Services Group	4	2	6	3		3	9
Library, Archives & Museum Services Group	1	2	3	2	6	8	11
Medical and Health Services Group	19	24	43	5	7	12	55
Planning & Research Services Group	4	1	5	1	3	4	9
Sports & Youth Services Group	1	3	4	9	1	10	14
Trade, Industry & Tourism Services Group	1	3	4	1	1	2	6
Transportation & Aviation Services Group	1	2	3	2	1	3	6
<b>Grand Total</b>	<b>341</b>	<b>179</b>	<b>520</b>	<b>188</b>	<b>158</b>	<b>346</b>	<b>866</b>

Table 33

**Civil Servants Separated by Category of Separation and Position Categories (January - December 2019)**

Position Categories	Superannuation EX and ES		Superannuation P1 and Below		VR EX & ES Level		VR P1 & below		ERS		CR		CT		Cancel / Withdrawal Of Appointment		Death		Termination		Special Early Retirement		Grand Total	
	R	C	R	C	R	C	R	C	R	C	R	C	R	C	R	C	R	C	R	C	R	C	R	C
ESC	14				1									1										19
PMC	48		48				197		6		6		25		3		21		1		1			400
OC	7		7				16				2		7		1		3					4		77
SSC	46	1	46	1			117	108	5	1	1	1	57	1	1	25	3	5	3	4	5			370
<b>Grand Total</b>	<b>14</b>	<b>101</b>	<b>1</b>	<b>1</b>	<b>330</b>	<b>237</b>	<b>11</b>	<b>7</b>	<b>3</b>	<b>90</b>	<b>5</b>	<b>51</b>	<b>1</b>	<b>4</b>	<b>9</b>	<b>1</b>	<b>866</b>							

Note: R: Regular, C: Contract, CR: Compulsory Retirement, CT: Contract Termination, ERS: Early Retirement Scheme, VR: Voluntary Resignation.

Table 34

**Civil Servants Separated by Position Level and Employment Type**

Position Level	2015			2016			2017			2018			2019		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
EX1/ES1	3		3	10		10	1		1	5		5	7		7
EX2/ES2	4		4	5		5	1		1	16		16	9		9
EX3/ES3	7		7	6		6	3		3	7		7	2		2
P1	14		14	42		44	65		67	65		67	51		51
P2	55		55	54		56	67		68	54		55	42		42
P3	33	8	41	51		60	69		78	86		90	94		94
P4	54	21	75	58		78	62		76	79		95	59		59
P5	42	14	56	30		41	37		147	35		93	33		33
SS1						0									
SS2				10		10	6		6	9		9	4		4
SS3				17		17	22		22	35		35	26		26
SS4				35		35	18		20	26		26	30		30
S1	41	2	43	53		56	38		42	60		95	50		50
S2	29	2	31	34		36	43		56	40		59	35		35
S3	34		34	47		47	25		26	32		32	23		23
S4	18		18	34		36	22		24	34		49	16		16
S5	25	35	60	27		34	26		48	25		86	13		13
O1	11		11	38		38	35		36	40		41	17		17
O2	4		4	13		14	9		21	10		15	3		3
O3	8		8	13		13	13		13	10		11	5		5
O4	8		8	19		20	8		27	4		39	1		1
<b>Total</b>	<b>390</b>	<b>82</b>	<b>472</b>	<b>596</b>	<b>60</b>	<b>656</b>	<b>570</b>	<b>212</b>	<b>782</b>	<b>672</b>	<b>253</b>	<b>925</b>	<b>520</b>	<b>346</b>	<b>866</b>

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

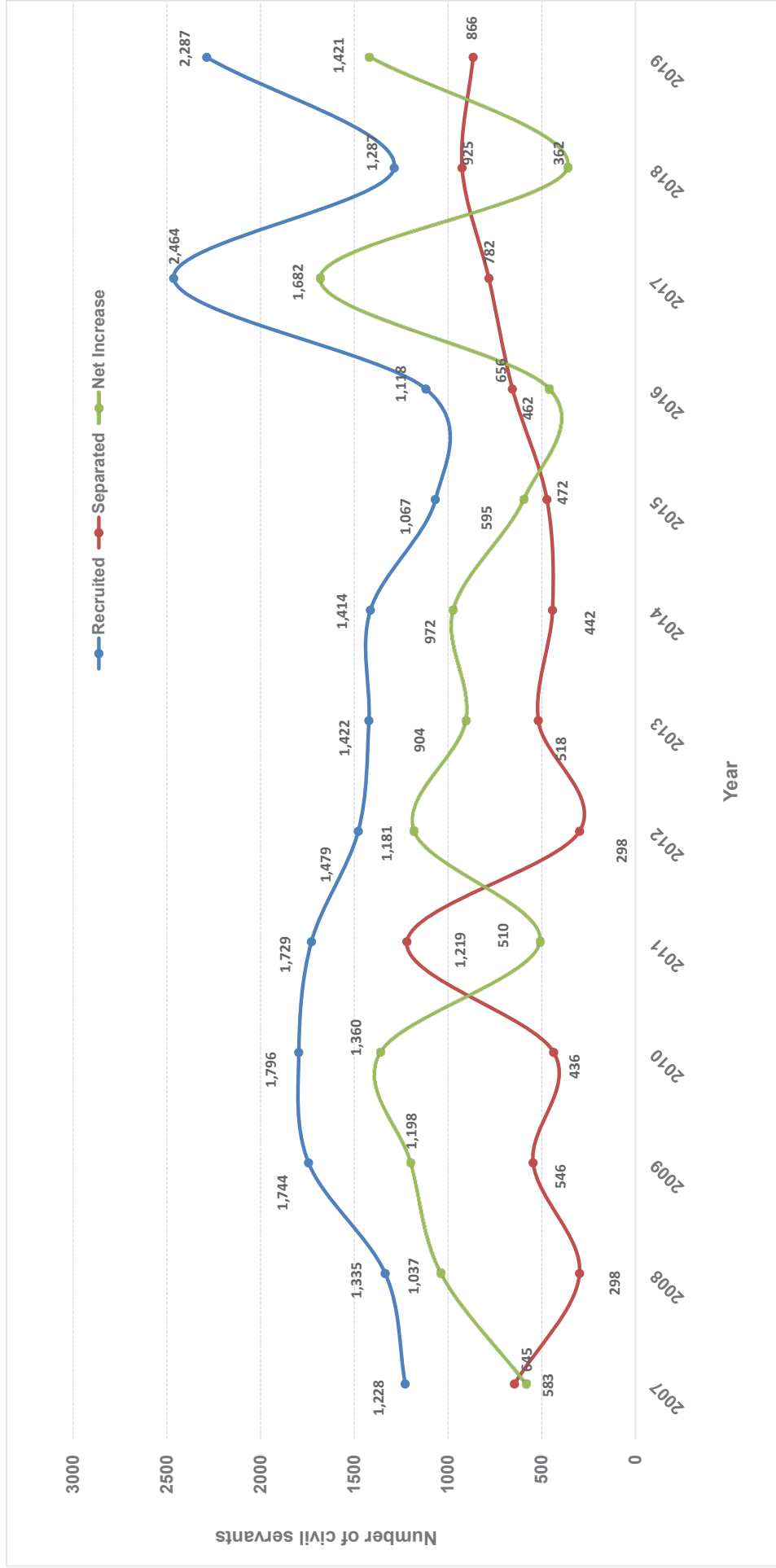


**Table 35**

***Civil Servants Separated by Position Levels and Gender (Jan - Dec 2019)***

Position Level	Regular			Contract			Grand Total
	Male	Female	Total	Male	Female	Total	
EX1	4		4				4
EX2	3		3				3
ES1	2	1	3	1		1	4
ES2	6		6				6
ES3	2		2				2
P1	37	14	51	3	1	4	55
P2	31	11	42	1		1	43
P3	53	41	94	1		1	95
P4	33	26	59	7	8	15	74
P5	17	16	33	45	55	100	133
SS2	3	1	4				4
SS3	22	4	26				26
SS4	19	11	30				30
S1	37	13	50	2		2	52
S2	19	16	35	7	3	10	45
S3	13	10	23				23
S4	9	7	16				16
S5	6	7	13	81	80	161	174
O1	16	1	17				17
O2	3		3	3	10	13	16
O3	5		5				5
O4	1		1	37	1	38	39
<b>Grand Total</b>	<b>341</b>	<b>179</b>	<b>520</b>	<b>188</b>	<b>158</b>	<b>346</b>	<b>866</b>

**Graph 10**  
**Trends of Civil Servants Recruited, Separated and Net Increase**



**Table 36**

***Projection of Superannuation of Regular Civil Servants***

<b>Position Level</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
EX1	1	4	2	1	3
EX2	6	4	5	3	4
EX3	1	1	3		4
ES1	1	1			
ES2	3	6	4	2	6
ES3	6	5	6	5	14
P1	51	41	67	49	70
P2	20	24	32	41	34
P3	3	3	5	9	13
P4	5		8	6	4
P5	1	2	3	2	2
SS1		2	1	1	4
SS2		3	5	2	9
SS3	26	23	32	30	28
SS4	14	17	29	31	24
S1	34	47	53	52	66
S2	16	14	24	27	21
S3	8	18	13	16	15
S4	3	7	4	4	10
S5	4	9	4	3	9
O1	18	18	26	26	31
O2	4	2	4	5	3
O3		1	1	2	
O4	2	1	2		3
<b>Total</b>	<b>227</b>	<b>253</b>	<b>333</b>	<b>317</b>	<b>377</b>

**Table 37**

**Qualification of Regular Civil Servants as on 31st December 2019 - Summary**

Educational Qualification	Male	Female	Total	% of the Total
P.hd	29	6	35	0.14%
Master's Degree	1,876	684	2,560	10.03%
P.G Diploma	1,369	901	2,270	8.89%
P.G Certificate	75	60	135	0.53%
Bachelor's Degree	4,761	2,831	7,592	29.74%
Diploma	2,646	1,423	4,069	15.94%
Certificate	4,732	3,413	8,145	31.90%
Class XII	318	168	486	1.90%
Basic Education Class X and Below	525	35	560	2.19%
<b>Total</b>	<b>16,331</b>	<b>9,521</b>	<b>25,852</b>	<b>100.00%</b>

**Graph 11**

**Regular Civil Servants by Qualification Levels**

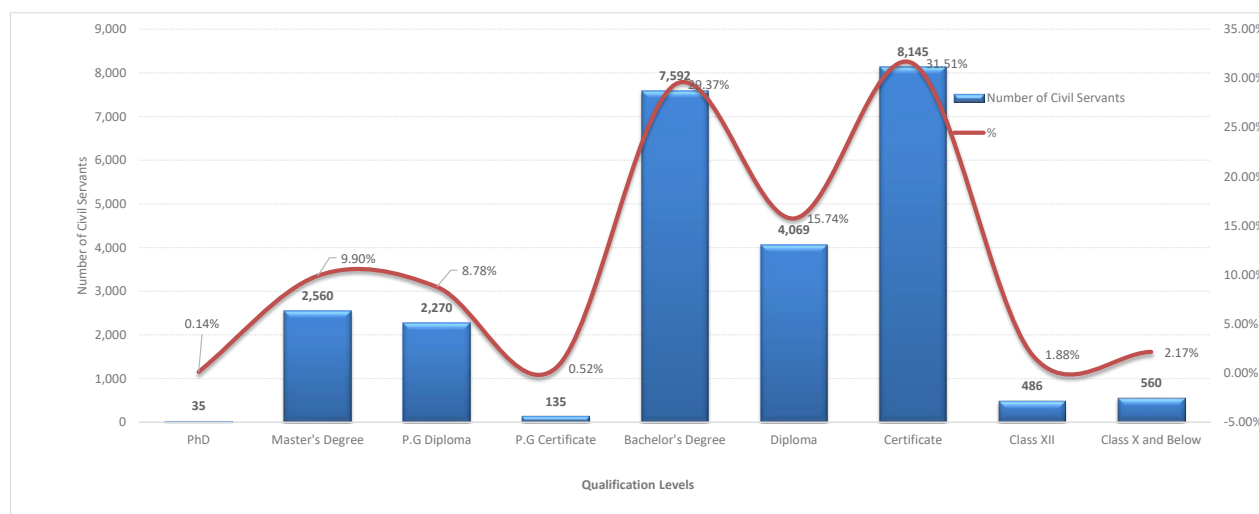


Table 38

**Regular Civil Servants by Parent Agency and Qualification Level**

Parent Agency	P.hd	Master's Degree	P.G Diploma	Bachelor's Degree	P.G Certificate	Diplo- ma	Certi- cate	Class XII	Basic Educa- tion Class X and Below	Grand Total
His Majestys Secretariat		3	1	6		1	13	3	2	29
Secretariat of His Majesty The Fourth Druk Gyalpo		1		2			2		3	8
Judiciary										
Royal Court of Justice		14	10	16		172	165	25	24	426
Supreme Court of Bhutan		4	4	1		1	6			16
Legislative										
National Assembly Secretariat		5	5	5		1	16	1		33
National Council Secretariat		4	5	6	1	1	12			29
Constitutional										
Anti-Corruption Commission		21	27	23	1	17	16	2	2	109
Royal Audit Authority		24	60	43	2	29	49	2	6	215
Royal Civil Service Commission	1	39	85	23		2	29	1		180
Ministry										
Ministry of Agriculture and Forests	18	230	81	669	1	1,025	1,173	29	101	3,327
Ministry of Economic Affairs	2	88	27	87	2	21	189	11	19	446
Ministry of Education	2	1,108	1,345	4,643	104	93	1,906	33	42	9,276
Ministry of Finance		154	258	184	12	590	379	20	29	1,626
Ministry of Foreign Affairs		39	27	19	1	1	58	10	15	170
Ministry of Health	3	222	33	717		1,214	2,031	38	64	4,322
Ministry of Home & Cultural Affairs	1	146	33	274	3	31	542	95	101	1,226
Ministry of Information & Communications		64	21	155		123	267	67	9	706

Parent Agency	P.hd	Master's Degree	P.G Diploma	Bachelor's Degree	P.G Certificate	Diploma	Certificate	Class XII	Basic Education Class X and Below	Grand Total
Ministry of Labour & Human Resources		40	27	90	1	119	71	5	4	357
Ministry of Works & Human Settlement		60	9	317		480	558	20	65	1,509
Autonomous										
Bhutan Civil Aviation Authority	1	3	4	10		6	5		1	30
Bhutan Council for School Examination and Assessment		12		6	2		6		1	27
Bhutan Health Trust Fund	1						2		1	4
Bhutan Information Communications & Media Authority		4		11			8			23
Bhutan Medical Health Council		4		2			4			10
Bhutan Narcotic Control Authority		5	3	2		1	11			22
Bhutan National Legal Institute		1		1		1	3		1	7
Bhutan Olympic Committee				2			12		2	16
Bhutan Standards Bureau		9	2	17		5	18	1		52
Cabinet Secretariat		10	5	5		1	11	1	2	35
Centre for Bhutan Studies and GNH Research	1	6	4	3			5			19
Construction Development Board		3		7		4	5		1	20
Dratshang Lhentshog		1		1		1	20	3	16	42
Drug Regulatory Authority		3		10		3	8	1		25
Dzongkha Development Commission	1	4	5	19		1	4			34
Gross National Happiness Commission		65	56	13	2	1	9		4	150

Parent Agency	P.hd	Master's Degree	P.G Diploma	Bachelor's Degree	P.G Certificate	Diploma	Certificate	Class XII	Basic Education Class X and Below	Grand Total
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)		2		3		1	52	1	4	63
Media Council		1								1
National Center for Hydrology and Meteorology (NCHM)	1	8	1	32		7	105	26	2	182
National Commission for Women & Children		7	4	2			6			19
National Environment Commission		28	2	40		5	8		3	86
National Film Commission		1								1
National Land Commission		24	11	73	1	61	187	83	6	446
National Statistics Bureau		17	1	20		18	10	3		69
Office of the Attorney General		15	93	10		22	6		2	148
Royal Education Council	2	23		3	2	2	8			40
Royal Institute of Management	1	18	4	4		3	20		4	54
Royal Privy Council		1		2			5		1	9
Tourism Council of Bhutan Thromde		15	15	8		6	19		2	65
Gelephu Thromde		1	1	2			19		4	27
Phuentsholing Thromde		1		3			27	1	3	35
Samdrupjongkhar Thromde		1		2			16			19
Thimphu Thromde		1	1	2			44	1	13	62
<b>Grand Total</b>	<b>35</b>	<b>2,560</b>	<b>2,270</b>	<b>7,582</b>	<b>135</b>	<b>4,070</b>	<b>8,145</b>	<b>493</b>	<b>562</b>	<b>25,852</b>

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	%
<b>Executive and Specialists</b>						
EX1		21			22	95.45%
EX2		52			52	100.00%
EX3		73			74	98.65%
<b>Total</b>		<b>146</b>			<b>148</b>	<b>98.65%</b>
ES1	3				3	100.00%
ES2	35				37	94.59%
ES3	73				87	83.91%
<b>Total</b>	<b>111</b>				<b>127</b>	<b>87.40%</b>
<b>Professional &amp; Management</b>						
P1		952			1143	83.29%
P2		1768			2057	85.95%
P3		3162			3829	82.58%
P4		3288			3397	96.79%
P5		2129			2146	99.21%
<b>Total</b>		<b>11299</b>			<b>12572</b>	<b>89.87%</b>
<b>Supervisory &amp; Support</b>						
SS1			110		110	100.00%
SS2			350		350	100.00%
SS3			1046		1054	99.24%
SS4			1553		1576	98.54%
S1			2596		2646	98.11%
S2			2096		2146	97.67%
S3			1970		2028	97.14%
S4			907		955	94.97%
S5			247		520	47.50%
<b>Total</b>			<b>10,875</b>		<b>11,385</b>	<b>95.52%</b>
<b>Operational</b>						
O1				849	849	100.00%
O2				354	354	100.00%
O3				325	325	100.00%
O4				92	92	100.00%
<b>Total</b>				<b>1,620</b>	<b>1,620</b>	<b>100.00%</b>
<b>Grand Total</b>				<b>24,051</b>	<b>25,852</b>	<b>93.03%</b>



**Table 40****Long-Term Implementation Status**

Type of Training	Approved (Jan - Dec 2019)	Undergoing LTT as on 31st Dec, 2019
P.hd	5	28
Super Specialisation	3	3
Specialization	0	2
Master's Degree	285	726
P.G Diploma	0	89
P.G. Certificate	2	2
Bachelor's Degree	91	434
Diploma	2	3
Non-Degree/Visiting Fellowship Certificate	2	2
	23	19
<b>Total</b>	<b>413</b>	<b>1308</b>

**Table 41****Long-Term Training by Mode of Study (Jan - Dec 2019)**

Level of Study	Full Time	Mixed Mode	Grand Total
P.hd	5		5
Super Specialization	3		3
Masters	241	44	285
P.G Certificate	2		2
Bachelors	30	61	91
Diploma	2		2
Visiting Fellowship	2		2
Certificate	23		23
<b>Grand Total</b>	<b>308</b>	<b>105</b>	<b>413</b>

Table 42

**Long-Term Training Implemented by Country (Jan - Dec 2019)**

Country	P.hd	Super Specialization	Masters	P.G Certificate	Bachelors	Diploma	Visiting Fellowship	Certificate	Grand Total
Bhutan			141		82			1	224
India		1	19	2	7	2		19	50
Thailand	1	2	40					3	46
Australia	3		38		2				43
Japan	1		18						19
United States			4			1			5
UK			4						4
Netherland			4						4
Philippines			3						3
United Kingdom			2						2
Germany			2						2
Netherlands			2						2
Austria			1						1
Malaysia			1						1
NULL			1						1
South Korea			1						1
Canada			1						1
Singapore			1						1
New Zealand			1						1
Switzerland							1		1
Switzerland			1						1
<b>Grand Total</b>	<b>5</b>	<b>3</b>	<b>285</b>	<b>2</b>	<b>91</b>	<b>2</b>	<b>2</b>	<b>23</b>	<b>413</b>

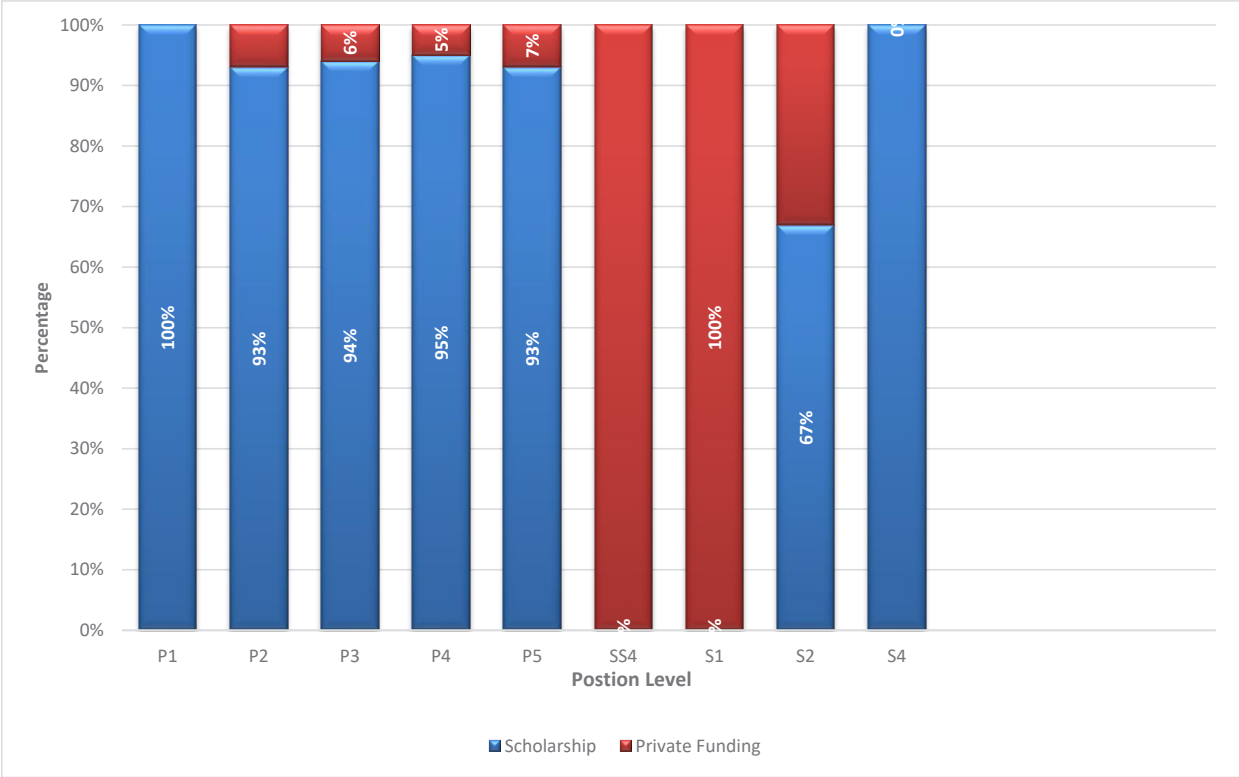
Table 43

**Civil Servants Undergoing Long-Term Training as on December 2019**

Country	P.hd	Super Specialization	Specialization	Super Specialization	Masters	P.G Dip-lo-ma	P.G Certificate	Bachelors	Dip-lo-ma	Visiting Fellowship	Certificate	Grand Total
Bhutan					431	89		419	1		3	943
Thailand	2	2	1	1	101						4	110
Australia	20				82		3					105
India		1			41		2	12	2		12	70
Japan	2				20							22
United States					6					1		7
Netherland					6							6
Germany	1				4							5
United Kingdom	1		1		3							5
Bangladesh					4							4
Philippines					4							4
UK					4							4
NULL					4							4
Netherlands					3							3
Singapore					2							2
France					2							2
Canada					2							2
New Zealand	1				1							2
Malaysia					1							1

Country	P.hd	Super Specialization	Specialization	Spe- cializa- tion	Mas- ters	P.G Dip-lo- ma	P.G Certifi- cate	Bache- lors	Di- plo- ma	Visiting Fellow- ship	Certifi- cate	Grand Total
Italy	1											1
Indonesia					1							1
South Korea					2							2
Switzerland										1		1
Switzerland					1							1
Nepal					1							1
<b>Grand Total</b>	<b>28</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>726</b>	<b>89</b>	<b>2</b>	<b>434</b>	<b>3</b>	<b>2</b>	<b>19</b>	<b>1,308</b>

**Graph 12**  
**Long-Term Training by Type of Funding**



**Graph 13**  
**Undergoing Long-Term Training by Parent Agency through Private Funding (Jan - Dec 2019)**

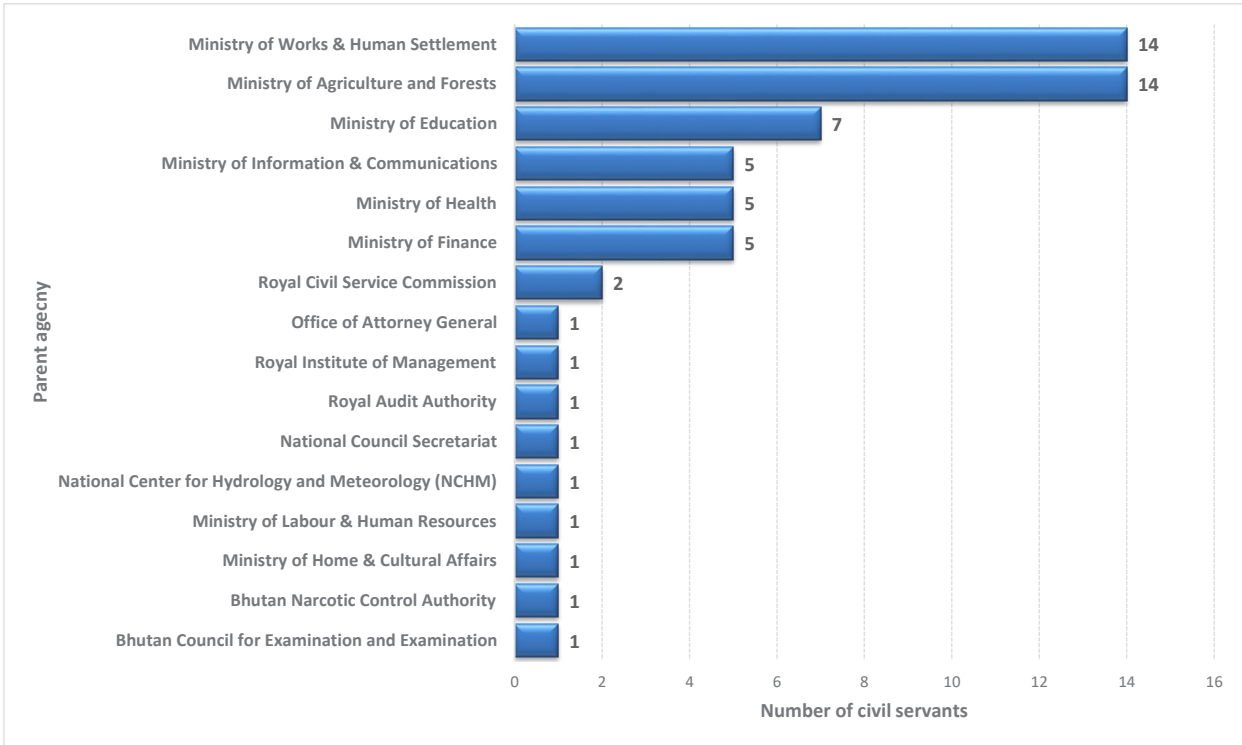


Table 44

**Long-Term Training Implemented by Parent Agency (Jan - Dec 2019)**

Parent Agency	P.hd	Super Specialization	Masters	P.G Certificate	Bachelors	Diploma	Visiting Fellowship	Certificate	Grand Total
Legislative									
National Council Secretariat Constitutional			1						1
Royal Audit Authority			2					8	10
Royal Civil Service Commission			4						4
Ministry									
Ministry of Education			161		62			1	224
Ministry of Health	1	3	34		2				40
Ministry of Agriculture and Forests	3		15		13			2	33
Ministry of Finance	1		17	2				9	29
Ministry of Works & Human Settlement			7		11				18
Ministry of Information & Communications			5		2			3	10
Ministry of Economic Affairs			6				2		8
Ministry of Home & Cultural Affairs			7						7
Ministry of Labour & Human Resources			1						1
Ministry of Foreign Affairs			1						1

Parent Agency	P.hd	Super Specialization	Masters	P.G Certificate	Bachelors	Diploma	Visiting Fellowship	Certificate	Grand Total
Agency									
Bhutan Narcotic Control Authority			1						1
Cabinet Secretariat			1						1
Dzongkha Development Commission			1						1
Gross National Happiness Commission			7						7
National Center for Hydrology and Meteorology (NCHM)			1		1				2
National Environment Commission			3						3
National Statistics Bureau			1			2			3
Office of the Attorney General			6						6
Royal Court of Justice			1						1
Royal Institute of Management			1						1
Tourism Council of Bhutan			1						1
<b>Grand Total</b>	<b>5</b>	<b>3</b>	<b>285</b>	<b>2</b>	<b>91</b>	<b>2</b>	<b>2</b>	<b>23</b>	<b>413</b>

Table 45

**Long-Term Training by Source of Funding (Jan - Dec 2019)**

Source of Funding	P.h.d	Super Special-ization	Masters	P.G Certificate	Bachelors	Diploma	Visiting Fellowship	Certificate	Grand Total
RGoB			133		60			1	194
Private Funding			31		25				56
TCS Colombo Plan			3	2				19	24
University Scholarship	3		13						16
TICA/RGOB			12					3	15
TICA			14						14
Australia Awards Scholarship(AAS)			11						11
JDS Scholarship	1		9						10
Pvt Funding			1		4				5
Trongsa Penlop Scholarship			5						5
Nehru-Wangchuck Scholarship		1	4						5
ACB/AIT			2		2				4
NUFFIC			4						4
World Bank			3						3
Mext Scholarship			3						3
RGoB funding			2						2
( University Scholarship)			2						2
RGoB									
ITEC/BIMSTEC					2				2



Source of Funding	P.hd	Super Special-ization	Masters	P.G Certificate	Bachelors	Diploma	Visiting Fellowship	Certificate	Grand Total
JICA/ADPC			2						2
HM Scholarship (Kidu Foundation)			2						2
JICA/JOCV			2						2
Chevening Scholarship			2						2
Erasmus Mundus Scholarship			2						2
ADB Japan Scholarship			2						2
Others			2						2
Endeavour	1								1
SAARC			1						1
RGoB, RGoB			1						1
orld Bank funding			1						1
Govt. of New Zealand			1						1
USA: Humphry Scholarship							1		1
US- Fulbright Scholarship			1						1
Lee Kuan Yew School Graduate Scholarship			1						1
Royal Govt. of Bhutan			1						1
Joint Funding			1						1
Austrian Development Cooperation (ADC)			1						1
Global Ambassador Fellowship, TICA			1						1

Source of Funding	P.hd	Super Special-ization	Masters	P.G Certificate	Bachelors	Diploma	Visiting Fellowship	Certificate	Grand Total
DAAD/SHRD			1						1
RGoB (MoH)		1							1
Govt. of Thailand: TICA			1						1
ADB (Open Scholarship)			1						1
Office of Gyalpoi Zimpon			1						1
RGoB Scholarship (Royal Command)			1						1
WTO							1		1
( University Scholarship)									
RGoB, ( University Scholarship) RGoB			1						1
European Union Funded Trade Support Project			1						1
RGoB ( University Scholarship)		1							1
Global Korean Scholarship , Seoul			1						1
RGoB (His Majesty Scholarship)			1						1
<b>Grand Total</b>	<b>5</b>	<b>3</b>	<b>285</b>	<b>2</b>	<b>91</b>	<b>2</b>	<b>2</b>	<b>23</b>	<b>413</b>

**Table 46*****Long-Term Training Availed by Civil Servants (2014 - 2019)***

<b>Qualification</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
PhD	3	5	6	9	5
Masters	237	257	326	292	285
Specialization/Non-Degree/ Fellowship/Internship/Attachment	24	6	11	8	5
P.G Dip. /P.G Cert.	27	70	27	27	2
Bachelors	174	100	93	103	91
Diploma	20	4	9	7	2
Certificate	28	48	27	23	23
<b>Total</b>	<b>513</b>	<b>490</b>	<b>499</b>	<b>469</b>	<b>413</b>

**Table 47****Civil Servants on Secondment**

<b>Non-civil Service Agency</b>	<b>Count</b>
Royal Institute for Governance and Strategic Studies	7
Punatsangchhu Hydropower Project Authority	5
Youth Development Fund	3
Druk Holding and Investment Ltd, Corporations	2
Border Patrol Forces Schools in North Thailand, Non Governmental Organizations	1
RENEW	1
Mangdechu Hydroelectric Project Authority	1
Department of SAARC & Regional Organizations	1
Tarayana Foundation	1
SAARC Agriculture Centre (SAC), Dakha	1
Global Tiger Forum(GTF) Secretariat, New Delhi	1
<b>Total</b>	<b>24</b>

**Table 48****Civil Servants on Extraordinary Leave by Position Levels and Gender**

<b>Position Level</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
ES3		2	2
P1	9	14	23
P2	22	41	63
P3	102	99	201
P4	77	92	169
P5	14	19	33
S1	30	25	55
S2	6	10	16
S3	21	7	28
S4	18	7	25
S5	1		1
SS2	2	2	4
SS3	2	7	9
SS4	25	12	37
O3		3	3
O2	2	1	3
O1		3	3
<b>Grand Total</b>	<b>331</b>	<b>344</b>	<b>675</b>

Note: The figures are as on 31st December 2019

**Graph 14**  
**Civil Servants on Extraordinary Leave by MOGs and Gender (as on 31<sup>st</sup> December 2019)**

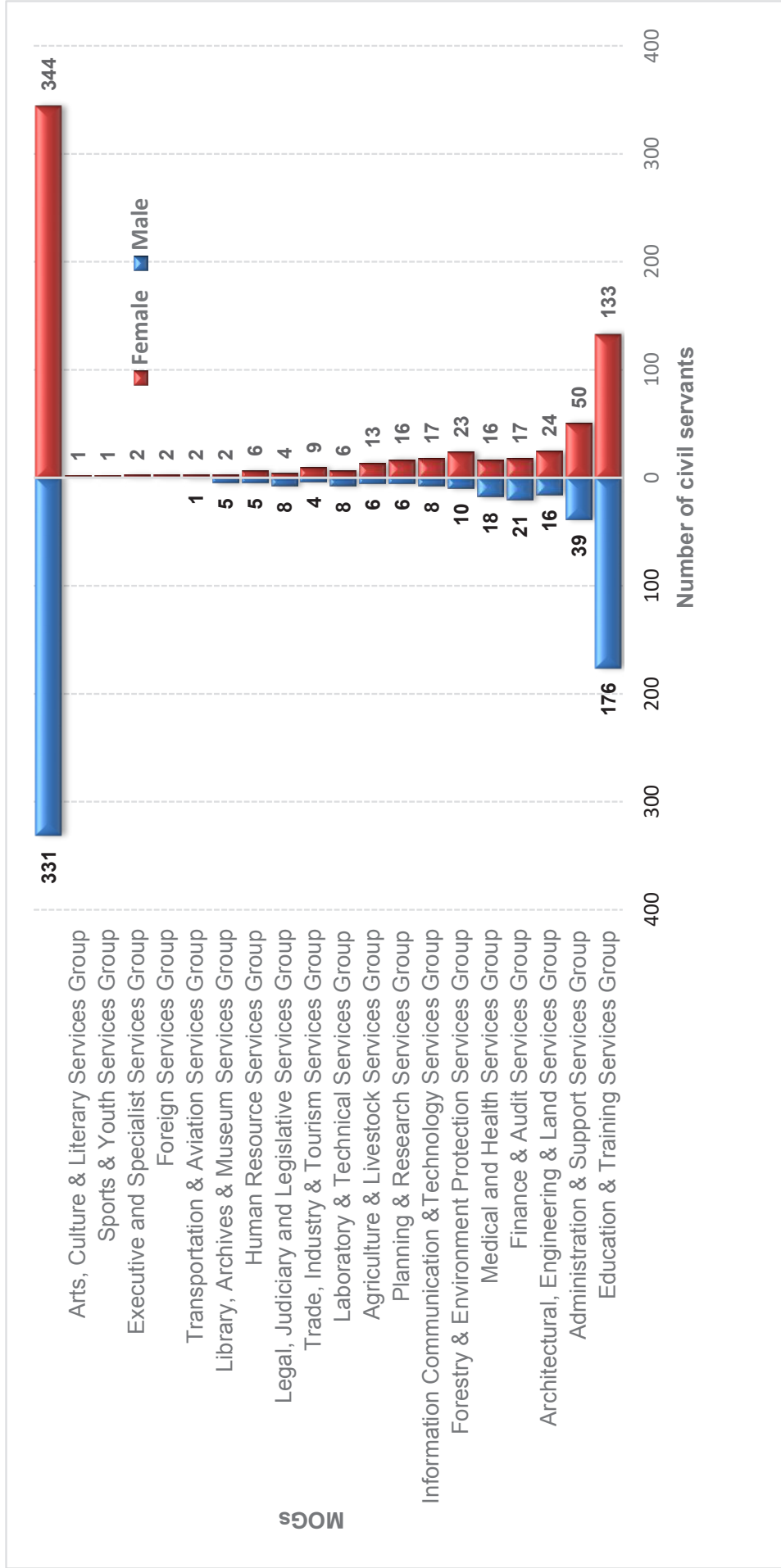


Table 49

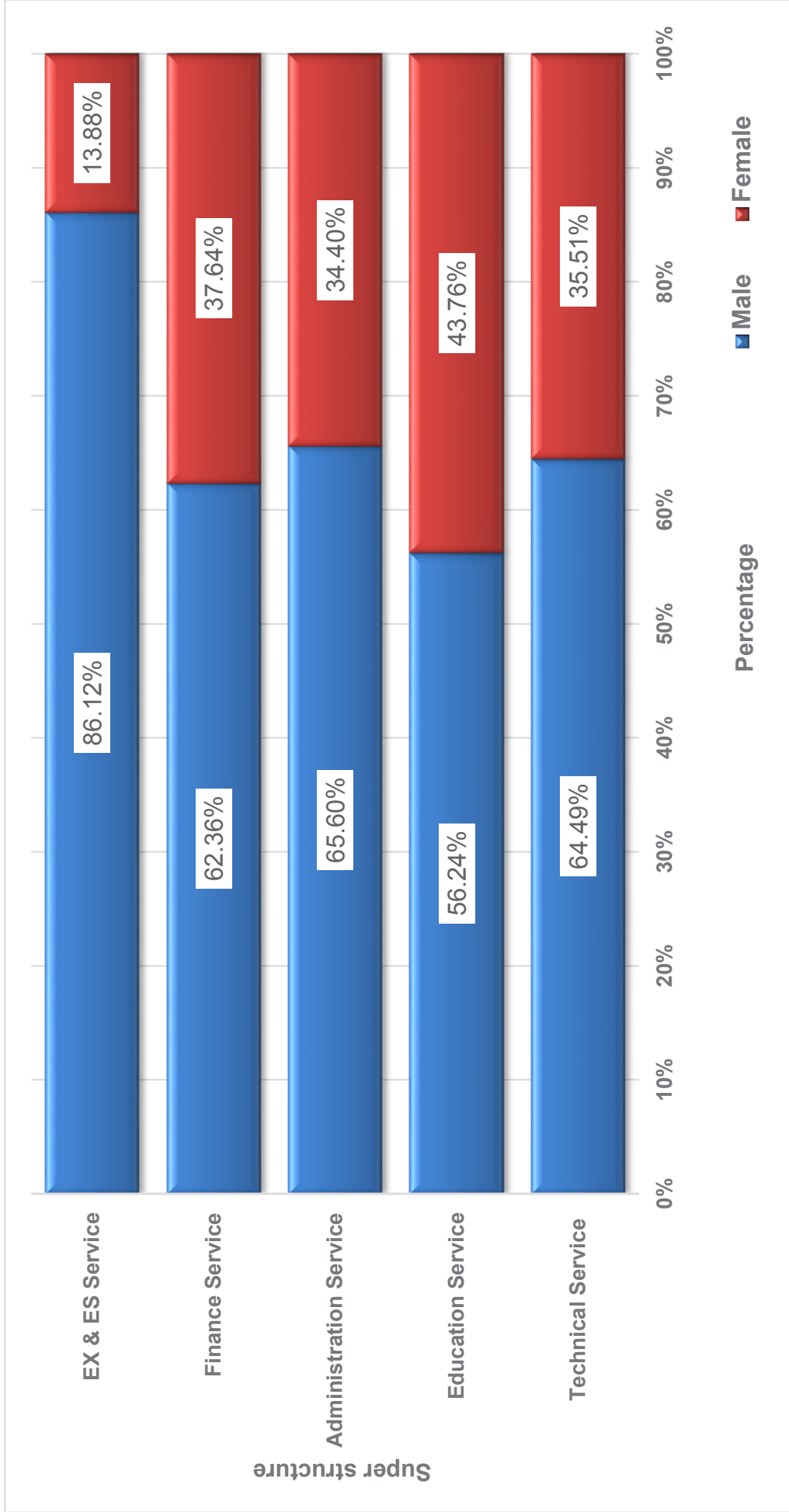
**Civil Servants on Extraordinary Leave by Working Agency and Gender**

<b>Working Agency</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>Judiciary</b>			
Royal Court of Justice	11	1	12
<b>Legislative</b>			
National Assembly Secretariat		2	2
National Council Secretariat		1	1
<b>Constitutional</b>			
Anti-Corruption Commission	1	4	5
Royal Civil Service Commission	1	2	3
<b>Ministry</b>			
Ministry of Agriculture and Forests	12	33	45
Ministry of Economic Affairs	11	16	27
Ministry of Education	4	4	8
Ministry of Finance	12	15	27
Ministry of Foreign Affairs	3	2	5
Ministry of Health	8	10	18
Ministry of Home & Cultural Affairs	1	6	7
Ministry of Information & Communications	3	8	11
Ministry of Labour & Human Resources	3	6	9
Ministry of Works & Human Settlement	5	11	16
<b>Dzongkhag</b>			
Bumthang Dzongkhag	11	11	22
Chukha Dzongkhag	9	14	23
Dagana Dzongkhag	9	12	21
Gasa Dzongkhag		6	6
Haa Dzongkhag	4	4	8
Lhuntse Dzongkhag	3	4	7
Mongar Dzongkhag	5	9	14
Paro Dzongkhag	28	17	45
Pemagatsetel Dzongkhag	1	2	3
Punakha Dzongkhag	16	9	25
Samdrup Jongkhar Dzongkhag	2	6	8
Samtse Dzongkhag	10	10	20
Sarpang Dzongkhag	8	10	18
Thimphu Dzongkhag	11	2	13
Trashigang Dzongkhag		3	3
Trashigang Dzongkhag	9	12	21
Trongsa Dzongkhag	4	3	7
Tsirang Dzongkhag	6	8	14
Wangdue Dzongkhag	15	11	26
Zhemgang Dzongkhag	7	2	9

<b>Working Agency</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>Autonomous</b>			
Bhutan Council for School Examination and Assessment	2		2
Bhutan Information Communications & Media Authority	3	3	6
Bhutan Standards Bureau	1	2	3
Cabinet Secretariat	1	2	3
Centre for Bhutan Studies and GNH Research	1		1
Construction Development Board		1	1
Dratshang Lhentshog		1	1
Drug Regulatory Authority		1	1
Gross National Happiness Commission	2	5	7
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)	16	9	25
National Center for Hydrology and Meteorology (NCHM)	1	3	4
National Commission for Women & Children		1	1
National Environment Commission	1	5	6
National Land Commission	1		1
National Statistics Bureau		2	2
Royal Education Council	1		1
Royal Institute of Management	1	2	3
Tourism Council of Bhutan	1	3	4
<b>Thromde</b>			
Gelephu Thromde	8	6	14
Phuentsholing Thromde	7	2	9
Samdrupjongkhar Thromde	1	2	3
Thimphu Thromde	50	18	68
<b>Grand Total</b>	<b>331</b>	<b>344</b>	<b>675</b>

Note: figure is as on 31st December, 2019

**Graph 15**  
**Percentage of Civil Servants within Superstructure by Gender**



Note: Eminent Members of the National Council are included in EX & ES Service



Table 50

**Civil Servants by Age Group and Super Structure**

Age Group	EX & ES Service		Administration Service				Education Service			Finance Service			Technical Service			Grand Total
	M	F	M	F	T	M	F	T	M	F	T	M	F	T		
<20			1	7	8	3	2	5		1	1		2	2	16	
20-24			164	179	343	139	321	460	27	52	79	198	253	451	1,333	
25-29			567	373	940	1,152	1,376	2,528	138	134	272	1,326	1,116	2,442	6,182	
30-34			848	465	1,313	1,498	1,044	2,542	282	228	510	1,764	1,118	2,882	7,247	
35-39	1		843	459	1,302	1,341	934	2,275	289	153	442	1,389	835	2,224	6,244	
40-44	12	2	569	227	796	948	614	1,562	148	82	230	1,044	445	1,489	4,091	
45-49	51	12	365	127	492	421	185	606	154	44	198	739	180	919	2,278	
50-54	83	12	256	101	357	326	125	451	126	27	153	676	94	770	1,826	
55-60	89	13	89	21	110	148	52	200	36	4	40	258	34	292	744	
>60	8	1	35	1	36	4		4	1		1	17	4	21	71	
<b>Grand Total</b>	<b>244</b>	<b>40</b>	<b>3,737</b>	<b>1,960</b>	<b>5,697</b>	<b>5,980</b>	<b>4,653</b>	<b>10,633</b>	<b>1,201</b>	<b>725</b>	<b>1,926</b>	<b>7,411</b>	<b>4,081</b>	<b>11,492</b>	<b>30,032</b>	

Note: Eminent Members of the National Council are included

M: Male, F: Female & T: Total

**Table 51**

**Civil Servants by Super Structure and Position Category**

Superstructure/MOG	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
EX & ES Service													
No level1	3		3										3
Executive and Specialist Services	270	11	281										281
Administration Service													
Administration & Support Services Group	1	1	520	100	620	1,217	251	1,468	1,468	716	2,185	4,274	
Human Resource Services Group			228	5	233	243		243				476	
Planning & Research Services Group			197	66	263	7	1	8				271	
Architectural, Engineering & Land Services Group			48		48	140	1	141				189	
Transportation & Aviation Services Group			27		27	137	1	138				165	
Trade, Industry & Tourism Services Group			125	10	135	19	4	23				158	
Foreign Services Group			77	3	80							80	

Superstructure/MOG	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Information Communication & Technology Services Group				33	3	36							36
Legal, Judiciary and Legislative Services Group				35		35							35
Finance & Audit Services Group				1	8	9	3		3				12
Arts, Culture & Literary Services Group				1		1							1
Education Service													
Education & Training Services Group				8,073	1,145	9,218	164	46	210				9,428
Administration & Support Services Group				13		13		641	641	1	199	200	854
Sports & Youth Services Group				135	2	137	4	201	205				342
Legal, Judiciary and Legislative Services Group				9		9							9
Finance Service													
Finance & Audit Services Group				496		496	1,011	4	1,015				1,511
Administration & Support Services Group				81	2	83	235	93	328				411
Legal, Judiciary and Legislative Services Group				4		4							4

Superstructure/MOG	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Technical Service													
Medical and Health Services Group	675	146	821	2,638	55	2,693							3,514
Architectural, Engineering & Land Services Group	642	28	670	1,742	31	1,773	149	35	184				2,627
Forestry & Environment Protection Services Group	255	5	260	1,174	6	1,180							1,440
Agriculture & Livestock Services Group	329	7	336	950		950							1,286
Laboratory & Technical Services Group	73	6	79	748	199	947							1,026
Legal, Judiciary and Legislative Services Group	164	17	181	322	1	323							504
Library, Archives & Museum Services Group	21	21	21	296	77	373							394
Information Communication & Technology Services Group	141	25	166	152	6	158							324
Transportation & Aviation Services Group	21	2	23	133	2	135							158
Arts, Culture & Literary Services Group	43	5	48	17	10	27							75

Superstructure/MOG	ESC			PMC			SSC			OC			Grand Total	
	R	C	T	R	C	T	R	C	T	R	C	T		
Administration & Support Services Group				64	2	66	1		1	1	1		1	68
Planning & Research Services Group				32	2	34	27		27					61
Finance & Audit Services Group				9		9	5		5					14
Executive and Specialist Services Group	1		1											1
<b>Grand Total</b>	<b>275</b>	<b>11</b>	<b>286</b>	<b>12,572</b>	<b>1,589</b>	<b>14,161</b>	<b>11,385</b>	<b>1,630</b>	<b>13,015</b>	<b>1,620</b>	<b>950</b>	<b>2,570</b>	<b>30,032</b>	

Note: 1 Eminent Members of the National Council are included

C: Contract, R: Regular & T: Total

**Table 52**

**Civil Servants by Super Structure and Position Level**

Position Level	EX & ES Service			Administration Service			Education Service			Finance Service			Technical Service			Grand Total
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	
No level1	2	1	3													3
EX1	23		23													23
EX2	51	4	55													55
EX3	65	12	77	1		1										78
ES1	3		3													3
ES2	30	7	37													37
ES3	70	16	86							1					1	87
P1				158	32	190	348	243	591	42	12	54	260	64	324	1,159
P2				109	38	147	948	537	1,485	66	24	90	287	83	370	2,092
P3				196	88	284	1,565	1,139	2,704	87	33	120	589	194	783	3,891
P4				260	112	372	1,225	778	2,003	97	56	153	673	432	1,105	3,633
P5				257	237	494	1,418	1,176	2,594	102	64	166	74	58	132	3,386
SS1					1	1							66	43	109	110
SS2				6	1	7	5		5	17	2	19	249	73	322	353
SS3				4	8	12	25	3	28	82	22	104	642	268	910	1,054
SS4				41	34	75	31	13	44	207	116	323	754	396	1,150	1,592
S1				103	118	221	29	14	43	239	163	402	1,269	771	2,040	2,706
S2				125	121	246	43	31	74	114	99	213	1,033	638	1,671	2,204
S3				140	217	357	4	2	6	60	39	99	907	676	1,583	2,045
S4				171	359	530	13	4	17	40	34	74	195	170	365	986

Position Level	EX & ES Service		Administration Service				Education Service		Finance Service		Technical Service		Grand Total			
	M	T	M	F	T	M	F	M	F	M	F	T				
	S5	244	40	284	3,737	1,960	5,697	5,980	4,653	10,633	1,201	725		1,926	7,411	4,081
O1				306	269	575	251	588	839	48	61	109	233	209	442	1,965
O2				586	141	727							122	4	126	853
O3				250	82	332	63	108	171				24	1	25	528
O4				298	26	324							4		4	328
Total	244	40	284	3,737	1,960	5,697	5,980	4,653	10,633	1,201	725	1,926	7,411	4,081	11,492	30,032

Note: 1Eminent Members of the National Council are included

M: Male, F:Female & T: Total

**Table 53**

***Civil Servants by Working Agency and Super Structure***

Working Agency	EX & ES Service			Administration Service		
	M	F	T	M	F	T
His Majestys Secretariat	11	1	12	27	17	44
Secretariat of His Majesty The Fourth Druk Gyalpo	3		3	22		22
<b>Judiciary</b>						
Royal Court of Justice	1		1	91	69	160
Supreme Court of Bhutan				1		1
<b>Legislative</b>						
National Assembly Secretariat	2		2	35	25	60
National Council Secretariat	3	1	4	25	19	42
<b>Constitutional</b>						
Royal Audit Authority	3		3	28	28	56
Anti-Corruption Commission	3		3	43	23	66
Royal Civil Service Commission	3	1	4	41	33	74
<b>Ministry</b>						
Ministry of Agriculture and Forests	37	4	41	344	103	447
Ministry of Health	13	2	15	164	97	261
Ministry of Finance	8	2	10	91	62	153
Ministry of Works & Human Settlement	8		8	109	34	143
Ministry of Home & Cultural Affairs	9	1	10	289	147	436
Ministry of Information & Communications	5		5	184	80	264
Ministry of Economic Affairs	10		10	141	88	229
Ministry of Labour & Human Resources	7	1	8	102	65	167
Ministry of Education	5	4	9	64	47	111
Ministry of Foreign Affairs	11	3	14	112	58	170
<b>Autonomous</b>						
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)	18	10	28	27	65	92
National Land Commission	9		9	74	41	115
National Center for Hydrology and Meteorology (NCHM)	2		2	9	5	14
Dratshang Lhentshog	1		1	73	3	76
Tourism Council of Bhutan	1		1	25	21	46



Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
			6		6	5	4	9	71
			1		1	1		1	27
			15	13	28	159	161	320	509
			2	1	3	2		2	6
			1	2	3	10	6	16	81
			1	1	2	11	5	16	64
			126	34	160	18	9	27	246
8	1	9	4	2	6	24	15	39	123
			1	2	3	10	5	15	96
7	1	8	79	49	128	1,854	431	2,285	2,909
			30	26	56	629	479	1,108	1,440
2		2	435	231	666	89	25	114	945
			41	12	53	368	130	498	702
8	3	11	25	13	38	67	40	107	602
			11	11	22	185	53	238	529
2		2	14	14	28	179	64	243	512
128	58	186	20	8	28	16	19	35	424
31	8	39	9	8	17	20	19	39	215
1		1	17	3	20	7	3	10	215
			5	12	17	458	583	1,041	1,178
			5	2	7	58	28	86	217
			1	2	3	115	54	169	188
8	3	11	4		4	9	3	12	104
9	11	20	5	4	9	10	5	15	91

Working Agency	EX & ES Service			Administration Service		
	M	F	T	M	F	T
National Environment Commission	3		3	12	7	19
Office of the Attorney General				5	4	9
Gross National Happiness Commission	2		2	33	27	60
Royal Institute of Management	7	1	8	14	8	22
Bhutan Standards Bureau	1		1	6	2	8
Bhutan Narcotic Control Authority	1		1	14	4	18
Royal Education Council	8		8	6	10	16
Cabinet Secretariat	1		1	26	12	38
National Statistics Bureau	2		2	6	4	10
Bhutan Council for School Examination and Assessment	1	2	3	6	3	9
Bhutan Information Communications & Media Authority	1		1	7	10	17
Bhutan Civil Aviation Authority	1		1	11	3	14
Drug Regulatory Authority	1		1	2	5	7
National Commission for Women & Children		1	1	8	11	19
Dzongkha Development Commission	1		1	11	3	14
Construction Development Board	1		1	5	4	9
Centre for Bhutan Studies and GNH Research	1		1	10	7	17
Bhutan Olympic Committee	2		2	3	1	4
Bhutan National Legal Institute				4	4	8
Bhutan Medical Health Council	1		1	2	5	7
Royal Privy Council				6	3	9
Bhutan Health Trust Fund	1		1	1	1	2
National Film Commission				1	1	2
Media Council				1		1
<b>Dzongkhag</b>						
Trashigang	3		3	120	55	175
Samtse	2		2	98	43	141
Chukha	2		2	88	45	133
Mongar	1		1	88	32	120
Paro	2		2	55	47	102
Wangdue	1		1	56	36	92

Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
			1	2	3	24	23	47	72
				1	1	43	19	62	72
			2	2	4	3	1	4	70
15	6	21	2	2	4	7	4	11	66
				1	1	26	21	47	57
13	19	32		2	2		4	4	57
21	4	25	1	1	2	2	1	3	54
			3	2	5	4	4	8	52
			1	2	3	20	14	34	49
9	7	16	3		3	2	2	4	35
			1	1	2	7	7	14	34
			1		1	15	3	18	34
				1	1	16	6	22	31
1	1	2	1	2	3	2	2	4	29
			1	2	3	8	2	10	28
				2	2	12	2	14	26
			1	1	2	3	2	5	25
11		11	2		2				19
			1	2	3	5	2	7	18
				1	1	4	1	5	14
				1	1				10
			1		1		1	1	5
									2
									1
534	284	818	31	20	51	295	139	434	1,481
457	328	785	19	14	33	227	131	358	1,319
375	268	643	13	14	27	155	132	287	1,092
403	251	654	16	14	30	135	96	231	1,036
278	325	603	16	16	32	132	135	267	1,006
280	229	509	13	14	27	147	121	268	897

Working Agency	EX & ES Service			Administration Service		
	M	F	T	M	F	T
Samdrup Jongkhar	1		1	85	30	115
Sarpang	1		1	64	33	97
Dagana		1	1	79	34	113
Punakha	1		1	60	27	87
Pemagatsel	1		1	74	27	101
Zhemgang	1		1	67	27	94
Tsirang	2		2	66	29	95
Trashigang	1		1	46	22	68
Lhuntse	1		1	45	21	66
Bumthang	1	1	2	35	27	62
Thimphu	1		1	45	30	75
Trongsa	1		1	40	18	58
Haa	2		2	42	15	57
Gasa	1		1	28	12	40
<b>Thromde</b>						
Thimphu	4	2	6	61	37	98
Phuentsholing	1	1	2	32	18	50
Gelephu		1	1	21	15	36
Samdrupjongkhar	1		1	21	11	32
Outside						
Non Governmental Organizations	1		1	1		1
International Organizations	1		1			
Corporations	1		1	1		1
Defence <sup>1</sup>						
<b>Grand Total</b>	<b>244</b>	<b>40</b>	<b>284</b>	<b>3,737</b>	<b>1,960</b>	<b>5,697</b>

Note: Eminent Members of the National Council are included in EX & ES Service

<sup>1</sup>Finance and Accounts staff placed in RBG/RBA/RBP

Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
293	154	447	19	10	29	171	90	261	853
297	186	483	12	15	27	135	70	205	813
244	194	438	23	7	30	140	79	219	801
244	210	454	12	15	27	129	89	218	787
284	136	420	18	9	27	150	68	218	767
220	155	375	15	11	26	141	72	213	709
217	123	340	13	7	20	153	66	219	676
264	136	400	15	7	22	108	61	169	660
192	93	285	10	6	16	107	56	163	531
188	106	294	14	4	18	81	60	141	517
126	111	237	8	14	22	89	61	150	485
143	128	271	14	4	18	83	50	133	481
104	100	204	6	11	17	85	45	130	410
59	36	95	5	4	9	57	16	73	218
292	727	1,019	10	16	26	69	104	173	1,322
83	121	204	8	9	17	50	37	87	360
78	77	155	4	6	10	42	22	64	266
51	53	104	6		6	22	18	40	183
							1	1	3
						1		1	2
									2
			1		1				1
<b>5,980</b>	<b>4,653</b>	<b>10,633</b>	<b>1,201</b>	<b>725</b>	<b>1,926</b>	<b>7,411</b>	<b>4,081</b>	<b>11,492</b>	<b>30,032</b>

**Table 54**

***Civil Servants by Parent Agency and Super Structure***

Parent Agency	EX & ES Service			Administration Service		
	M	F	T	M	F	T
His Majestys Secretariat	7		7	25	15	40
Secretariat of His Majesty The Fourth Druk Gyalpo	3		3	22		22
Judiciary						
Royal Court of Justice	1		1	89	72	161
Supreme Court of Bhutan				1	1	2
Legislative						
National Assembly Secretariat	2		2	38	24	62
National Council Secretariat	3	1	4	23	18	41
Constitutional						
Anti-Corruption Commission	3		3	41	22	63
Royal Audit Authority	4		4	26	27	53
Royal Civil Service Commission	3	2	5	107	73	180
Ministry						
Ministry of Agriculture and Forests	37	4	41	340	100	440
Ministry of Economic Affairs	11		11	134	85	219
Ministry of Education	11	8	19	294	335	629
Ministry of Finance	9	1	10	89	57	146
Ministry of Foreign Affairs	13	3	16	104	58	162
Ministry of Health	35	13	48	288	207	495
Ministry of Home & Cultural Affairs	28	2	30	1,029	362	1,391
Ministry of Information & Communications	6		6	184	79	263
Ministry of Labour & Human Resources	7	1	8	91	58	149
Ministry of Works & Human Settlement	9		9	136	33	169
Autonomous						
Bhutan Civil Aviation Authority	1		1	11	3	14
Bhutan Council for School Examination and Assessment	1	2	3	6	3	9
Bhutan Health Trust Fund	1		1	1	1	2
Bhutan Information Communications & Media Authority	1		1	6	10	16
Bhutan Medical Health Council	1		1	2	5	7
Bhutan Narcotic Control Authority	1		1	14	4	18
Bhutan National Legal Institute				4	4	8
Bhutan Olympic Committee	1		1	3	1	4

Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
			1		1	3	3	6	54
						1		1	26
			1		1	149	153	302	465
			1		1	10	5	15	18
			1		1	5	3	8	73
						4	4	8	53
8	1	9	3	1	4	18	13	31	110
			119	34	153	11	5	16	226
						1	1	2	187
7	1	8	10	13	23	2,387	561	2,948	3,460
2		2	2	2	4	165	58	223	459
5,726	4,510	10,236	89	100	189	304	576	880	11,953
2		2	909	532	1,441	67	9	76	1,675
			1		1	1		1	180
			16	20	36	2,258	1,831	4,089	4,668
8	3	11	19	6	25	89	40	129	1,586
			2	2	4	332	153	485	758
128	58	186	8		8	8	16	24	375
			7	4	11	1,001	372	1,373	1,562
			1		1	15	3	18	34
9	7	16							28
							1	1	4
						6	4	10	27
						2	1	3	11
13	19	32		1	1		2	2	54
				1	1	2		2	11
11		11							16

Parent Agency	EX & ES Service			Administration Service		
	M	F	T	M	F	T
Bhutan Standards Bureau	1		1	6	2	8
Cabinet Secretariat	1		1	25	12	37
Centre for Bhutan Studies and GNH Research	1		1	11	7	18
Construction Development Board	1		1	5	4	9
Dratshang Lhentshog	1		1	72	3	75
Drug Regulatory Authority	1		1		4	4
Dzongkha Development Commission	1		1	11	3	14
Gross National Happiness Commission	2		2	106	41	147
Jigme Dorji Wangchuk National Referral Hospital (JDWRH)	1		1	23	46	69
Media Council				1		1
National Center for Hydrology and Meteorology (NCHM)	2		2	9	5	14
National Commission for Women & Children		1	1	8	11	19
National Environment Commission	3		3	10	6	16
National Film Commission					1	1
National Land Commission	9		9	175	81	256
National Statistics Bureau	2		2	4	3	7
Office of the Attorney General				5	3	8
Royal Education Council	8		8	6	8	14
Royal Institute of Management	7	1	8	12	7	19
Royal Privy Council				6	3	9
Tourism Council of Bhutan	1		1	25	20	45
Thromde						
Gelephu		1	1	19	8	27
Phuentsholing	1		1	24	9	33
Samdrupjongkhar	1		1	14	7	21
Thimphu	1		1	52	9	61
<b>Grand Total</b>	<b>242</b>	<b>40</b>	<b>284</b>	<b>3,737</b>	<b>1,960</b>	<b>5,697</b>

Note: Eminent Members of the National Council are included in EX & ES Service



Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
						25	20	45	54
			1		1	1	3	4	43
				1	1	3		3	23
						10	1	11	21
8	3	11				8	3	11	98
						14	6	20	25
				1	1	18	2	20	36
							1	1	150
			2	3	5	6	8	14	89
									1
			1		1	112	54	166	183
1	1	2	1		1				23
						40	30	70	89
									1
			2		2	160	40	200	467
						46	15	61	70
						100	58	158	166
19	4	23				1		1	46
15	6	21	1		1	5	3	8	57
									9
9	11	20	1		1	6	4	10	77
2		2	1	2	3	3	1	4	37
						6	3	9	43
3	7	10	1		1	4	4	8	41
9	22	31		2	2	4	11	15	110
<b>5,980</b>	<b>4,653</b>	<b>10,633</b>	<b>1,201</b>	<b>725</b>	<b>1,926</b>	<b>7,411</b>	<b>4,081</b>	<b>11,492</b>	<b>30,032</b>

Table 55

**International Volunteers by Parent Agency (31st December 2019)**

<b>Parent Agency</b>	<b>JOCV</b>	<b>SV</b>	<b>BCFV</b>	<b>AV</b>	<b>FFT</b>	<b>KOICA</b>	<b>Fulbright</b>	<b>Total</b>
Ministry of Education	6		1	1		2		10
Ministry of Agriculture and Forests	3	1		2	1			7
Ministry of Health		1		1	3			5
Ministry of Home and Cultural Affairs	1	2						3
Tourism Council of Bhutan		1				2		3
Ministry of Labour and Human Resources	1				1			2
His Majesty's Secretariat					2			2
JDWNRH	2							2
Bhutan Olympic Committee	1							1
Royal University of Bhutan							1	1
<b>Total</b>	<b>14</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>7</b>	<b>4</b>	<b>1</b>	<b>36</b>

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