

TABLE OF CONTENTS

Table of Contents	i
Introduction	iv
Part I - Summary of the Report	
➤ General	v
➤ Civil Servants by Position Category and Position Level	v
➤ Civil Servants by Type of Employment	vi
➤ Civil Servants by Agencies	vi
➤ Civil Servants by Dzongkhags/Location	vi
➤ Civil Servants by Occupational Groups	vii
➤ Civil Servants by Gender	vii
➤ Civil Servants by Age Groups	viii
➤ Recruitment	viii
➤ Promotion	viii
➤ Separation	viii
➤ Regular Civil Servants by Qualification	ix
➤ Long-term Training	ix
➤ Secondment	ix
➤ Expatriates and Volunteers	x
Part II-Detailed Statistics	
General	
1. Summary (Table - 1)	
2. Proportion of Civil Servants to Population (Table - 2)	
3. Civil Servants by Position Category & Years of Service (Table - 3)	
4. Royal Civil Service Award 2014 - Summary (Table - 4)	
5. Civil Service Staffing Trend from 1989 till 2014 (Graph - 1)	
Civil Servants by Position Category and Position Level	
1. Civil Servants by Position Category and Position Level (Table - 5)	
2. Civil Servants by Position Category in % (Graph - 2)	
3. Civil Servants by Position Category from 2010 till 2014 (Graph - 3)	
4. Number of Civil Servants by Position Level (Graph - 4)	

Civil Servants by Type of Employment

1. Civil Servants by Type of Employment from 2010 till 2014 (Table – 6)
2. Civil Servants by Working Agency and Type of Employment (Table – 7)
3. Civil Servants by Parent Agency and Type of Employment (Table – 8)

Civil Servants by Agencies

1. Civil Servants by Working Agency and Position Level (Table – 9)
2. Civil Servants by Parent Agency and Position Level (Table – 10)
3. Contract Employees by Working Agency and Position Category (Table – 11)
4. Civil Service Growth by Agency (Table – 12)
5. Progressive Growth of Civil Service strength by Parent Agency (Table – 13)

Civil Servants by Dzongkhags / Location

1. Civil Servants under Dzongkhag/Thromde Adm. by Position Category (Table – 14)
2. Civil Servants under Dzongkhag& ThromdeAdm. by Position Level (Table – 15)
3. Civil Servants by Location and Position Category (Table – 16)
4. Civil Servants by Dzongkhag/ Thromde Adm. and Location (Table – 17)
5. Increase in Civil Servants by Location (Table – 18)

Civil Servants by Occupational Groups

1. Civil Servants by Major Occupational Groups and Position Category (Table – 19)
2. Civil Servants by MOG/sub Groups by Position Level (Table – 20)
3. Civil Servants by Major Occupational Groups (Graph – 5)
4. Progressive Growth of Civil Service strength by Occupational Groups (Table – 21)

Civil Servants by Gender

1. Civil Servants by Position Level and Gender (Table – 22, Graph 6)
2. Civil Servants by Position Category and Gender (Graph – 7)
3. Civil Servants by Gender in % (Graph – 8)
4. Female Civil Servants from 2000 till 2014 (Graph – 9)
5. Civil Servants by Major Occupational Groups and Gender (Table – 23)

Civil Servants by Age Groups

1. Civil Servants by Age Groups and Position Levels (Table – 24)
2. Civil Servants by Gender and Age Groups (Table – 25)
3. Distribution of Civil Servants by Age and Gender (Graph – 10)
4. Civil Servants by Age Groups in % (Graph – 11)

Recruitment

1. Civil Servants recruited by Agency from Jan till Dec 2014 (Table – 26)
2. Civil Servants recruited (New) by MOG from Jan till Dec 2014 (Table – 27)
3. Civil Servants recruited by Position Level from 2010 till 2014 (Table – 28)
4. Trends of Civil Servants recruited and separated from 2005 till 2014(Graph – 12)

Promotion

1. Civil Servants recruited, promoted and separated from Jan till Dec 2014(Table – 29)
2. Civil Servants promoted from 2010 till 2014 (Table – 30)

Separation

1. Civil Servants separated by Agency from Jan till Dec 2014(Table– 31)
2. Civil Servants separated by MOG from Jan till Dec 2014 (Table – 32)
3. Civil Servants separated by Category of Separation (Table – 33)
4. Civil Servants separated by Position Level from 2010 till 2014 (Table – 34)
5. Projection of superannuation of regular Civil Servants (Table – 35)
6. Trends of Civil Servants recruited, separated and net increase (Graph – 13)

Regular Civil Servants by Qualification

1. Qualification of Regular Civil Servants (Table - 36, Graph - 14)
2. Civil Servants by Parent Agency and Qualification (Table - 37)
3. Civil Servants by Qualification (Graph – 15)
4. Civil Servants meeting the Minimum Qualification Criteria (Table- 38, Graph - 16)

Long-Term Training

1. Long Term Training implementation Status from Jan till Dec 2014 (Table – 39)
2. Long-Term Training implemented by Country from Jan till Dec. 2014 (Table – 40)

3. Civil Servants undergoing Long Term Training as on 31 Dec 2014 (Table – 41)
4. Undergoing Bachelor Degree by type of funding (Graph – 17)
5. Undergoing Bachelor Degree by Agencies through private funding (Graph – 18)
6. Long Term Training implemented by Type and Agency (Table – 42)
7. Long Term Training implementation by Source of Funding (Table – 43)
8. Year-wise Long Term Training availed by Civil Servants (Table – 44, Graph – 19)
9. Long Term Training implementation from Jul. 2008 till Dec. 2014 (Table – 45)
10. Supply Projection of University Graduates in Scarce Professions (Table – 46)

Secondment

1. Civil Servants on Secondment by Agency (Table – 47)

Expatriates and Volunteers

1. Expatriates and International Volunteers (Table – 48)
2. Expatriates by Agency and Employment Category (Table – 49)
3. International Volunteers by Agencies (Table – 50)

Part III–Spotlight on Executives

1. Overview
2. Executive and Specialist Services by Position Level
3. Executive Service by Qualification and position level
4. Executive and Specialist Services by Agency
5. Executive and Specialist Services by Gender
6. Executives Services by Age
7. Superannuation of existing executives and specialist post 2015
 - Annexure 1. Executive and Specialist Services by Position level
 - Annexure 2. Executive and Specialist Services by position levels and qualification
 - Annexure 3. Executive and Specialist Services by Agency
 - Annexure 4. Executives Services by Gender
 - Annexure 5. Executives Services by Age
 - Annexure 6. Superannuation of existing executives and specialist post 2015

INTRODUCTION

This Report presents an overview of the Civil Service statistics as on 31st December 2014. It includes information on Civil Servants recruited as regular and contract under Judiciary, Legislative, Constitutional bodies (except Election Commission of Bhutan), Ministries, Autonomous Agencies, Dzongkhags, Thromdes and Civil Servants seconded to Non-civil Service Agencies.

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

The information is organized and presented in 50 tables and 18 graphs. The numbers of Civil Servants are disaggregated by Position Category and Position Level. It is also disaggregated by Major Occupational Groups and Sub-groups which reflects the overview of the Civil Service structure.

The number by Parent Agencies and Working Agencies and by Dzongkhag Administration and Thromde gives an overview of staffing strength and pattern at agency level. It also provides an assessment of the extent of decentralization.

The Report also contains information on HR 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 HR capacity. The percentage of Civil Servants meeting the qualification requirement as per the Position Directory of the BCSR provides a reflection of the level of 'competence' of the Civil Service.

The long term training implementation status provides information on progress that has been made till 31st December 2014. The information on Civil Servants pursuing higher education by level and by country is also made available, which makes easier for effective monitoring.

The information on Civil Servants by gender and position level provides a reflection of female participation in the Civil Service while the information by age groups provides an assessment of the mean age of the Bhutanese Civil Servants.

PART I - OVERVIEW OF THE REPORT

GENERAL

The strength of the Civil Service as on 31st December 2014 is 26,320 comprising of 25,358 regular Civil Servants and 962 on contract. Most Civil Servants on contract are in teaching profession.

The cumulative growth in the Civil Service strength as on 31st December 2014 compared to the strength on 31st December 2008 was 32.61%. The annual growth for the year 2014 was 4.00% as compared to 4.25% in 2013, 4.86% in 2012, 2.84% in 2011, 6.63% in 2010, and 6.37% in 2009.

The Civil Servants under the Dzongkhag and Thromde Administrations have steadily increased from 54.63% in December 2010 to 57.77% in 2011 and to 57.11% in 2012. It declined to 55.77% in 2013 and increased to 57.12% in 2014 (Table-15).

As on 31st December 2014, the number of Civil Servants constituted 3.53% of the total population of the country (Table-2). The ratio of the Civil Servants strength to the total population is 1:28. Female Civil Servants constituted 34.16% of the Civil Service strength (Table-23), an increase from 33.37% in 2013. Expatriate personnel constituted 1.78% (Table 49).

During January to December 2014, a total of 1,414 Civil Servants were recruited, 4,507 promoted and 442 separated (Table-29). There was a net increase of 972 Civil Servants (Graph-13).

About 74.35% of the Civil Servants are below the age of 40 years.

CIVIL SERVANTS BY POSITION CATEGORY AND POSITION LEVEL.

As on 31st December 2014, there were 13, 657 Civil Servants in Professional and Management Position Category as compared to 10,218 in Supervisory and Support Position Category, and 2,191 in Operational Position Category. There were 158 in Executive Position Category and 96 in Specialist Position Category (Table-5).

The Professional and Management Position Category constituted 51.89% of the total Civil Service strength, followed by Supervisory and Support Position Category with 38.82%, and Operational Position Category with 8.32%. The Executives constituted 0.60% and Specialists 0.36% (Graph-2).

CIVIL SERVANTS BY TYPE OF EMPLOYMENT

There are 25,358 regular Civil Servants equivalent to 96.34% and 962 on contract equivalent to 3.66% (Table-1). Besides there are 333 on consolidated contract, 2,249 as Elementary Service Personnel (ESP) and 2,092 as General Service Personnel (GSP) who are not considered as Civil Servants, and therefore kept outside the total strength of the Civil Service.

The Ministry of Education has the highest number of regular contract employees with 566 followed by Ministry of Health with 162 (Table-8).

CIVIL SERVANTS BY AGENCIES

By Working Agency, the Ministry of Agriculture and Forests has the highest number of Civil Servants with 2,742 constituting 10.42% of the total strength. It is followed by Ministry of Health with 2,003 constituting 7.61%. In the third place, it is Thimphu Thromde with 1,184 constituting 4.50% followed by Trashigang Dzongkhag with 1,174 constituting 4.46%, Chukha Dzongkhag with 1,076 constituting 4.09%, Samtse Dzongkhag with 1,058 constituting 4.02% and Ministry of Finance with 866 constituting 3.29% (Table-7).

By Parent Agency, the Ministry of Education has the highest number of Civil Servants with 9,623 constituting 36.56% of the total Civil Service strength. It is followed by the Ministry of Health with 3,912 constituting 14.86% and Ministry of Agriculture and Forest with 3,695 constituting 14.04%, Ministry of Finance with 1,736 constituting 6.60%, Ministry of Works and Human Settlement with 1,636 constituting 6.22%, and Ministry of Home and Cultural Affairs with 1,346 constituting 5.11% (Table-8).

CIVIL SERVANTS BY DZONGKHAGS

Civil Servants by location refer to Civil Servants located within the perimeter of a Dzongkhag but not necessarily under Dzongkhag Administration.

By location, Thimphu Dzongkhag has 8,606 Civil Servants which includes Civil Servants of all central agencies located within the perimeter of Thimphu Dzongkhag. It is followed by Chukha with 1,827, Sarpang with 1,572, Paro with 1,509, Trashigang with 1,445, Mongar with 1,354, Samtse with 1,246, Samdrup Jongkhar with 1,085, Wangdue Phodrang with 1,012, and Bumthang with 876. Gasa Dzongkhag has the least number of 243 Civil Servants (Table-16).

57.12% of the Civil Servants are under Dzongkhag and Thromde Administrations (Table-15). Although by location, Thimphu Dzongkhag has the highest number of 8,606 Civil Servants, only 447 of them are actually under Dzongkhag Administration. Thimphu Thromde has 1,184 Civil Servants and the rest are under Ministries and Central Agencies (Table-17).

Under Dzongkhag Administration, the highest numbers of Civil Servants are under Trashigang with 1,174 followed by Chukha with 1,076, Samtse with 1,051, Paro with 842, Mongar with 826, Sarpang with 766, Punakha with 742, and Wangdue with 740. The other Dzongkhag Administrations have lesser number with least number of 167 Civil Servants under Gasa Dzongkhag Administration (Table-17).

CIVIL SERVANTS BY OCCUPATIONAL GROUPS

Amongst the 19 Major Occupational Groups, the Education and Training Services has the largest number of Civil Servants with 8,180 constituting 31.08%. It is followed by the General Administration and Support Services with 4,312 constituting 16.38%, Architectural, Engineering and Land Services with 2,885 constituting 10.96%, and Medical and Health Services with 2,715 constituting 10.32%. The Finance and Audit Services Group is at fifth place with 1,589 Civil Servants constituting 6.04% and Forestry and Environment Protection Services in sixth place with 1,479 Civil Servants constituting 5.62% of the total Civil Service strength. The Agriculture and Livestock Services has the strength of 1,229 employees constituting 4.67% of the total strength (Table-19 and Graph-5).

CIVIL SERVANTS BY GENDER

Out of 26,320 Civil Servants as on 31st December 2014, there are 8,992 female Civil Servants constituting 34.16% of the total Civil Servants' strength (Table-22 and Graph-6).

Among the Major Occupational Groups, the highest numbers of female Civil Servants are in the Education and Training Services with 3,197 constituting 12.15% of the total Civil Servants and 35.55% within the MoG. It is followed by General Administration and Support Services constituting 5.69%, Medical and Health Services 4.54%, Architectural, Engineering and Land Services 2.59% and Finance and Audit Services 1.92% (Table-23).

CIVIL SERVANTS BY AGE GROUPS

By age groups, about 74% of the Civil Servants are below the age of 40 years as on 31st December 2014.

A total of 6,875 Civil Servants equivalent to 26.12% fall under 30-34 years age group, followed by 6,496 Civil Servants equivalent to 24.68% under 25-29 years age group, 4,696 equivalent to 17.84% under 35-39 years, 2,658 equivalent to 10.10% under 40-44 years, 2,104 equivalent to 7.99% under 45-49 years and 1,500 equivalent to 5.70% under 20-24 years (Table-25).

RECRUITMENT

During the period between 1st January 2010 and 31stDecember 2014, a total of 7,840 Civil Servants were recruited (Table-20).

During the period from January to December 2014, a total of 1,414 Civil Servants were recruited, the highest being in Education and Training Services Group with 600 new recruits followed by Medical and Health Services Group with 271 and Architectural, Engineering and Land Services Group with 166 (Table-27).

PROMOTION

During the period from January to December 2014, a total of 4,507 Civil Servants were promoted. It included 33 in Executive Positions, 27 in Specialist Positions, 2,677 in Professional and Management Position Category, 1,511 in Supervisory and Support Position Category, and 259 in Operational Position Category (Table-29).

SEPARATION

During the period from January to December 2014, a total of 442 Civil Servants were separated (Table-24) of which 17 were from Executive Services, 229 from Professional and Management, 153 from Supervisory and Support, and 43 from Operational Position Category respectively (Table-31).

CIVIL SERVANTS BY QUALIFICATION

Of the total of 25,358 regular Civil Servants, 6,731 equivalent to 26.54% have Bachelor Degree, 6,320 equivalent to 24.92% have certificate, 4,378 equivalent to 17.26% have Basic Education Class X and below, 4,004 equivalent to 15.79% have Diploma, 1,746 equivalent to 6.89% have the Master Degree, and 26 equivalent to 0.10% have Ph.D. Degree (Table-36, Graph-14).

In terms of qualification, 67.34% Civil Servants meet the minimum qualification criteria. The percentage of Civil Servants meeting the qualification criteria are 91.22% in Executive Position Category, 89.58% in Specialist Position Category, 72.93% in Operational Position Category, 66.04% in Supervisory and Support Category and 67% in Professional and Management Position Category (Table 38, Graph-16).

TRAINING

Against the 10th FYP target of 2,913 long term training, a total of 2,927 trainings have been implemented, which constituted 100.48% progress (Table-45).

Out of 2,927 long term trainings implemented, 48 were sent for Ph.D. Degree, 1,192 for Master Degree, 1,173 for Bachelors Degree, 104 for PG Diploma/Certificate, and 410 for Diploma/Certificate (Table-45).

During January to December 2014, a total of 782 Civil Servants were sent for long term training, of which 6 were sent for Ph.D., 350 for Master Degree, 321 for Bachelor Degree, and 58 for P.G. Diploma/Certificate (Table 39).

As on 31st December 2014, a total of 1,758 Civil Servants are undergoing long term training, mostly in India, Bhutan, and Australia with 202, 165 and 105 Civil Servants pursuing Masters degree in the respective countries (Table-41).

Table-46 shows the supply of university graduates through Government scholarships from 2015 to 2018 in the fields of medical sciences, engineering, law and education. In 2015, 36 medical doctors with MBBS Degree, 80 with Civil Engineering Degree and 761 B.Ed. Degree holders are expected to complete their degrees.

SECONDMENT

As on 31st December 2014, there are 102 Civil Servants on Secondment. Of the total, 79 are seconded to National Agencies, 18 to Corporations and Authorities, and the rest to other agencies within and outside Bhutan (Table-47).

EXPATRIATES AND VOLUNTEERS

As on 31st December 2014, there are 469 expatriate Civil Servants of which 25 are on regular service, and 444 on contract (Table-49).

There are 70 volunteers of whom 35 are Japanese - 21 Senior Volunteers (SV) and 14 Japan Overseas Co-operation Volunteers (JOCV-JICA), 20 are Bhutan Canada Foundation (BCF) volunteers, 10 Australian volunteers, and 6 Friends from Thailand (FFT) volunteers (Table-50).

**PART II - DETAILED STATISTICS
GENERAL**

**TABLE [1]
SUMMARY**

Categories	As of 31 st December 2014	%
Regular (Bhutanese)	25,333	96.25%
Regular (Non-Bhutanese)	25	0.09%
Contract (Bhutanese)	518	1.97%
Contract (Non-Bhutanese)	444	1.69%
Total Civil Service Strength	26,320	100%
Total Regular	25,358	96.34%
Total Contract	962	3.66%
Total Female Civil Servants	8,992	34.16%
Total Male Civil Servants	17,328	65.84%
Total Civil Servants located in Thimphu	8,606	32.70%
Total Civil Servants outside Thimphu	17,606	66.89%
Total Civil Servants under Dzongkhag Administration & Thromde	15,033	57.12%
Total Civil Servants located outside the Country	108	0.41%
Total Expatriates in the Civil Service	469	1.78%
International Volunteers	70	0.27%

As on 31st December 2014, there were following categories of employees considered outside the Civil Service

- | | | |
|----------------------------------|---|-------|
| 1. Elementary Service Personnel* | : | 2,249 |
| 2. General Service Personnel * | : | 2,092 |
| 3. Consolidated Contract | : | 333 |

* Source: Department of Public Accounts, MoF

TABLE - 2 PROPORTION OF CIVIL SERVANTS TO POPULATION

Location	No. of Civil Servants by Dzongkhag		Total	*Total population (2014)	% of Dzongkhag Population
	Regular	Contract			
Thimphu	8,264	342	8,606	113,669	7.57%
Chhukha	1,728	99	1,827	86,991	2.10%
Sarpang	1,515	57	1,572	44,781	3.51%
Paro	1,485	24	1,509	42,518	3.55%
Trashigang	1,394	51	1,445	55,480	2.60%
Monggar	1,327	27	1,354	43,558	3.11%
Samtse	1,160	86	1,246	69,612	1.79%
Samdrup Jongkhar	1,035	50	1,085	40,093	2.71%
Wangdue Phodrang	995	17	1,012	36,922	2.74%
Bumthang	851	25	876	18,692	4.69%
Punakha	750	31	781	27,414	2.85%
Zhemgang	682	20	702	21,233	3.31%
Dagana	657	25	682	27,042	2.52%
Pema Gatshel	623	43	666	24,919	2.67%
Tsirang	623	10	633	21,517	2.94%
Trashigang	551	15	566	20,574	2.75%
Trongsa	549	11	560	15,760	3.55%
Lhuentse	448	6	454	17,413	2.61%
Haa	382	11	393	13,327	2.95%
Gasa	235	8	243	3,637	6.68%
Outside Bhutan	104	4	108		
Grand Total	25,358	962	26,320	745,152	3.53%

* Source : National Statistics Bureau, Dzongkhag Population Projections 2006-2015, (PHCB 2005)

Note: Dzongkhags include civil servants of all Agencies based in the respective Dzongkhags

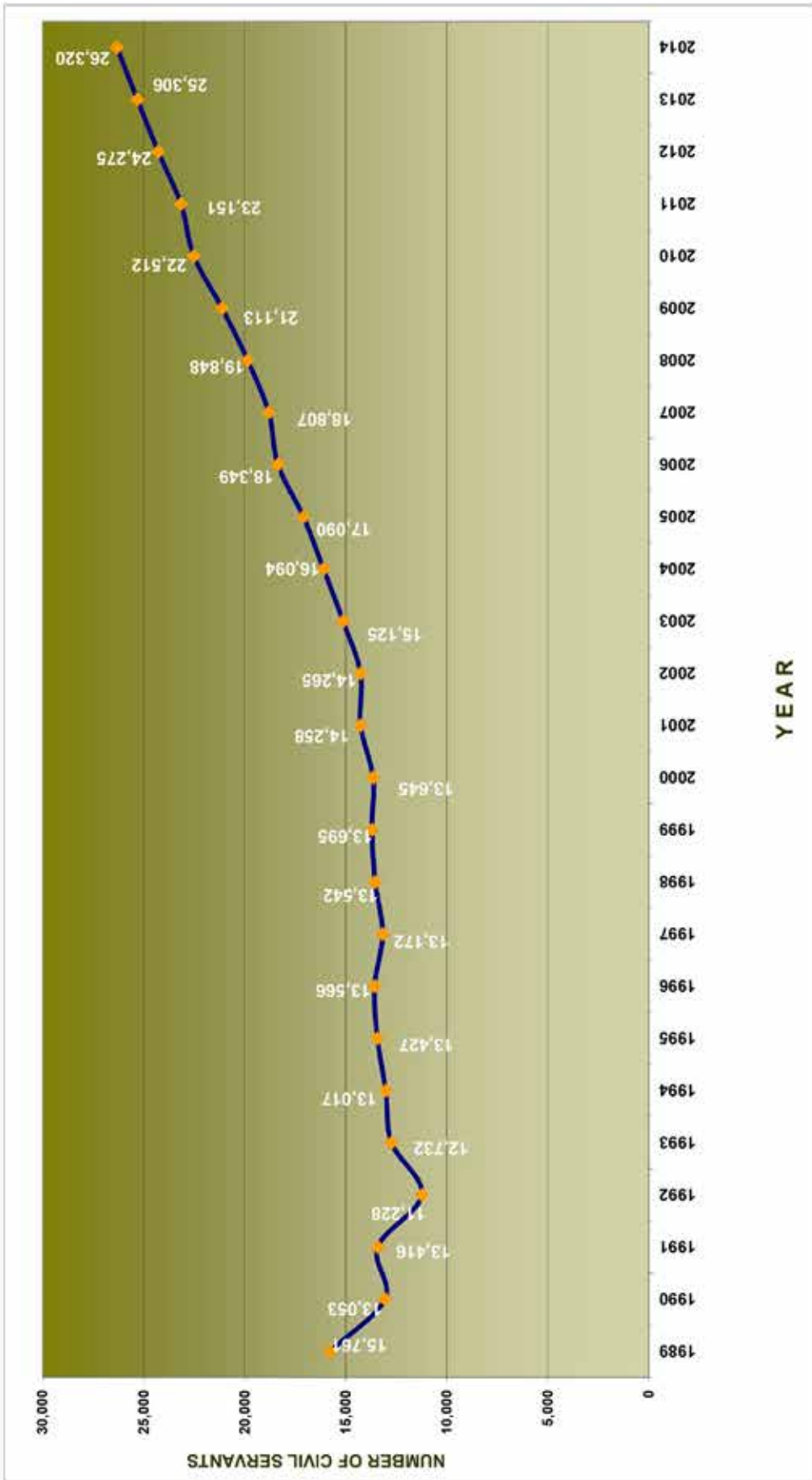
TABLE - 3 CIVIL SERVANTS BY POSITION CATEGORY AND YEARS OF SERVICE BY EMPLOYEE TYPE

Position Category	Less than 10 yrs			10-19 yrs			20-29 yrs			30 yrs +			Grand Total
	Contract	Regular	Total	Contract	Regular	Total	Contract	Regular	Total	Contract	Regular	Total	
Executives	2	0	2		5	5		95	95		56	56	158
Specialist	2		2		10	10		53	53		31	31	96
Professional & Management	259	6,169	6,428	170	4,395	4,565	71	1,737	1,808	25	831	856	13,657
Supervisory & Support	340	5,339	5,679	2	2,829	2,831	1	1,276	1,277		431	431	10,218
Operational	84	946	1,030	6	849	855		271	271		35	35	2,191
Grand Total	687	12,454	13,141	178	8,088	8,266	72	3,432	3,504	25	1,384	1,409	26,320

TABLE - 4 SUMMARY OF ROYAL CIVIL SERVICE AWARD 2014

SI.No	Category of Awards	Civil Servants	Other Public Servants	Total
1	Lifetime Services	270	33	303
2	Lifetime Services (Past 25 years)	268	0	268
3	30 Years and above (Gold)	285	46	331
4	20 Years and above (Silver)	587	175	762
5	10 Years and above (Bronze)	2,421	416	2,837
	Total	3,831	670	4,501

**GRAPH - 1 CIVIL SERVICE STAFFING TREND
(1989 -2014)**



Note: Based on Bi-annual Statistic book figure

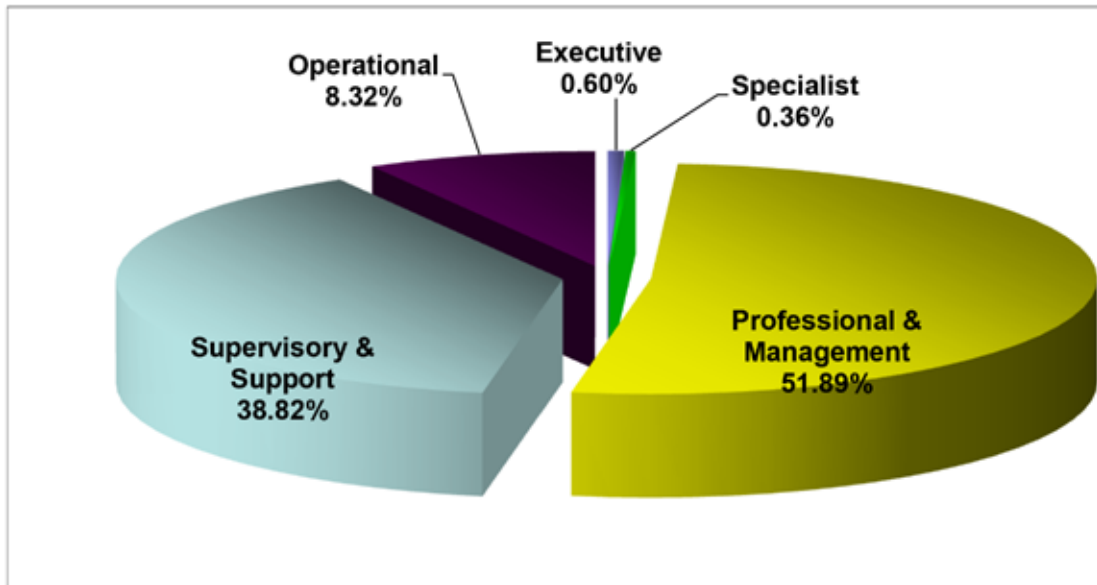
CIVIL SERVANTS BY POSITION CATEGORY AND POSITION LEVEL

TABLE - 5 CIVIL SERVANTS BY POSITION CATEGORY AND POSITION LEVEL

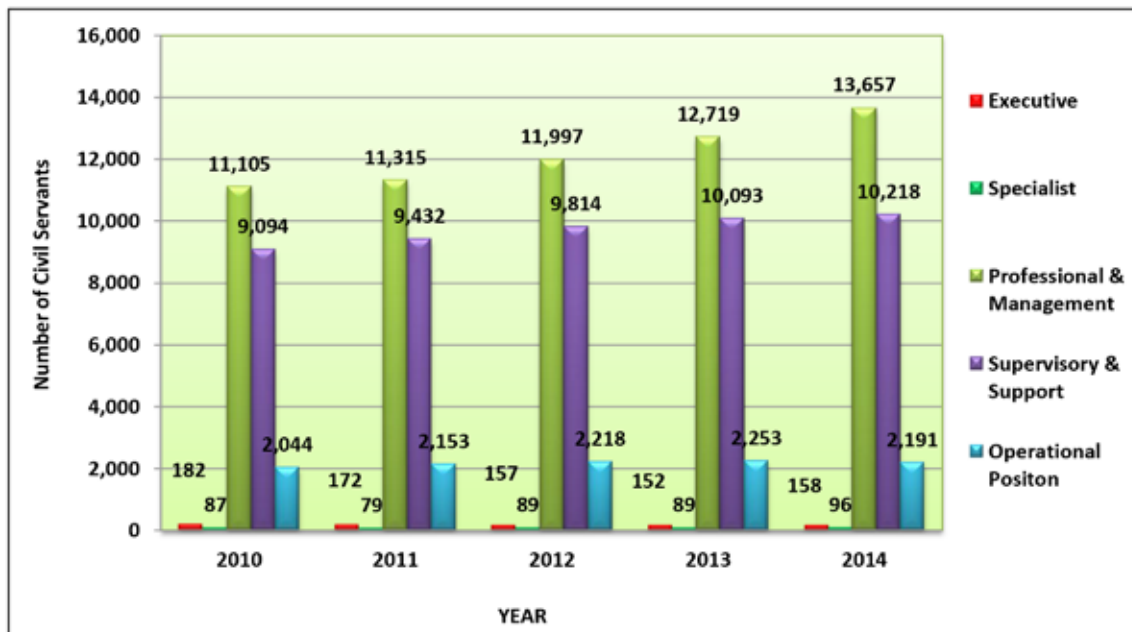
Position Category & Position Level	31 st December 2010	31 st December 2011	31 st December 2012	31 st December 2013	31 st December 2014
Executive Position Category					
*Constitutional Office	9	9	5	5	10
EX1	26	27	28	27	27
EX2	27	24	35	38	46
EX3	120	112	89	82	75
Total	182	172	157	152	158
Specialist Position Category					
ES1	4	3	2	3	1
ES2	5	5	12	12	23
ES3	78	71	75	74	72
Total	87	79	89	89	96
Professional & Management Position Category					
P1	438	374	371	420	540
P2	648	701	829	988	1215
P3	1,787	1,844	1,780	1,894	2088
P4	2,507	2,703	3,241	3,646	4539
P5	5,725	5,693	5,776	5,771	5275
Total	11,105	11,315	11,997	12,719	13,657
Supervisory & Support Position Category					
S1	1,740	1,916	2,038	2,154	2301
S2	2,272	2,301	2,330	2,383	2412
S3	1,497	1,551	1,682	1,659	1691
S4	1,399	1,486	1,724	1,798	2057
S5	2,186	2,178	2,040	2,099	1757
Total	9,094	9,432	9,814	10,093	10,218
Operational Position Category					
O1	647	685	679	725	727
O2	440	471	486	475	464
O3	457	420	390	349	389
O4	500	577	663	704	611
Total	2,044	2,153	2,218	2,253	2,191
Grand Total	22,512	23,151	24,275	25,306	26,320

* Eminent members of the Parliament and Attorney General

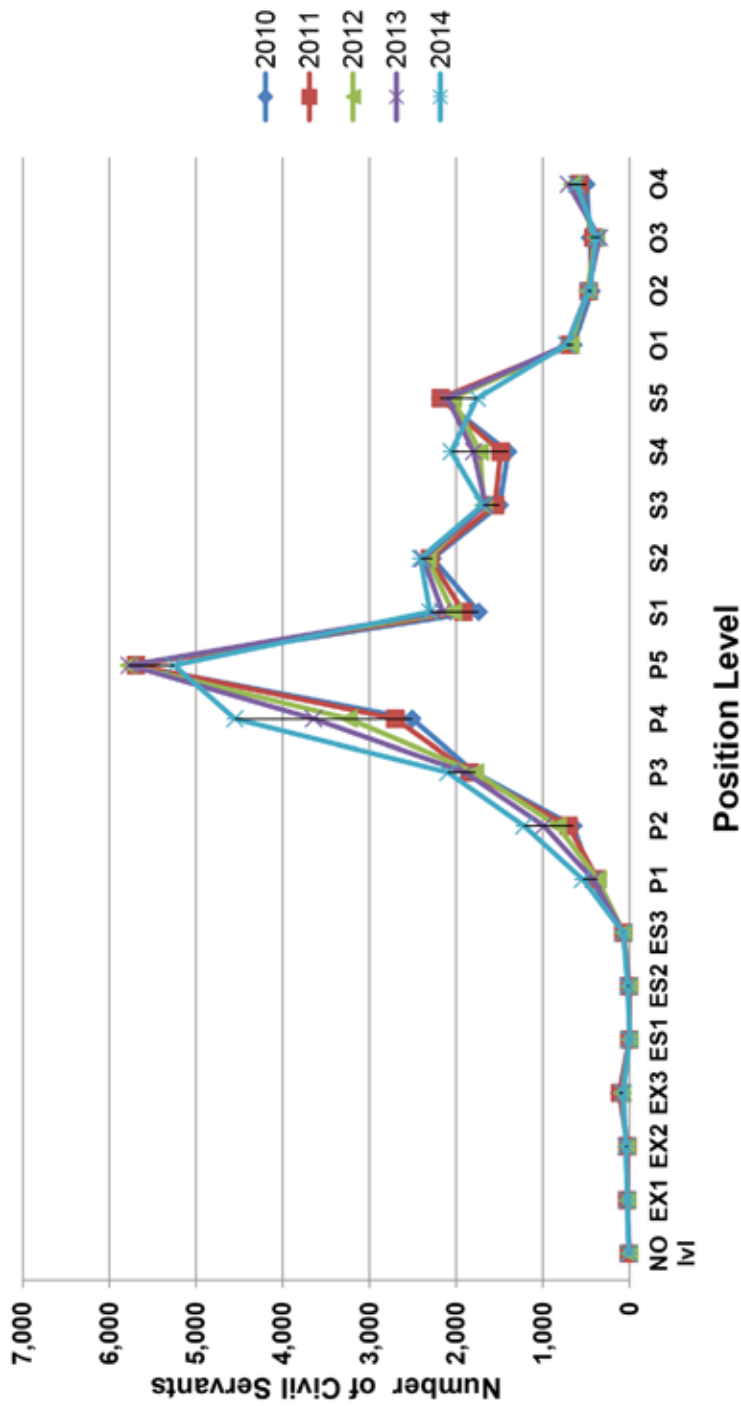
GRAPH - 2 CIVIL SERVANTS BY POSITION CATEGORY (in %)



GRAPH - 3 CIVIL SERVANTS BY POSITION CATEGORY (2010 - 2014)



GRAPH - 4 NUMBER OF CIVIL SERVANTS BY POSITION LEVEL



CIVIL SERVANTS BY TYPE OF EMPLOYMENT

TABLE - 6 CIVIL SERVANTS BY TYPE OF EMPLOYMENT (2010 - 31st December 2014)

Position Category & Position Level	31 st December 2010			31 st December 2011			31 st December 2012			31 st December 2013			31 st December 2014		
	Regular	Contract	Total	Regular	Contract	Total	Regular	Contract	Total	Regular	Contract	Total	Regular	Contract	Total
Executive Position Category															
* Constitutional Offices	9		9	9		9	5		5	5	0	5	10		10
EX1	26		26	27		27	28		28	27	0	27	27		27
EX2	26	1	27	23	1	24	34	1	35	37	1	38	45	1	46
EX3	120		120	112		112	89		89	82	0	82	74	1	75
Total	181	1	182	171	1	172	156	1	157	151	1	152	156	2	158
Specialist Position Category															
ES1	4		4	3		3	2		2	3	0	3	1		1
ES2	5		5	5		5	11	1	12	11	1	12	22	1	23
ES3	68	10	78	70	1	71	74	1	75	73	1	74	71	1	72
Total	77	10	87	78	1	79	87	2	89	87	2	89	94	2	96
Professional & Management Position Category															
P1	399	39	438	368	6	374	364	7	371	413	7	420	531	9	540
P2	604	44	648	688	13	701	820	9	829	976	12	988	1197	18	1,215
P3	1,694	93	1,787	1,733	111	1,844	1,698	82	1,780	1,825	69	1,894	2,017	71	2,088
P4	2,186	321	2,507	2,378	325	2,703	2,963	278	3,241	3,411	235	3,646	4,299	240	4,539
P5	5,490	235	5,725	5,480	213	5,693	5,559	217	5,776	5,583	188	5,771	5,088	187	5,275
Total	10,373	732	11,105	10,647	668	11,315	11,404	593	11,997	12,208	511	12,719	13,132	525	13,657
Supervisory & Support Position Category															
S1	1,718	22	1,740	1,885	31	1,916	2,006	32	2,038	2,117	37	2,154	2,258	43	2,301
S2	2,264	8	2,272	2,290	11	2,301	2,317	13	2,330	2,367	16	2,383	2,391	21	2,412
S3	1,490	7	1,497	1,544	7	1,551	1,675	7	1,682	1,653	6	1,659	1,684	7	1,691
S4	1,387	12	1,399	1,470	16	1,486	1,677	47	1,724	1,756	42	1,798	2,025	32	2,057
S5	2,131	55	2,186	2,020	158	2,178	1,889	151	2,040	1,885	214	2,099	1,517	240	1,757
Total	8,990	104	9,094	9,209	223	9,432	9,564	250	9,814	9,778	315	10,093	9,875	343	10,218
Operational Position Category															
O1	645	2	647	683	2	685	677	2	679	723	2	725	723	4	727
O2	440		440	428	43	471	459	27	486	442	33	475	430	34	464
O3	457		457	420		420	390		390	349	0	349	389		389
O4	476	24	500	534	43	577	612	51	663	650	54	704	559	52	611
Total	2,018	26	2,044	2,065	88	2,153	2,138	80	2,218	2,164	89	2,253	2,101	90	2,191
Grand Total	21,639	873	22,512	22,170	981	23,151	23,349	926	24,275	24,388	918	25,306	25,358	962	26,320

* *Eminent members of the Parliament and Attorney General*

TABLE - 7 CIVIL SERVANTS BY WORKING AGENCY AND TYPE OF EMPLOYMENT

AGENCY	REGULAR			CONTRACT			GRAND TOTAL	% Against Grand Total
	B	NB	T	B	NB	T		
His Majesty's Secretariat	74		74	16		16	90	0.34%
His Majesty The 4 th King Secretariat	16		16	13		13	29	0.11%
JUDICIARY								
Royal Court of Justice	517		517	2		2	519	1.97%
Supreme Court of Bhutan	2		2			0	2	0.01%
LEGISLATIVE								
National Assembly	50		50			0	50	0.19%
National Council	40		40	1		1	41	0.16%
CONSTITUTIONAL								
Royal Audit Authority	215		215			0	215	0.82%
Royal Civil Service Commission	80		80	2		2	82	0.31%
Anti-Corruption Commission	66		66			0	66	0.25%
MINISTRIES								
Ministry of Agriculture and Forests	2677	2	2,679	62	1	63	2,742	10.42%
Ministry of Health	1937	2	1,939	41	23	64	2,003	7.61%
Ministry of Finance	856		856	9	1	10	866	3.29%
Ministry of Works & Human Settlement	760	7	767		5	5	772	2.93%
Ministry of Economic Affairs	630	1	631	2		2	633	2.41%
Ministry of Home & Cultural Affairs	534		534	7	2	9	543	2.06%
Ministry of Information and Communications	491		491			0	491	1.87%
Ministry of Education	432		432	40	18	58	490	1.86%
Ministry of Labour & Human Resources	364	2	366			0	366	1.39%
Ministry of Foreign Affairs	184	2	186	8		8	194	0.74%
AUTONOMOUS & OTHER AGENCIES								
National Land Commission	224		224	61		61	285	1.08%
Gross National Happiness Commission	74		74			0	74	0.28%
Royal Institute of Management	66		66	2		2	68	0.26%
Tourism Council of Bhutan	65		65	3		3	68	0.26%
Dratshang Lhentshog	57		57	4		4	61	0.23%
Bhutan Standards Bureau	56		56			0	56	0.21%
National Environment Commission	54		54			0	54	0.21%
Office of the Attorney General	47		47			0	47	0.18%
National Statistics Bureau	45		45			0	45	0.17%
Cabinet Secretariat	41		41	2		2	43	0.16%
Bhutan Council for School Examination and Assessment	33		33			0	33	0.13%
Bhutan Information Communications & Media Authority	32		32	1		1	33	0.13%
Dzongkha Development Commission	27		27	1		1	28	0.11%
Centre for Bhutan Studies and GNH Research	26		26	1		1	27	0.10%
Drug Regulatory Authority	25		25			0	25	0.09%
Bhutan Narcotic Control Agency	20		20			0	20	0.08%

Contd....

TABLE - 7 CIVIL SERVANTS BY WORKING AGENCY AND TYPE OF EMPLOYMENT

AGENCY	REGULAR			CONTRACT			GRAND TOTAL	% Against Grand Total
	B	NB	T	B	NB	T		
Bhutan National Legal Institute	20		20			0	20	0.08%
Bhutan Olympic Committee	18		18			0	18	0.07%
National Commission for Women & Children	18		18			0	18	0.07%
Royal Privy Council	10		10	2		2	12	0.05%
Royal Institute of Law	7		7			0	7	0.03%
Civil Society Organization Authority	4		4			0	4	0.02%
Royal Education Council	3		3			0	3	0.01%
DZONGKHAGS								
Trashigang	1124		1,124	13	37	50	1,174	4.46%
Chhukha	1006	3	1,009	26	41	67	1,076	4.09%
Samtse	975		975	23	60	83	1,058	4.02%
Paro	817	1	818	13	11	24	842	3.20%
Monggar	807		807	9	10	19	826	3.14%
Sarpang	739	2	741	7	18	25	766	2.91%
Punakha	711		711	13	18	31	742	2.82%
Wangdue	723		723	8	9	17	740	2.81%
Samdrup Jongkhar	668	1	669	18	22	40	709	2.69%
Dagana	630		630	18	7	25	655	2.49%
Pemagatsel	607		607	22	21	43	650	2.47%
Tsirang	533		533	5	5	10	543	2.06%
Bumthang	537		537	4	1	5	542	2.06%
Zhemgang	510		510	11	9	20	530	2.01%
Trashi Yangtse	481	1	482	7	8	15	497	1.89%
Trongsa	448		448	6	5	11	459	1.74%
Thimphu	435		435	7	5	12	447	1.70%
Lhuentse	437		437	5	1	6	443	1.68%
Haa	357		357	5	6	11	368	1.40%
Gasa	163		163	4		4	167	0.63%
THROMDES								
Thimphu	1121		1,121	10	53	63	1,184	4.50%
Phuentsholing	235	1	236	3	29	32	268	1.02%
Gelephu	200		200		10	10	210	0.80%
Samdrupjongkhar	129		129	1	8	9	138	0.52%
NON- CIVIL SERVICE AGENCIES								
Defence*	18		18			0	18	0.07%
Corporations	17		17			0	17	0.06%
Non Governemental Organizations	5		5			0	5	0.02%
International Organizations	3		3			0	3	0.01%
Grand Total	25,333	25	25,358	518	444	962	26,320	100.00%

NOTE: B: Bhutanese NB: Non Bhutanese T:Total

* Finance and Accounts staff placed in RBG/RBA/RBP

TABLE - 8 CIVIL SERVANTS BY PARENT AGENCY AND TYPE OF EMPLOYMENT

AGENCY	REGULAR			CONTRACT			GRAND TOTAL	% Against Grand
	B	NB	T	B	NB	T		
His Majesty's Secretariat	33		33	17		17	50	0.19%
His Majesty The 4 th King Secretariat	14		14	13		13	27	0.10%
JUDICIARY								
Royal Court of Justice	483		483	2		2	485	1.84%
LEGISLATIVE								
National Assembly	37		37			0	37	0.14%
National Council	31		31	1		1	32	0.12%
CONSTITUTIONAL								
Royal Audit Authority	197		197			0	197	0.75%
Royal Civil Service Commission	164		164	2		2	166	0.63%
Anti-Corruption Commission	57		57			0	57	0.22%
MINISTRIES								
Ministry of Education	9057		9,057	165	401	566	9,623	36.56%
ministry of Health	3743	7	3,750	130	32	162	3,912	14.86%
Ministry of Agriculture and Forests	3630	2	3,632	62	1	63	3,695	14.04%
Ministry of Finance	1720	3	1,723	12	1	13	1,736	6.60%
Ministry of Works & Human Settlement	1620	7	1,627	3	6	9	1,636	6.22%
ministry of home & Culture Affairs	1329	1	1,330	14	2	16	1,346	5.11%
Ministry of Information and Communications	780		780	1	1	2	782	2.97%
Ministry of Economic Affairs	600		600	1		1	601	2.28%
Ministry of Labour & Human Resources	326	2	328			0	328	1.25%
Ministry of Foreign Affairs	151	2	153	8		8	161	0.61%
AUTONOMOUS & OTHER AGENCIES								
National Land Commission	384		384	61		61	445	1.69%
Office of the Attorney General	128		128			0	128	0.49%
Gross National Happiness Commission	98		98			0	98	0.37%
National Environment Commission	70		70			0	70	0.27%
Royal Institute of Management	58		58	2		2	60	0.23%
Tourism Council of Bhutan	56		56	3		3	59	0.22%
National Statistics Bureau	57		57			0	57	0.22%
Bhutan Standards Bureau	54		54			0	54	0.21%
Dratshang Lhentshog	47		47	4		4	51	0.19%
Cabinet Secretariat	32		32	2		2	34	0.13%
Bhutan Information Communications and Media Authority	26		26	1		1	27	0.10%
Bhutan Council for School Examination and Assessment	26		26			0	26	0.10%
Centre for Bhutan Studies and GNH Research	23		23	1		1	24	0.09%
Dzongkha Development Commission	22		22	1		1	23	0.09%
Drug Regulatory Authority	22		22			0	22	0.08%
Bhutan Narcotic Control Agency	16		16			0	16	0.06%
Bhutan Olympic Committee	16		16			0	16	0.06%
National Commission for Women & Children	14		14			0	14	0.05%
Bhutan National Legal Institute	11		11			0	11	0.04%
Royal Privy Council	9		9	2		2	11	0.04%
Royal Institute of Law	7		7			0	7	0.03%
Civil Society Organization Authority	2		2			0	2	0.01%
Royal Education Council	2		2			0	2	0.01%
THROMDE								
Thimphu	107		107	9		9	116	0.44%
Phuentsholing	28	1	29				29	0.11%
Gelephu	24		24			0	24	0.09%
Samdrup Jongkhar	22		22	1		1	23	0.09%
Grand Total	25,333	25	25,358	518	444	962	26,320	100%

NOTE: B: Bhutanese NB: Non Bhutanese
T:Total

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

CIVIL SERVANTS BY AGENCIES

TABLE - 9 CIVIL SERVANTS BY WORKING AGENCY, POSITION CATEGORY AND POSITION LEVEL

Agency	Executive			Specialist			Professional & Mgt.					Supervisory & Support					Operational				Grand Total	
	No Pivl*	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	O1	O2	O3		O4
His Majesty's Secretariat		2	2	6				6	7	3	5	6	14	4	10	2	9	12		2		90
His Majesty The 4 th King Secretariat		2		3					3	3	1	10		1		1		1	1	3		29
JUDICIARY																						
Royal Court of Justice										4	27	10	55	162	110	5	51	6	16	31	42	519
Supreme Court of Bhutan																	2					2
LEGISLATIVE																						
National Assembly		1		2				1	2	3	2	5	7	6	1	3	9	3	1		4	50
National Council	4	1		1				1			6	6	5	2	1	1	9				3	41
CONSTITUTIONAL																						
Royal Audit Authority				1				15	10	21	47	42	36	10	5	2	6	11	2	4	3	215
Royal Civil Service Commission	5	1		1				2	3	7	16	11	7	3	1	8	3	6	1	3	4	82
Anti-Corruption Commission				1				3	5	3	7	15	14	5		1	2	1	2	2	5	66
MINISTRIES																						
Ministry of Agriculture and Forests		1	3	2	1	12	19	73	75	117	306	322	212	325	256	473	239	118	69	48	71	2,742
Ministry of Health		1	2	3	7	24	25	69	120	226	270	334	334	207	334	126	82	73	32	33	35	2,003
Ministry of Finance		1	2	2	3	3	26	44	56	87	158	173	128	59	24	22	41	15	11	14	866	
Ministry of Works & Human Settlement		1		4			5	39	55	56	63	59	75	149	41	55	28	57	46	11	28	772
Ministry of Economic Affairs		1	2	7			1	24	40	35	91	45	28	35	63	90	101	28	16	4	22	633
Ministry of Home & Cultural Affairs		1	3	5				17	25	26	54	39	40	47	60	62	98	26	17	7	16	543
Ministry of Information and Communications		1	2	2				15	13	21	42	34	42	48	36	65	125	12	5	14	14	491
Ministry of Education		1	3	1			3	28	49	43	39	164	30	13	13	19	43	12	9	9	11	490
Ministry of Labour & Human Resources		1		4				3	7	15	34	69	56	60	11	17	22	11	5	9	12	366
Ministry of Foreign Affairs		4	7	7				1	15	24	13	19	25	13	7	5	8	10	7	15	8	194

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TABLE - 9 CIVIL SERVANTS BY WORKING AGENCY, POSITION CATEGORY AND POSITION LEVEL

Agency	Executive			Specialist			Professional & Mgt.					Supervisory & Support					Operational				Grand Total		
	No Pivl*	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	O1	O2	O3		O4	
AUTONOMOUS & OTHER AGENCIES																							
National Land Commission		2	1				2	2	4	10	18	21	30	21	30	9	11	74	10	3	14	23	285
Gross National Happiness Commission		1		1				4	7	12	23	6	2	3	1	4	2	4	4				74
Royal Institute of Management			1			3		4	5	8	10	5	3	6	3	3	6	2	4	2	4	2	68
Tourism Council of Bhutan				1		1		1	2	1	20	7	8	4	1	3	11	3	1	2	2		68
Dratshang Lhentshog		1						1		3	2	4	5	4		2	3	4	7	6	19	61	
Bhutan Standards Bureau			1					5	3	5	7	5	3	6		1	15	2	1	1	1	56	
National Environment Commission		1				1		6	2	5	7	4	10	1	2	5	2	4	2	1	1	54	
Office of the Attorney General	1							3	5	15	9	3	1	3	1	1	1	2	1	1	1	47	
National Statistics Bureau			1					3	4	9	8	4	8	3	2		1	1				45	
Cabinet Secretariat		1		1				2	5	3	5	2	5	1		2	4		2	6	4	43	
Bhutan Council for School Examination and Assessment				1			2	3	4	11		2	3	2	1	1	2					33	
Bhutan Information Communications & Media Authority				1				3	1	1	6	5	9	1	1		1					33	
Dzongkha Development Commission						1		1	5	2	6	3	2	2		1		3	1	1	1	28	
Centre for Bhutan Studies and GNH Research		1						2	2	2	5	4	2	1	1	4	1					27	
Drug Regulatory Authority				1						3	4	5	4	1	2		2				3	25	
Bhutan Narcotic Control Agency			1					1	2	2	3	3	2		1	1	1					20	
Bhutan National Legal Institute											7	2	2	1	1	2	2					20	
Bhutan Olympic Committee				1				1		3	2	1	3	4		1				1	1	18	
National Commission for Women & Children			1						2	2	3	2	1		1		2	1	1			18	
Royal Privy Council							2	1			1		1		1	1	1			3		12	
Royal Institute of Law				1			1			1			1				1				1	7	
Civil Society Organization Authority								1	1	1												4	
Royal Education Council								2	1													3	

Contd..

TABLE - 9 CIVIL SERVANTS BY WORKING AGENCY, POSITION CATEGORY AND POSITION LEVEL

Agency	Executive			Specialist			Professional & Mgt.					Supervisory & Support					Operational				Grand Total	
	No Pivl*	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	O1	O2	O3		O4
DZONGKHAHS																						
Trashigang		1						8	27	98	238	346	95	91	48	82	88	21	19	5	7	1,174
Chhukha		1			2			9	47	86	270	251	80	87	49	70	60	16	15	13	20	1,076
Samtse		1						13	54	99	207	303	77	64	64	73	51	25	8	7	12	1,058
Paro		1					1	14	70	119	223	141	41	45	39	72	38	11	8	6	13	842
Monggar		1						6	28	83	146	265	54	76	31	63	36	16	8	9	4	826
Sarpang		1						8	36	75	182	195	43	60	38	54	37	17	9	5	6	766
Punakha		1						10	42	73	163	196	63	49	26	43	33	10	12	5	16	742
Wangdue								8	26	55	177	217	62	48	30	48	39	6	8	9	7	740
Samdrup Jongkhar		1		1				4	21	45	129	170	78	58	45	65	36	16	14	7	19	709
Dagana				1				2	15	43	106	215	55	57	29	49	44	12	8	7	12	655
Pemagatsel		1						4	22	57	144	168	43	65	29	45	28	13	11	4	16	650
Tsirang				1				11	28	49	136	126	44	39	27	36	19	13	4	6	4	543
Bumthang		1						5	17	44	120	154	38	36	21	41	22	20	12	3	8	542
Zhemgang				1				3	6	28	72	179	46	64	23	31	40	11	5	6	15	530
Trash Yangtse				1				2	16	39	77	177	39	45	18	25	36	10	7	4	1	497
Trongsa				1				3	13	36	88	158	34	37	19	27	17	6	6	4	10	459
Thimphu		1						8	26	37	97	88	46	31	32	32	21	6	7	9	6	447
Lhuentse				1				3	17	29	73	147	30	43	26	27	19	9	5	3	11	443
Haa				1				3	9	26	86	98	31	40	19	20	18	3	1	5	8	368
Gasa		1						1	4	5	26	49	12	27	8	14	13	2	2	1	2	167
THROMDES																						
Thimphu				1			1	48	130	212	366	162	28	28	18	82	38	17	16	12	25	1,184
Phuentsholing								12	17	42	79	29	8	19	8	24	14	2	3		11	268
Gelephu				1				7	25	31	59	25	5	10	4	18	9	1	1	3	11	210
Samdrup Jongkhar				1				2	7	18	45	19	6	4	5	13	10	1	3	4		138
NON-CIVIL SERVICE AGENCIES																						
Defence*									1		3	4	4	5	1							18
Corporations			2	1			1	5	7					1								17
Non Governmental Organizations				2			2	1														5
International Organizations							1	2														3
Grand Total	10	27	46	75	1	23	72	540	1,215	2,088	4,539	5,275	2,301	2,412	1,691	2,057	1,757	727	464	389	611	26,320

* Finance and accounts staff placed in RBG/RBA/RBP

TABLE - 10 CIVIL SERVANTS BY PARENT AGENCY, POSITION CATEGORY AND POSITION LEVEL

AGENCIES	Executive			Specialist			Professional & Mgt.					Supervisory & Support					Operational				Grand Total	
	No P/W*	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	O1	O2	O3		O4
	His Majesty's Secretariat		2	1	4				2	2	1	1	3	12		1	1	9	11			
His Majesty The 4 th King Secretariat		2		3					2	2	1	10		1		1		1	1	3		27
JUDICIARY																						
Royal Court of Justice				2						4	21	5	44	148	108	5	53	6	16	31	42	485
LEGISLATIVE																						
National Assembly	1	1	1				1	2	2	2		4	3	2	1	3	9	3	1		4	37
National Council	4	1	1	1							2	5	4		1	1	9			3	1	32
CONSTITUTIONAL																						
Royal Audit Authority			2					15	10	19	41	37	32	8	5	2	6	11	2	4	3	197
Royal Civil Service Commission	5	1	1				9	13	15	43	50	4	3	1	1	6	4	6	1	3	4	166
Anti-Corruption Commission			1				3	5	3	4	13	12	3		1	2	1	2	1	2	5	57
MINISTRIES																						
Ministry of Education	1	3	3				3	146	674	1288	2827	3089	31	25	124	703	506	68	54	20	58	9,623
Ministry of Health	1	2	4		7	27		40	83	178	389	518	705	547	635	220	210	116	66	69	95	3,912
Ministry of Agriculture and Forests	1	3	2	1	12	20		78	85	149	437	587	399	558	293	484	250	132	74	54	76	3,695
Ministry of Finance	1	2	3				3	29	74	82	143	268	440	398	150	35	22	44	15	13	14	1,736
Ministry of Works & Human Settlement	1		6				6	57	78	105	130	118	173	350	103	221	35	112	77	16	48	1,636
Ministry of Home and Culture Affairs	1	16	13					46	41	30	60	199	132	79	99	120	180	106	72	63	89	1,346
Ministry of Information and Communications	1	2	2					17	18	33	122	90	117	96	40	74	125	12	5	14	14	782
Ministry of Economic Affairs	1	5	7				2	28	37	32	81	35	14	33	60	90	106	28	16	4	22	601
Ministry of Labour & Human Resources	1		4				3	7	12	29	29	63	47	50	7	17	22	11	5	9	12	328
Ministry of Foreign Affairs	4	6	7					15	13	8	16	23	5	6	5	6	8	9	7	15	8	161
AUTONOMOUS & OTHER AGENCIES																						
National Land Commission	2	1			2	2		5	14	24	27	47	45	48	35	21	114	12	5	18	23	445
Office of the Attorney General	1							5	13	47	34		3	14	4	1	1	2	1	1	1	128
Gross National Happiness Commission	1		1					6	11	12	34	18		1		4	2	4	4			98
National Environment Commission	1						1	6	2	8	8	9	18		2	5	2	4	2	1	1	70

Contd.....

TABLE - 10 CIVIL SERVANTS BY PARENT AGENCY, POSITION CATEGORY AND POSITION LEVEL

AGENCIES	Executive			Specialist			Professional & Mgt.					Supervisory & Support					Operational				Grand Total								
	No Pw/*	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	O1	O2	O3		O4							
Royal Institute of Management		1					3	4	5	8	8	3	3	3	3	3	6	2	4	2	2	60							
Tourism Council of Bhutan			1		1			1	1	18	5	6	3	1	3	11	3	1	2	2	2	59							
National Statistics Bureau		1					3	5	7	8	2	16	4	5		3	1		1	1	57								
Bhutan Standards Bureau		1					5	3	5	7	3	3	6		1	15	2	1	1	1	54								
Draishang Lhentshog		1					1	1	2	1	3	2	1	2	2	3	4	7	6	18	51								
Cabinet Secretariat		1		1			2	3	3	3	2	3	1	2	2	4	2	6	4		34								
Bhutan Information Communications & Media Authority			1				3	1		2	5	8	1	1		1				4	27								
Bhutan Council for School Examination and Assessment			1			2	3	3	10		1		1	1	1	2			1		26								
Centre for Bhutan Studies and GNH Research		1						1	2	5	4	1	1	4	1	4	1		1	3	24								
Dzongkha Development Commission				1		1	1	4	2	4	2	1	2	1	2	3	1	3	1	1	23								
Drug Regulatory Authority			1						3	4	5	3		1		2			3		22								
Bhutan Narcotic Control Agency		1					1	2	2	2	2				1	1	1		1	3	16								
Bhutan Olympic Committee							1	1	3	2	1	2	4	1	1	1			1	1	16								
and Children			1					2	1	1	2			1	1	2	1	1	1	2	14								
Bhutan National Legal Institute										2		1	1	1	2	2	2		1	2	11								
Royal Privy Council							2	1				1			1	1	1	3	2		11								
Royal Institute of Law			1				1		1			1				1		1	1	1	7								
Civil Society Organization Authority																				2	2								
Royal Education Council								1	1												2								
THROMDE																													
Thimphu							2		1	8	9	6	11	2	14	9	8	15	11	20	116								
Phuentsholing			1							1	1	2	3	1	3	4	3	1	9		29								
Gelephu								1				1	2		7			3	10		24								
Samdrup Jongkhar				1				1			3	2	1		8				3	4	23								
TOTAL	10	27	46	75	1	23	72	540	1,215	2,088	4,539	5,275	2,301	2,412	1,691	2,057	1,757	727	464	389	611	26,320							
Total by Position Category																				158					2,191	26,320			
																							10,218					2,191	26,320

* Eminent members of the Parliament and Attorney General

TABLE - 11 CONTRACT EMPLOYEES BY WORKING AGENCY AND POSITION CATEGORY

Agency	Executive	Specialist	Professional & Management	Supervisory & Support	Operational	Grand Total
His Majesty's Secretariat	2		2	12		16
His Majesty The 4 th King Secretariat			12	1		13
JUDICIARY						
Royal Court of Justice			2			2
LEGISLATIVE						
National Council			1			1
CONSTITUTIONAL						
Royal Civil Service Commission					2	2
MINISTRIES						
Ministry of Health			27	31	6	64
Ministry of Agriculture and Forests			15	48		63
Ministry of Education			20	35	3	58
Ministry of Finance			2	6	2	10
Ministry of Home & Cultural Affairs			4	4	1	9
Ministry of Foreign Affairs			5	3		8
Ministry of Works & Human Settlement			5			5
Ministry of Economic Affairs				1	1	2
AUTONOMOUS & OTHER AGENCIES						
National Land Commission				54	7	61
Dratshang Lhentshog				1	3	4
Tourism Council of Bhutan				3		3
Cabinet Secretariat					2	2
Royal Institute of Management			2			2
Royal Privy Council			1	1		2
Bhutan Information Communications and Media Authority				1		1
Centre for Bhutan Studies and GNH Research			1			1
Dzongkha Development Commission		1				1
DZONGKHAGS						
Samtse			63	19	1	83
Chhukha		1	44	14	8	67
Trashigang			38	11	1	50
Pemagatsetel			22	8	13	43
Samdrup Jongkhar			23	9	8	40
Punakha			21	3	7	31
Dagana			10	10	5	25
Sarpang			20	5		25
Paro			13	11		24
Zhemgang			11	8	1	20
Monggar			11	6	2	19
Wangdue			13	4		17
Trashi Yangtse			9	6		15
Thimphu			6	4	2	12
Haa			6	4	1	11
Trongsa			4	6	1	11
Tsirang			7	3		10
Lhuentse			1	4	1	6
Bumthang			1	4		5
Gasa				1	3	4
THROMDES						
Thimphu			54	1	8	63
Phuentsholing			31		1	32
Gelephu			10			10
Samdrup Jongkhar			8	1		9
Grand Total	2	2	525	343	90	962

TABLE - 12 CIVIL SERVICE GROWTH BY AGENCY

Parent Agency	1st July 2008, Starting of 10th FYP	2014	% Growth
His Majesty's Secretariat	29	50	72.41%
His Majesty the 4th King Secretariat	12	27	125.00%
JUDICIARY			
Royal Court of Justice	311	485	55.95%
LEGISLATIVE			
National Assembly	27	37	37.04%
National Council	17	32	88.24%
CONSTITUTIONAL			
Anti-Corruption Commission	29	57	32.73%
Royal Audit Authority	185	197	6.49%
Royal Civil Service Commission**	55	166	201.82%
MINISTRIES			
Ministry of Agriculture and Forests	3,032	3,695	21.87%
Ministry of Economic Affairs	512	601	17.38%
Ministry of Education	6,698	9,623	43.67%
Ministry of Finance	1,331	1,736	30.43%
Ministry of Foreign Affairs	121	161	33.06%
Ministry of Health	2,394	3,912	63.41%
Ministry of Home & Cultural Affairs*	1,091	1,346	23.37%
Ministry of Information & Communications	315	782	148.25%
Ministry of Labour & Human Resources	255	328	28.63%
Ministry of Works & Human Settlement	1,639	1,636	-0.18%
AUTONOMOUS & OTHER AGENCIES			
BCSEA		26	
Bhutan Narcotic Control Agency	6	16	166.67%
Bhutan National Legal Institute		11	
Bhutan Olympic Committee	7	16	128.57%
Bhutan Standards Bureau		54	
BICMA	17	27	58.82%
Cabinet Secretariat	20	34	70.00%
CBS and GNH Research	22	24	9.09%
Civil Society Organization Authority		2	
DDC	23	23	0.00%
Dratshang Lhentshög	28	51	82.14%
Drug Regulatory Authority		22	
GNH Commission	207	98	-52.66%
National Environment Commission	58	70	20.69%
National Land Commission	274	445	62.41%
National Statistical Bureau	57	57	0.00%
NCWC	6	14	133.33%
Office of Attorney General	21	128	509.52%
Royal Education Council		2	
Royal Institute of Law		7	
Royal Institute of Management	60	60	0.00%
Royal Privy Council		11	
Tourism Council of Bhutan	52	59	13.46%
THROMDE			
Gelephu		24	
Phuentsholing		29	
Samdrup Jongkhar		23	
Thimphu		116	
	18,911	26,320	30.79%

Note: Figures on ECB are based on information available with RCSC

*Dzongkhag staff without parent agency are reflected under MOCHA

** With the BCSR 2012, the Parent Agencies of HROs is RCSC. As working agency, the RCSC has only 82 Civil Servants while 84 are with Ministries, Autonomous Agencies, Dzongkhags and Thromdes.

TABLE - 13 PROGRESSIVE GROWTH OF CIVIL SERVICE STRENGTH BY PARENT AGENCY

AGENCIES	Growth (as on 31st December 2014)													
	2008		2009		2010		2011		2012		2013		2014	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
His Majesty's Secretariat	14	86%	26	86%	39	50%	49	26%	47	-4%	38	-19%	50	32%
His Majesty The 4 th King's Secretariat	30	-10%	27	-10%	27	0%	26	-4%	25	-4%	25	0%	27	8%
JUDICIARY														
Royal Court of Justice	309	0%	309	0%	295	-5%	294	0%	245	-17%	396	62%	485	22%
LEGISLATIVE														
National Assembly	32	13%	36	13%	37	3%	32	-14%	38	19%	37	-3%	37	0%
National Council	16	50%	24	50%	23	-4%	22	-4%	30	36%	33	10%	32	-3%
CONSTITUTIONAL														
Anti-Corruption Commission	29	0%	29	0%	35	21%	48	37%	48	0%	60	25%	57	-5%
Royal Audit Authority	189	5%	199	5%	208	5%	196	-6%	202	3%	193	-4%	197	2%
Royal Civil Service Commission	57	21%	69	21%	65	-6%	58	-11%	52	-10%	156	200%	166	6%
MINISTRIES														
Ministry of Education	6,625	11%	7,365	11%	7,937	8%	8,597	8%	8,911	4%	9,231	4%	9,623	4%
Ministry of Agriculture & Forest	3,084	3%	3,176	3%	3,301	4%	3,404	3%	3,540	4%	3,654	3%	3,695	1%
Ministry of Health	2,492	7%	2,660	7%	2,830	6%	3,102	10%	3,392	9%	3,551	5%	3,912	10%
Ministry of Finance	1,424	9%	1,547	9%	1,643	6%	1,625	-1%	1,650	2%	1,728	5%	1,736	0%
Ministry of Works & Human Settlement	1,670	-10%	1,501	-10%	1,598	6%	1,616	1%	1,703	5%	1,549	-9%	1,636	6%
Ministry of Home & Cultural Affairs*	1,104	15%	1,266	15%	1,306	3%	1,309	0%	1,357	4%	1,318	-3%	1,346	2%
Ministry of Information and Communications	320	4%	332	4%	415	25%	680	64%	756	11%	764	1%	782	2%
Ministry of Economic Affairs	510	3%	524	3%	549	5%	535	-3%	584	9%	584	0%	601	3%
Ministry of Labour & Human Resources	281	10%	310	10%	338	9%	356	5%	356	0%	340	-4%	328	-4%
Ministry of Foreign Affairs	136	4%	141	4%	146	4%	159	9%	165	4%	166	1%	161	-3%

Contd.

TABLE - 13 PROGRESSIVE GROWTH OF CIVIL SERVICE STRENGTH BY PARENT AGENCY

AGENCIES	Growth (as on 31st December 2014)															
	2008		2009		2010		2011		2012		2013		2014			
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth		
AUTONOMOUS & OTHER AGENCIES																
BCSEA	-	0%	-	0%	-	0%	-	0%	21	NA	25	19%	26	4%		
Bhutan Narcotic Control Agency	7	57%	11	9%	12	9%	14	17%	16	14%	16	0%	16	0%		
Bhutan National Legal Institute	-	0%	-	0%	-	0%	-	0%	3	NA	7	133%	11	57%		
Bhutan Olympic Committee	7	14%	8	14%	6	-25%	6	0%	6	0%	6	0%	16	167%		
Bhutan Standards Bureau	-	0%	-	0%	-	0%	-	0%	46	NA	44	-4%	54	23%		
BICMA	17	29%	22	29%	25	14%	23	-8%	21	-9%	27	29%	27	0%		
Cabinet Secretariat	24	13%	27	13%	27	0%	26	-4%	30	15%	31	3%	34	10%		
CBS and GNH Research	23	-4%	22	-4%	23	5%	27	17%	24	-11%	23	-4%	24	4%		
Civil Society Organisation Authority											3	NA	2	-33%		
Draatshang Lhentshog	26	31%	34	31%	35	3%	45	29%	52	16%	51	-2%	51	0%		
Drug Regulatory Authority	-	0%	-	0%	17	0%	19	12%	21	11%	21	0%	22	5%		
Dzongkha Development Commission	22	23%	27	23%	26	-4%	26	0%	26	0%	26	0%	23	-12%		
GNH Commission	204	-50%	101	-50%	103	2%	100	-3%	106	6%	104	-2%	98	-6%		
National Environment Commission	58	9%	63	9%	62	-2%	61	-2%	65	7%	70	8%	70	0%		
National Land Commission	292	6%	310	6%	333	7%	340	2%	363	7%	456	26%	445	-2%		
National Statistical Bureau	56	7%	60	7%	63	5%	54	-14%	56	4%	58	4%	57	-2%		
NCWC	6	0%	6	0%	7	17%	11	57%	11	0%	13	18%	14	8%		
Office of Attorney General	22	18%	26	18%	51	96%	97	90%	116	20%	132	14%	128	-3%		
Royal Education Council	2	-50%	1	-50%	-	-100%	4	0%	2	-50%	4	100%	2	-50%		
Royal Institute of Law	-		-		-		-		-		7	NA	7	0%		
Royal Institute of Management	60	15%	69	15%	67	-3%	64	-4%	66	3%	63	-5%	60	-5%		
Royal Privy Council	2	300%	8	300%	10	25%	10	0%	10	0%	9	-10%	11	22%		
Tourism Council of Bhutan	51	4%	53	4%	48	-9%	47	-2%	46	-2%	52	13%	59	13%		
THROMDE																
Gelephu													23	NA	24	4%
Phuentsholing													31	NA	29	-6%
Samdrup Jongkhar													15	NA	23	53%
Thimphu													102	NA	116	14%
Cumulative Growth	19,201	6.19%	20,389	6.19%	21,707	6%	23,082	6.33%	24,208	4.88%	25,242	4.27%	26,320	8.72%		

* With the BCSR 2012, the Parent agencies of HROs is RCSC. As working agency, the RCSC has only 82 Civil Servants while rest are with Ministries, Autonomous Agencies, Dzongkhags and Thromdes.

CIVIL SERVANTS BY DZONGKHAGS /LOCATIONS

TABLE - 14 CIVIL SERVANTS UNDER DZONGKHAG /THROMDE ADMINISTRATION BY POSITION CATEGORY

DZONGKHAG	Executive			Specialist			Professional & Management			Supervisory & Support			Operational			Grand Total
	R	C	Total	R	C	Total	R	C	Total	R	C	Total	R	C	Total	
Trashigang	1		1			0	679	38	717	393	11	404	51	1	52	1,174
Chhukha	1		1	1	1	2	619	44	663	332	14	346	56	8	64	1,076
Samtse	1		1			0	613	63	676	310	19	329	44	1	45	1,051
Paro	1		1	1		1	554	13	567	224	11	235	38		38	842
Monggar	1		1			0	517	11	528	254	6	260	35	2	37	826
Sarpang	1		1			0	476	20	496	227	5	232	37		37	766
Punakha	1		1			0	463	21	484	211	3	214	36	7	43	742
Wangdue			0			0	470	13	483	223	4	227	30		30	740
Samdrup Jongkhar	1		1			0	348	23	371	273	9	282	47	8	55	709
Dagana	1		1			0	371	10	381	224	10	234	34	5	39	655
Pemagatse	1		1			0	373	22	395	202	8	210	31	13	44	650
Tsirang	1		1			0	343	7	350	162	3	165	27		27	543
Bumthang	1		1			0	339	1	340	154	4	158	43		43	542
Zhemgang	1		1			0	277	11	288	196	8	204	36	1	37	530
Trashigangtse	1		1			0	302	9	311	157	6	163	22		22	497
Trongsa	1		1			0	294	4	298	128	6	134	25	1	26	459
Thimphu	1		1			0	250	6	256	158	4	162	26	2	28	447
Lhuntse	1		1			0	268	1	269	141	4	145	27	1	28	443
Haa	1		1			0	216	6	222	124	4	128	16	1	17	368
Gasa	1		1			0	85		85	73	1	74	4	3	7	167
THROMDES																
Thimphu	1		1	1		1	864	54	918	193	1	194	62	8	70	1,184
Phuentsholing	1		1			0	148	31	179	73		73	23	1	24	277
Gelephu	1		1			0	136	10	146	46		46	16		16	209
Samdrup Jongkhar	1		1			0	81	8	89	37	1	38	8		8	136
Grand Total	23	0	23	3	1	4	9,086	426	9,512	4,515	142	4,657	774	63	837	15,033

Note: R: Regular, C: Contract

TABLE - 15 CIVIL SERVANTS UNDER DZONGKHAG & THROMDE ADMINISTRATIONS BY POSITION LEVEL

Position Category and Position Level	Under Dzongkhag & Thromde Administration as on 31 st December 2014	Total Strength as on 31 st December 2014	% of the total
Executive Position Category			
*Constitutional Offices		10	0.00%
EX1		27	0.00%
EX2	12	46	26.09%
EX3	11	75	14.67%
Total	23	158	14.56%
Specialist Position Category			
ES1		1	0.00%
ES2		23	0.00%
ES3	4	72	5.56%
Total	4	96	4.17%
Professional & Management Position Category			
P1	194	540	35.93%
P2	703	1,215	57.86%
P3	1429	2,088	68.44%
P4	3308	4,539	72.88%
P5	3878	5,275	73.52%
Total	9,512	13,657	69.65%
Supervisory & Support Position Category			
S1	1058	2,301	45.98%
S2	1123	2,412	46.56%
S3	656	1,691	38.79%
S4	1054	2,057	51.24%
S5	766	1,757	43.60%
Total	4,657	10,218	45.58%
Operational Position Category			
O1	263	727	36.18%
O2	190	464	40.95%
O3	136	389	34.96%
O4	248	611	40.59%
Total	837	2,191	38.20%
Grand Total	15,033	26,320	57.12%

*Eminent members of the Parliament and Attorney General

TABLE - 16 CIVIL SERVANTS BY LOCATION AND POSITION CATEGORY

Location	Executive			Specialist			Professional &			Supervisory &			Operational			Grand Total
	R	C	Total	R	C	Total	R	C	Total	R	C	Total	R	C	Total	
Thimphu	120	2	122	80	1	81	3976	152	4,128	3131	152	3,283	957	35	992	8,606
Chhukha	2		2	2	1	3	887	75	962	707	14	721	130	9	139	1,827
Sarpang	2		2	1		1	787	31	818	607	26	633	118		118	1,572
Paro	4		4	4		4	719	13	732	649	11	660	109		109	1,509
Trashigang	1		1			0	751	39	790	556	11	567	86	1	87	1,445
Monggar	1		1	2		2	671	15	686	564	10	574	89	2	91	1,354
Samtse	1		1			0	664	63	727	438	22	460	57	1	58	1,246
Samdrup Jongkhar	2		2			0	495	31	526	463	11	474	75	8	83	1,085
Wangdue Phodrang			0	2		2	545	13	558	386	4	390	62		62	1,012
Bumthang	1		1			0	440	1	441	317	24	341	93		93	876
Punakha	1		1	1		1	479	21	500	230	3	233	39	7	46	781
Zhemgang	1		1	1		1	317	11	328	305	8	313	58	1	59	702
Dagana	1		1			0	377	10	387	241	10	251	38	5	43	682
Pema Gatshel	1		1			0	374	22	396	213	8	221	35	13	48	666
Tsirang	1		1			0	361	7	368	230	3	233	31		31	633
Trashigang	1		1			0	320	9	329	202	6	208	28		28	566
Trongsa	1		1			0	321	4	325	190	6	196	37	1	38	560
Lhuentse	1		1			0	270	1	271	150	4	154	27	1	28	454
Haa	1		1			0	220	6	226	139	4	143	22	1	23	393
Gasa	1		1			0	104		104	122	5	127	8	3	11	243
Outside Bhutan	12		12	1		1	54	1	55	35	1	36	2	2	4	108
Grand Total	156	2	158	94	2	96	13,132	525	13,657	9,875	343	10,218	2,101	90	2,191	26,320

Note: * Eminent members of the Parliament and Attorney General are reflected under Executive Services

R: Regular C: Contract

TABLE - 17 CIVIL SERVANTS BY DZONGKHAG/ THROMDE ADMINISTRATION AND LOCATION

Location	Civil servants under Dzongkhag / Thromde Administration			Civil servants by Location*		
	Regular	Contract	Total	Regular	Contract	Total
Thimphu	435	12	447	8,264	342	8,606
Chhukha	1,009	67	1,076	1,728	99	1,827
Sarpang	741	25	766	1,515	57	1,572
Paro	818	24	842	1,485	24	1,509
Trashigang	1,124	50	1,174	1,394	51	1,445
Monggar	807	19	826	1,327	27	1,354
Samtse	968	83	1,051	1,160	86	1,246
Samdrup Jongkhar	669	40	709	1,035	50	1,085
Wangdue Phodrang	723	17	740	995	17	1,012
Bumthang	537	5	542	851	25	876
Punakha	711	31	742	750	31	781
Zhemgang	510	20	530	682	20	702
Dagana	630	25	655	657	25	682
Pemagatsel	607	43	650	623	43	666
Tsirang	533	10	543	623	10	633
Trashi Yangtse	482	15	497	551	15	566
Trongsa	448	11	459	549	11	560
Lhuentse	437	6	443	448	6	454
Haa	357	11	368	382	11	393
Gasa	163	4	167	235	8	243
Total	12,709	518	13,227	25,254	958	26,212
THROMDES						
Thimphu	1,121	63	1,184			
Phuentsholing	245	32	277			
Gelephu	199	10	209			
Samdrup Jongkhar	127	9	136			
Outside Bhutan				104	4	108
Total	1,692	114	1,806	104	4	108
Grand Total	14,401	632	15,033	25,358	962	26,320

*Civil Servants by location include civil servants of all Agencies based in the respective Dzongkhags

TABLE - 18 INCREASE IN CIVIL SERVANTS BY LOCATION

Location	No. of Civil Servants as on					
	December, 2009	December, 2010	December, 2011	December, 2012	December, 2013	December, 2014
	Total*	Total *	Total *	Total *	Total	Total
Bumthang	696	724	787	867	865	876
Chhukha	1,612	1,722	1,700	1,671	1,714	1,827
Dagana	425	490	537	581	617	682
Gasa	158	210	222	250	252	243
Haa	327	321	349	367	372	393
Lhuentse	367	389	434	473	460	454
Monggar	1,027	1,108	1,192	1,258	1,245	1,354
Paro	1,255	1,368	1,290	1,333	1,408	1,509
Pemagatshel	451	491	577	631	613	666
Punakha	563	603	677	681	691	781
Samdrup Jongkhar	901	987	911	1,029	1,011	1,085
Samtse	940	1,028	1,028	1,068	1,111	1,246
Sarpang	1,163	1,273	1,364	1,360	1,413	1,572
Thimphu	7,105	7,456	7,517	8,092	8,742	8,606
Trashigang	432	463	516	512	517	566
Trongsa	441	467	493	504	525	560
Tsirang	427	462	513	513	602	633
Wangdue Phodrang	769	821	916	901	947	1,012
Zhemgang	593	621	668	692	688	702
Outside Bhutan	74	77	85	101	82	108
Grand Total	21,113	22,512	23,151	24,275	25,306	26,320

* Based on the book figure of Biannual Statistics

CIVIL SERVANTS BY MAJOR OCCUPATIONAL GROUPS

TABLE - 19 CIVIL SERVANTS BY MAJOR OCCUPATIONAL GROUPS AND POSITION CATEGORY

Major Occupational Groups (MOG)	Executive*			Specialist			Professional &			Supervisory &			Operational			Grand Total	% of the Total
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T		
Education & Training Services			0	4		4	7613	429	8,042	120	14	134			0	8,180	31.08%
General Administration & Support Services	5	1	6			0	576	19	595	1694	36	1,730	1896	85	1,981	4,312	16.38%
Architectural, Engineering & Land Services			0			0	882	12	894	1695	89	1,784	202	5	207	2,885	10.96%
Medical and Health Services			0	2		2	943	38	981	1703	26	1,729	3		3	2,715	10.32%
Finance & Audit Services			0			0	646		646	937	6	943			0	1,589	6.04%
Forestry & Environment Protection Services			0	2		2	409	1	410	1040	27	1,067			0	1,479	5.62%
Agriculture & Livestock Services			0			0	675		675	554		554			0	1,229	4.67%
Laboratory & Technical Services			0			0	119	4	123	732	78	810			0	933	3.54%
Legal, Judiciary and Legislative Services			0			0	147		147	324		324			0	471	1.79%
Information Communication & Technology Services			0			0	255	2	257	191	2	193			0	450	1.71%
Planning & Research Services			0			0	328	3	331	78		78			0	409	1.55%
Human Resource Services			0			0	213		213	173		173			0	386	1.47%
Library, Archives & Museum Services			0			0	29		29	351	1	352			0	381	1.45%
Transportation & Aviation Services			0			0	36		36	225		225			0	261	0.99%
Executive Services	151	1	152	83	1	84			0			0			0	236	0.90%
Trade, Industry & Tourism Services			0	3		3	105	12	117	12		12			0	132	0.50%
Sports & Youth Services			0			0	51		51	9	61	70			0	121	0.46%
Arts, Culture & Literary Services			0		1	1	41		41	37	3	40			0	82	0.31%
Foreign Services			0			0	64	5	69			0			0	69	0.26%
Grand Total	156	2	158	94	2	96	13,132	525	13,657	9,875	343	10,218	2,101	90	2,191	26,320	100.00%

NOTE: Eminent members of the Parliament and Attorney General are reflected under Executive Services

* Includes Civil servants on "Stand Alone" Position holders

R: Regular C:Contract

TABLE - 20 CIVIL SERVANTS BY MAJOR OCCUPATIONAL GROUPS/SUB GROUPS BY POSITION LEVEL

Major Occupational Groups & Sub Groups	Position Level															Grand Total			
	No Lvl*	EX1 /ES1	ES2 /EX2	ES3 / EX3	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	O1		O2	O3	O4
Urban Design Services								2											2
Urban Development Control Services					1				1	4	10	1							17
Urban Planning Services					7	3	7	5											22
Arts, Culture & Literary Services Group			1		8	4	15	14	19	3	10	4	4					82	
Arts & Culture Services					6	2	9	5	17	3	10	4	4					60	
Literary and Translation Services			1		2	2	6	9	2									22	
Education & Training Services Group			4	135	660	1,300	2,828	3,119	61	54	3	7	9					8,180	
Education Management & Administration Services				32	262	425	70	15										804	
Education Support Services				8	58	42												108	
Teaching Services			1	88	321	803	2,729	3,064	6									7,012	
Training/Tertiary Teaching Services			3	7	16	25	29	40	55	54	3	7	9					248	
Vocational Education & Management Services					3	5												8	
Executive Services Group	10	27	66	133														236	
Executive Services	10	26	44	72														152	
Specialist Services		1	22	61														84	
Finance & Audit Services Group				38	77	86	169	276	416	388	121	15	3					1,589	
Audit Services				15	10	19	36	36	30	7	2							155	
Finance, Accounting & Budgets Services				5	41	33	62	101	250	283	85	5						865	
Internal Audit Services				5	3	3	12	27										47	
Revenue Services				13	23	34	59	112	136	98	34	10	3					522	
Foreign Services Group				15	13	7	16	18										69	
Consular Services				2	2	2												4	
Embassy, Missions & Secretariat Services				11	10	5	14	9										49	
Protocol Services				2	3	3	2	9										16	
Forestry & Environment Protection Services Group				2	18	28	65	146	153	135	196	170	400	166				1,479	
Environment Services				1	4	5	8	9	15	15	2	4	4					60	
Forestry Services				1	14	23	57	138	144	120	196	168	396	162				1,419	

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TABLE - 20 CIVIL SERVANTS BY MAJOR OCCUPATIONAL GROUPS/SUB GROUPS BY POSITION LEVEL

Major Occupational Groups & Sub Groups	Position Level																Grand Total		
	No Lvl*	EX1 /ES1	ES2 /EX2	ES3/ EX3	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	O1	O2		O3	O4
General Administration & Support Services Group		1	2	3	105	78	63	65	284	264	170	244	375	677	597	391	389	604	4,312
General Administration Services					41	18	10	16	177	134	4	2	8	12	504	358	385	603	2,272
Palace Services						1	2	1	9	2	7	5	1		1		1		30
Program Services					50	43	43	41	66										243
Property and Management Services						4	6	4	21	46	18	31	80	94	3	1	3		311
Secondment Services					12	10	1	1											24
Secretarial Services					2	2	2	2	10	78	139	204	282	553	89				1,361
Stand Alone Positions		1	2	3			1		1	4	2	2	4	18			32	1	71
Human Resource Services Group					15	19	23	68	88	18	10	47	25	73					386
Civil Registration & Census Services					3	4	1	6	7	5									26
HR Management & Development Services					11	13	17	53	69	4									167
Immigration Services					1	2	5	9	12	8	9	37	22	63					168
Industrial Relations Services										1	1	10	3	10					25
Information Communication & Technology Services Group					9	20	25	116	87	103	57	5	15	13					450
Development Communication Services					2	5	2	4	5	7	2		5						32
ICT Services					2	14	19	102	68	82	55	5	10	13					370
Media Services					5	1	4	10	14	14									48
Laboratory & Technical Services Group					2	6	8	36	71	53	79	99	295	284					933
Analytical Services					2	2	1	1	1	1									5
Diagnostic Services					2	4	8	33	4										51
Laboratory Support Services							2	2	66	52	79	99	295	284					877
Legal, Judiciary and Legislative Services Group					1	9	21	69	47	54	160	110							471
Integrity & Promotion Services					1	2	1	1	2	10									16
Investigation Services						1	3	1	7										12
Judiciary Support Services									3	40	145	107							295
Legal Services						6	13	48	34	4	15	3							123
Legislative Service							1		1										2
Registration Services							4	19											23

contd...

TABLE - 20 CIVIL SERVANTS BY MAJOR OCCUPATIONAL GROUPS/SUB GROUPS BY POSITION LEVEL

Major Occupational Groups & Sub Groups	Position Level																Grand Total		
	No Lvl*	EX1 /ES1	ES2 /EX2	ES3/ EX3	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	O1	O2		O3	O4
Library, Archives & Museum Services Group					3	9	6	4	7	10	6	38	175	123					381
Archives & Cultural Properties Services					2	5	1	2	4	4	1	7	9	5					40
Library Services					1	4	5	2	3	6	5	31	166	118					341
Medical and Health Services Group				2	28	56	144	337	416	630	449	551	71	28	3				2,715
Medical Services				2	6	21	43	97											169
Medical Technical Services								5	54	58	86	84	22	3					312
Nursing Services				4	23	82	125	110	360	39	200	21	23	3					990
Pharmaceutical Services						2	5	15	50	18	53	45							188
Physiotherapy & Rehabilitation Services					1	1	1	7	10	19	20	15							74
Public Health Services				1	7	7	68	153	148	171	177	26	2						760
Radiology & Technical Services								2	17	17	25	30	2						93
Traditional Medicine Services				16	2	6	18	22	10	55									129
Planning & Research Services Group					29	43	61	111	87	39	31	4	2	2					409
Planning Services				13	17	24	50	34											138
Research Services				13	22	21	55	52	22	27	1	2							215
Statistical Services				3	4	16	6	1	17	4	3			2					56
Sports & Youth Services Group					2	3	15	22	9	4	4	1	61						121
Counselling Services				1	1	11	20	8											41
Scouts Services						1													1
Sports Services				1	1	4	2	1	4	4	4	1	61						79
Trade, Industry & Tourism Services Group				3	14	14	12	37	40	4	1	1	6						132
Industries Services				3	5	4	7	5											24
Intellectual Property Services					2	1	4	3											10
Marketing Services				3	3	3	2	12	18	4									45
Tourism Services					1	1	3	2	1	1	1			6					14
Trade Services				8	3	5	11	12											39
Transportation & Aviation Services Group					7	2	6	6	15	19	36	31	48	91					261
Aviation Communication & Navigation Services					2	1			2	1	16								22
Aviation Safety Services				1	1	1	3	5	1	5	3	12	29	91					151
Land Transport Services				4	4	3	1	12	13	17	19	19							88
Grand Total	10	28	69	147	540	1,215	2,088	4,539	5,275	2,301	2,412	1,691	2,057	1,757	727	464	389	611	26,320

GRAPH - 5 CIVIL SERVANTS BY MAJOR OCCUPATIONAL GROUPS

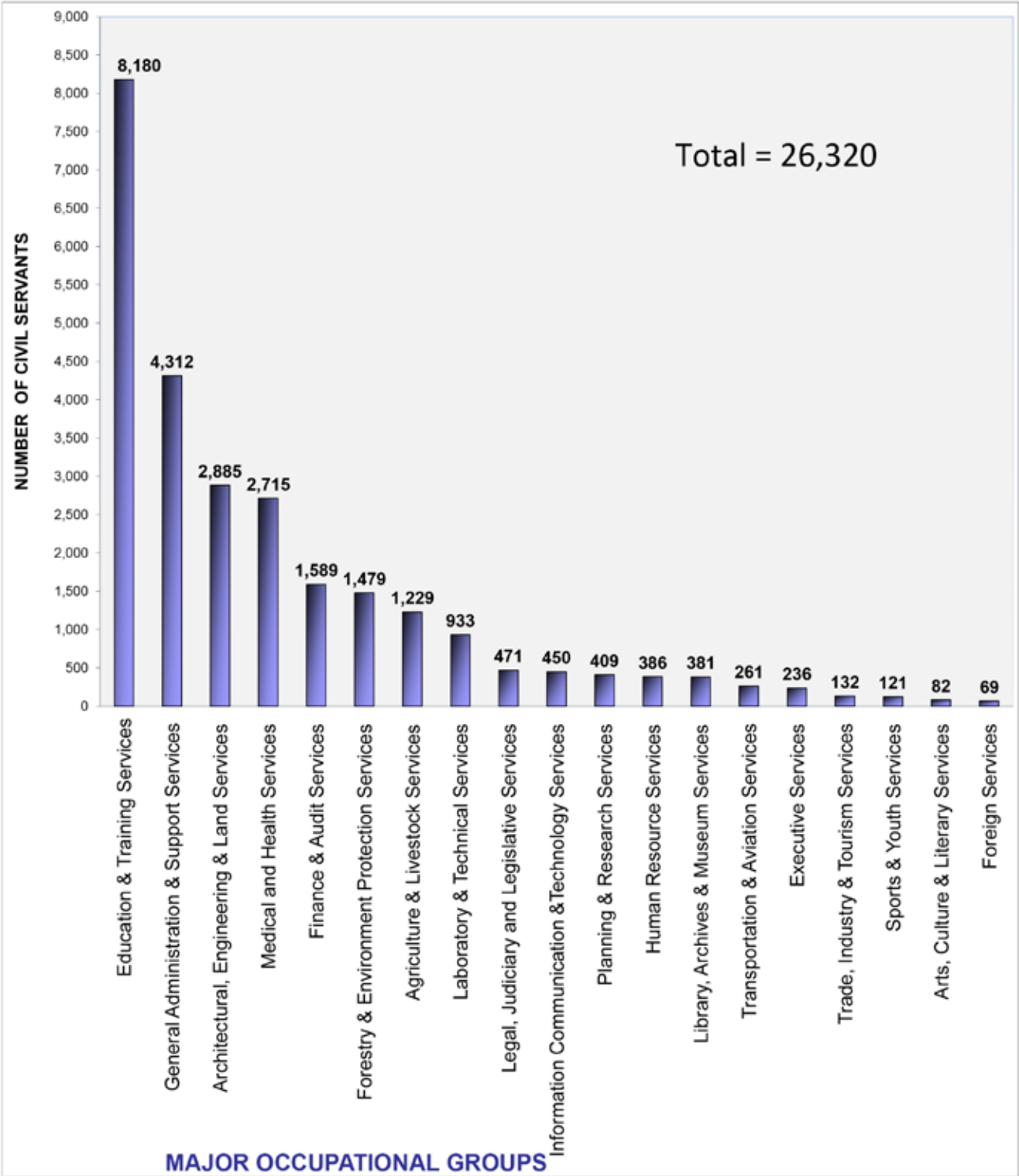


TABLE- 21 PROGRESSIVE GROWTH OF CIVIL SERVICE STRENGTH BY OCCUPATIONAL GROUPS

(July 2008-December 2014)

Major Occupational Groups & Sub Groups	1st July 2008	31st December 2014	% Growth
Agriculture & Livestock	1,018	1,229	20.73%
Agriculture Production	85	44	-48.24%
Agriculture Regulatory	117	150	28.21%
Biodiversity	19	24	26.32%
Extension	432	578	33.80%
Feed & Fodder Development		9	NA
Horticulture Development		14	NA
Livestock Health	141	142	0.71%
Livestock Production	189	212	12.17%
Mushroom Development		8	NA
Plant Protection	11	13	18.18%
Post Production	16	20	25.00%
Soil Fertility & Plant Nutrition	3	5	66.67%
Soil Survey & Land Evaluation	5	10	100.00%
Architectural & Engg. & Land	2,152	2,885	34.06%
Architectural	76	76	0.00%
Engineering	935	1,102	17.86%
Farm Mechanization		24	NA
Geographic Information System		1	NA
Geology and Mines	84	105	25.00%
Heritage Sites Conservation		1	NA
Land Record	114	125	9.65%
Map Production	28	27	-3.57%
Meteorology/Hydrology	72	107	48.61%
Sanitary		11	NA
Survey Engineering	142	215	51.41%
Technical Support	690	1,050	52.17%
Urban Design Services		2	NA
Urban Development Control		17	NA
Urban Planning	11	22	100.00%
Arts, Culture & Literary	82	82	0.00%
Arts & Culture	65	60	-7.69%
Literary and Translation	17	22	29.41%
Education & Training	6,257	8,180	30.73%
Education Management & Administration	642	804	25.23%
Education Support	78	108	38.46%
Teaching	4,966	7,012	41.20%
Training/Tertiary Teaching	562	248	-55.87%
Vocational Education & Management	9	8	-11.11%
Executive & Specialist	186	236	26.88%
Executive	186	152	-18.28%
Specialist		84	NA
Finance & Audit	1,230	1,589	29.19%
Audit	140	155	10.71%
Finance, Accounting & Budgets	636	865	36.01%
Internal Audit	18	47	161.11%
Revenue	436	522	19.72%

TABLE- 21 PROGRESSIVE GROWTH OF CIVIL SERVICE STRENGTH BY OCCUPATIONAL GROUPS

(July 2008-December 2014)

Major Occupational Groups & Sub Groups	1st July 2008	31st December 2014	% Growth
Foreign	55	69	25.45%
Consular	1	4	300.00%
Embassy, Missions & Secretariat	38	49	28.95%
Protocol	16	16	0.00%
Forestry & Environment Protection	1,192	1,479	24.08%
Environment	39	60	53.85%
Forestry	1,153	1,419	23.07%
General Administration & Support	3,259	4,312	32.31%
General Administration	1,742	2,272	30.42%
Palace	25	30	20.00%
Program	151	243	60.93%
Property and Management	229	311	35.81%
Secondment	22	24	9.09%
Secretarial	1,090	1,361	24.86%
Stand Alone Positions		71	NA
Human Resource	287	386	34.49%
Civil Registration & Census	29	26	-10.34%
HR Management & Development	121	167	38.02%
Immigration	116	168	44.83%
Industrial Relations	18	25	38.89%
Training	3		-100.00%
Information Communication & Technology	323	450	39.32%
Development Communication	28	32	14.29%
ICT	258	370	43.41%
Media	37	48	29.73%
Laboratory & Technical	509	933	83.30%
Analytical	5	5	0.00%
Diagnostic	6	51	750.00%
Laboratory Support	498	877	76.10%
Legal, Judiciary and Legislative	318	471	48.11%
Integrity & Promotion		16	NA
Investigation	10	12	20.00%
Judiciary	22		-100.00%
Judiciary Support	160	295	84.38%
Legal	36	123	241.67%
Legislative Service	2	2	0.00%
Registration	26	23	-11.54%
Library, Archives & Museum	293	381	30.03%
Archives & Cultural Properties	33	40	21.21%
Library	260	341	31.15%
Medical and Health	1,700	2,715	59.71%
Medical	134	169	26.12%
Medical Technical	405	312	-22.96%
Nursing	446	990	121.97%
Pharmaceutical	9	188	1988.89%
Physiotherapy & Rehabilitation	4	74	1750.00%

TABLE- 21 PROGRESSIVE GROWTH OF CIVIL SERVICE STRENGTH BY OCCUPATIONAL GROUPS

(July 2008-December 2014)

Major Occupational Groups & Sub Groups	1st July 2008	31st December 2014	% Growth
Public Health	634	760	19.87%
Radiology & Technical		93	NA
Traditional Medicine	68	129	89.71%
Planning & Research	393	409	4.07%
Planning	132	138	4.55%
Research	207	215	3.86%
Statistical	54	56	3.70%
Sports & Youth	22	121	450.00%
Counselling	3	41	1266.67%
Scouts	3	1	-66.67%
Sports	16	79	393.75%
Trade, Industry & Tourism	86	132	53.49%
Industries	19	24	26.32%
Intellectual Property	8	10	25.00%
Marketing	9	45	400.00%
Tourism	16	14	-12.50%
Trade	34	39	14.71%
Transportation & Aviation	154	261	69.48%
Aviation Communication & Navigation	8	22	175.00%
Aviation Safety	87	151	73.56%
Land Transport	59	88	49.15%
Grand Total	19,516	26,320	34.86%

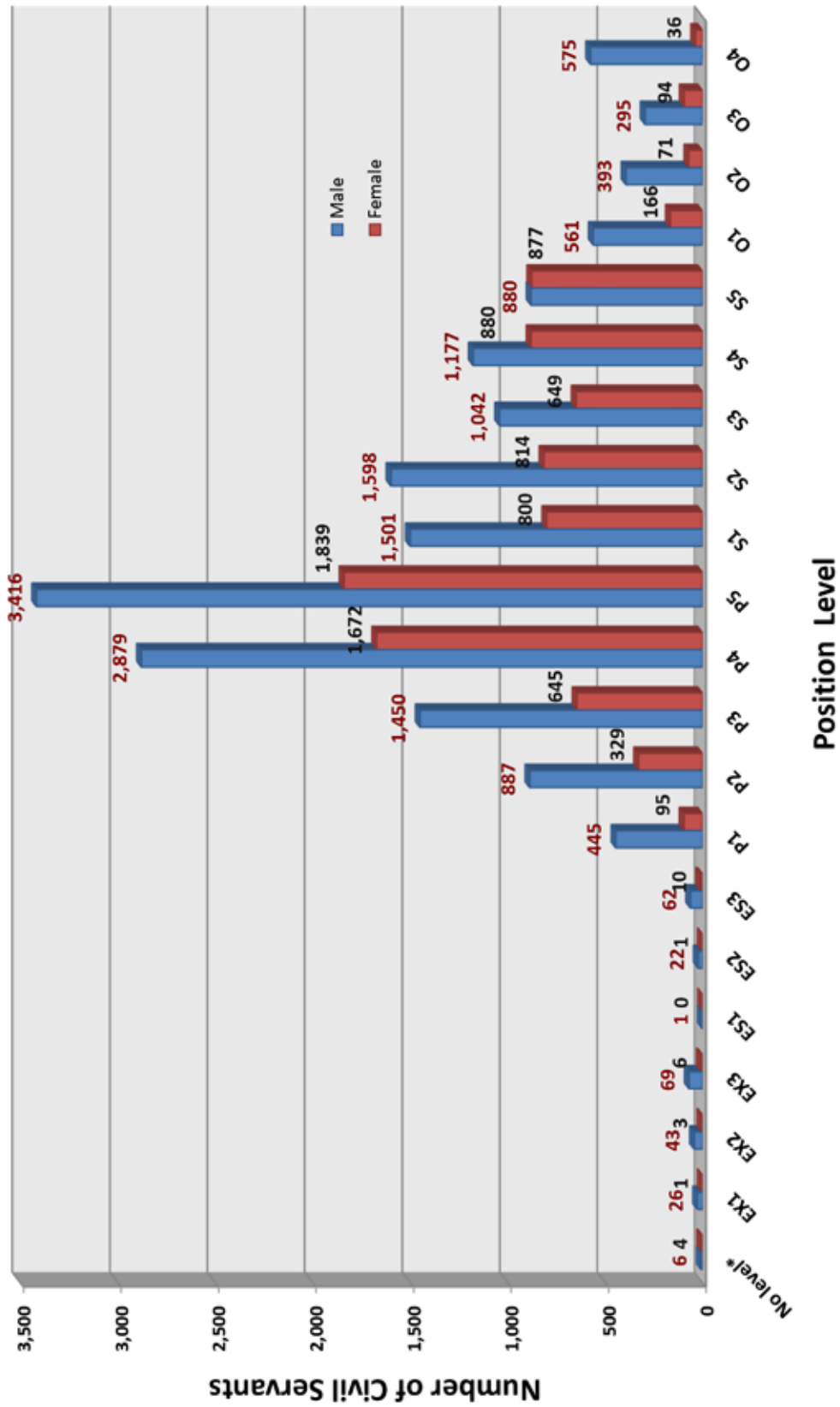
CIVIL SERVANTS BY GENDER

TABLE - 22 CIVIL SERVANTS BY POSITION LEVEL AND GENDER

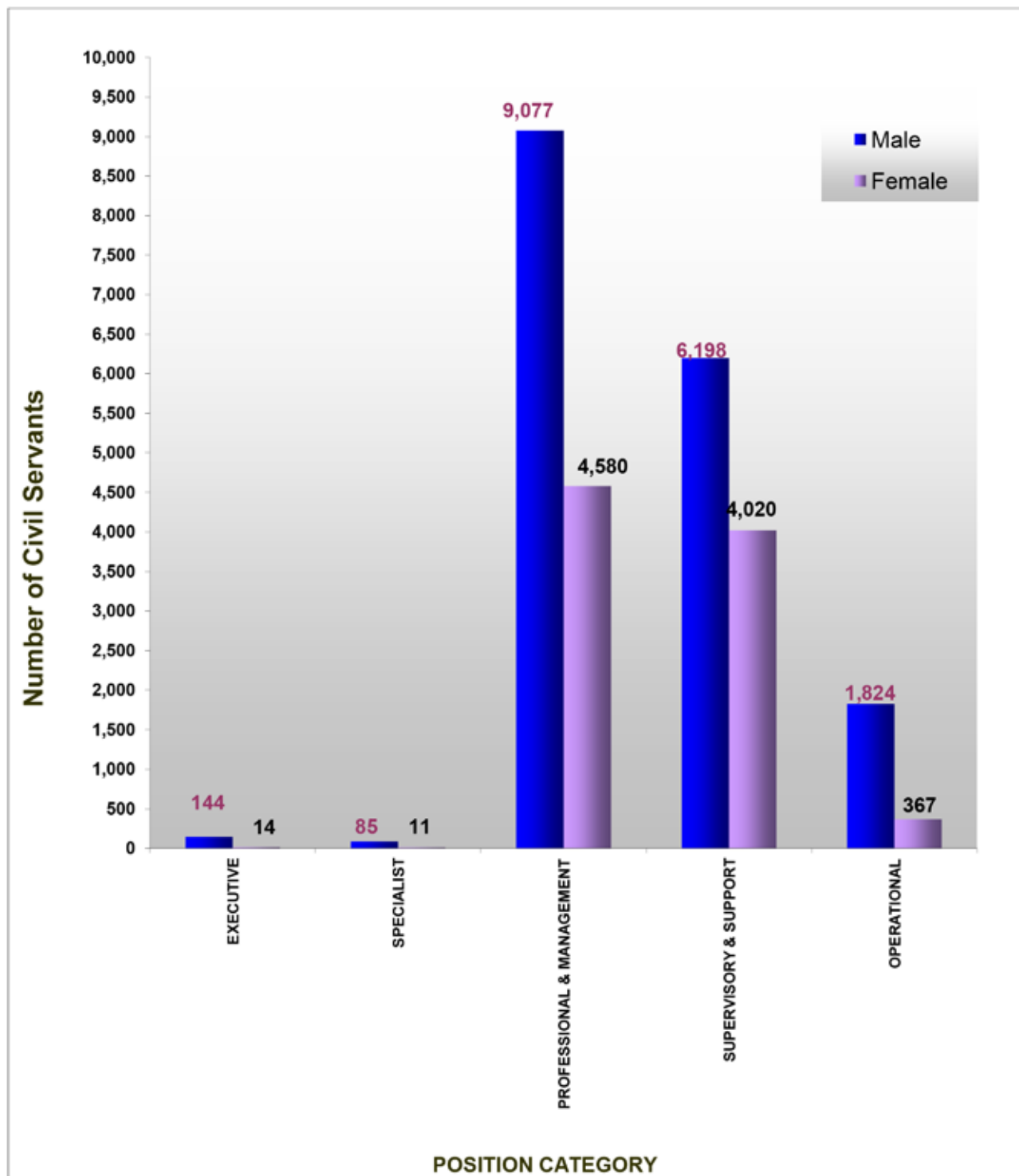
Position Category	Regular				Total Regular		Contract				Total Contract		Total Male	Total Female	Grand Total
	Bhutanese		Non-Bhutanese		Total	Bhutanese		Non-Bhutanese		Total					
	M	F	M	F		M	F	M	F						
*Constitutional Offices	6	4	10		0	10			0		0	6	4	10	
EX1	26	1	27		0	27			0		0	26	1	27	
EX2	42	3	45		0	45	1	1	1	0	0	43	3	46	
EX3	68	6	74		0	74	1	1	1	0	0	69	6	75	
Total	142	14	156	0	0	156	2	0	2	0	0	144	14	158	
Executive Position Category															
ES1	1	0	1		0	1			0		0	1	0	1	
ES2	21	1	22		0	22	1	1	1	0	0	22	1	23	
ES3	60	10	70	1	1	71		0	1	1	1	62	10	72	
Total	82	11	93	1	0	94	1	0	1	0	1	85	11	96	
Specialist Position Category															
P1	437	94	531		0	531	7	0	7	1	1	445	95	540	
P2	868	326	1,194	3	3	1,197	5	1	6	11	2	887	329	1,216	
P3	1394	620	2,014	3	3	2,017	6	8	14	47	17	1,450	645	2,095	
P4	2703	1595	4,298	1	1	4,299	15	20	35	160	57	2,879	1,672	4,551	
P5	3303	1781	5,084	1	3	5,088	35		35	77	55	3,416	1,839	5,255	
Total	8,705	4,416	13,121	8	3	13,132	68	29	97	296	132	9,077	4,580	13,657	
Professional & Management Position Category															
S1	1479	775	2,254	2	2	2,258	17	18	35	3	5	1,501	800	2,301	
S2	1579	811	2,390	1	1	2,391	18	2	20	2	1	1,598	814	2,412	
S3	1036	645	1,681	2	1	1,684	4	3	7		0	1,042	649	1,691	
S4	1148	874	2,022	3	3	2,025	26	4	30	2	2	1,177	880	2,057	
S5	712	803	1,515	1	1	1,517	166	73	239	1	1	880	877	1,757	
Total	5,954	3,908	9,862	9	4	9,875	231	100	331	4	8	6,198	4,020	10,218	
Supervisory & Support Position Category															
O1	557	166	723		0	723	3	0	3	1	1	4	166	727	
O2	376	54	430		0	430	17	17	34		0	34	393	464	
O3	295	94	389		0	389	0	0	0		0	0	295	389	
O4	526	33	559		0	559	47	3	50	2	2	52	575	611	
Total	1,754	347	2,101	0	0	2,101	67	20	87	3	0	90	1,824	2,191	
Operational Position Category															
Grand Total	16,637	8,696	25,333	18	7	25,358	369	149	518	304	140	962	8,992	26,320	

* Eminent members of the Parliament & Attorney General are summed up with Executive Position Category

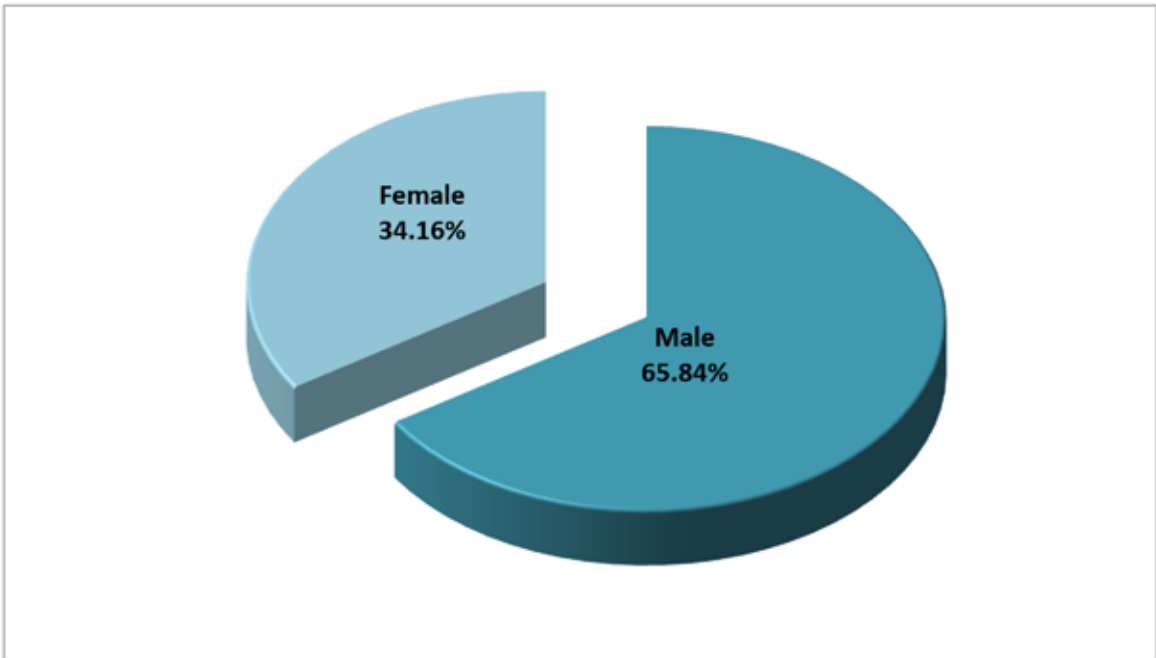
GRAPH - 6 CIVIL SERVANTS BY POSITION LEVEL AND GENDER



GRAPH - 7 CIVIL SERVANTS BY POSITION CATEGORY AND GENDER



GRAPH -8 CIVIL SERVANTS BY GENDER (IN %)



GRAPH -9 FEMALE CIVIL SERVANTS (2000 -2014)

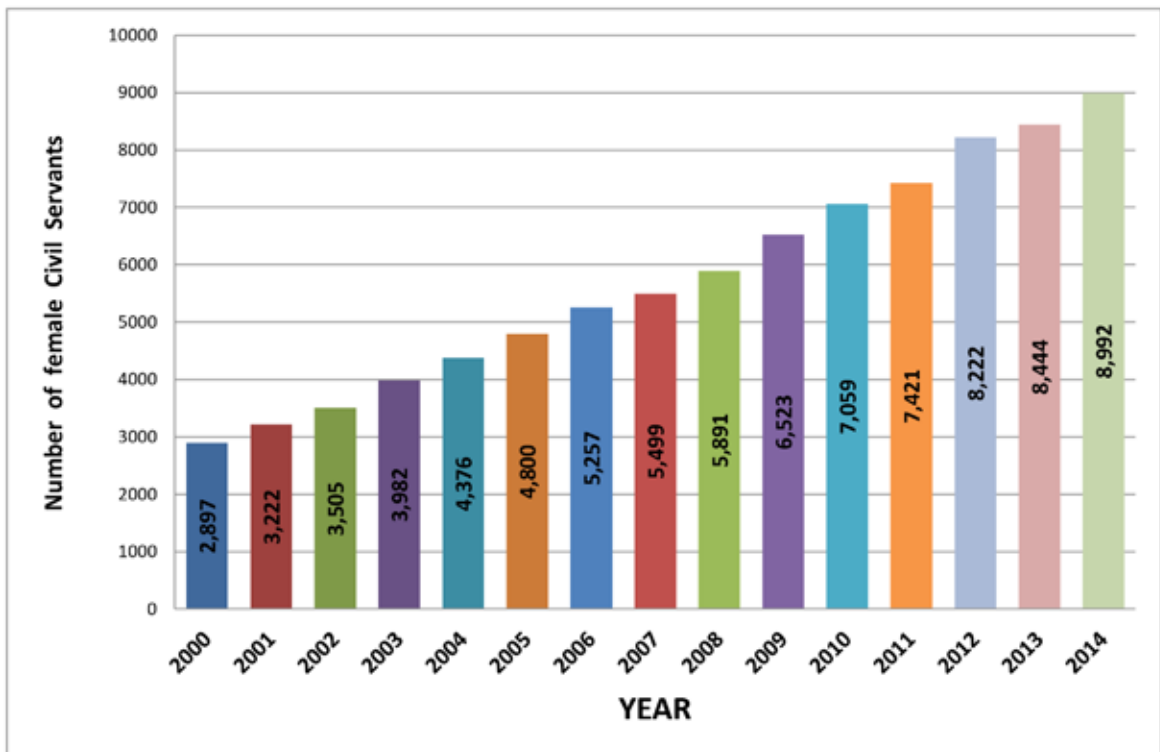


TABLE - 23 CIVIL SERVANTS BY MAJOR OCCUPATIONAL GROUPS AND GENDER

Major Occupational Groups	Regular						Contract						Grand Total	% of Female within MoG	% Female of Total CS
	Bhutanese			Non Bhutane			Bhutanese			Non Bhutanese					
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	
Education & Training Services Group	4667	3068	2	0	7,737	31	12	283	117	443	4,983	3,197	8,180	35.55%	12.15%
General Administration & Support Services Group	2706	1458	5	2	4,171	99	38	4	0	141	2,814	1,498	4,312	16.66%	5.69%
Architectural, Engineering & Land Services Group	2117	655	7	0	2,779	71	25	7	3	106	2,202	683	2,885	7.60%	2.59%
Medical and Health Services Group	1487	1158	1	5	2,651	24	15	7	18	64	1,519	1,196	2,715	13.30%	4.54%
Finance & Audit Services Group	1076	504	3	0	1,583	4	2	0	0	6	1,083	506	1,589	5.63%	1.92%
Forestry & Environment Protection Services Group	1231	220	0	0	1,451	27	0	1	0	28	1,259	220	1,479	2.45%	0.84%
Agriculture & Livestock Services Group	1006	223	0	0	1,229	0	0	0	0	0	1,006	223	1,229	2.48%	0.85%
Laboratory & Technical Services Group	421	430	0	0	851	55	26	0	1	82	476	457	933	5.08%	1.74%
Legal, Judiciary and Legislative Services Group	292	179	0	0	471	0	0	0	0	0	292	179	471	1.99%	0.68%
Information Communication & Technology Services Group	269	177	0	0	446	2	1	1	0	4	272	178	450	1.98%	0.68%
Planning & Research Services Group	311	95	0	0	406	2	0	0	1	3	313	96	409	1.07%	0.36%
Human Resource Services Group	289	97	0	0	386	0	0	0	0	0	289	97	386	1.08%	0.37%
Library, Archives & Museum Services Group	116	264	0	0	380	1	0	0	0	1	117	264	381	2.94%	1.00%
Transportation & Aviation Services Group	204	57	0	0	261	0	0	0	0	0	204	57	261	0.63%	0.22%
Executive Services Group	209	25	0	0	234	1	0	1	0	2	211	25	236	0.28%	0.09%
Trade, Industry & Tourism Services Group	77	43	0	0	120	3	9	0	0	12	80	52	132	0.58%	0.20%
Sports & Youth Services Group	41	19	0	0	60	44	17	0	0	61	85	36	121	0.40%	0.14%
Arts, Culture & Literary Services Group	72	6	0	0	78	4	0	0	0	4	76	6	82	0.07%	0.02%
Foreign Services Group	46	18	0	0	64	1	4	0	0	5	47	22	69	0.24%	0.08%
Grand Total	16,637	8,696	18	7	25,358	369	149	304	140	962	17,328	8,992	26,320	100.00%	34.16%

CIVIL SERVANTS BY AGE GROUPS

TABLE - 24 CIVIL SERVANTS BY AGE GROUPS AND POSITION LEVELS

Position Level	18yrs -19 yrs	20-24 yrs	25-29 yrs	30-34yrs	35-39 yrs	40-44yrs	45-49 yrs	50-54 yrs	55-60yrs	Above 60yrs	Grand Total
*Constitutional Offices							2	6	2		10
EX1									1		1
EX2								11	11	1	23
EX3						3	21	34	13	1	72
ES1							5	6	14	2	27
ES2							3	27	14	2	46
ES3						10	33	20	9	3	75
P1				3	34	153	140	126	79	5	540
P2				24	290	261	277	238	123	2	1,215
P3		4	23	442	710	454	264	109	69	13	2,088
P4		35	731	1877	1168	462	147	82	34	3	4,539
P5		267	2024	1419	727	286	255	177	101	19	5,275
S1		104	749	732	277	106	183	113	29	8	2,301
S2		380	836	391	194	219	249	105	33	5	2,412
S3		138	352	340	346	224	175	79	30	7	1,691
S4		126	612	715	351	111	93	35	12	2	2,057
S5	1	322	677	429	163	50	68	33	12	2	1,757
O1		2	40	118	171	196	123	56	18	3	727
O2		17	46	97	143	76	45	29	9	2	464
O3		39	126	140	52	14	11	4	2	1	389
O4	1	66	280	148	70	31	6	7	2		611
Total	2	1,500	6,496	6,875	4,696	2,658	2,104	1,293	615	81	26,320
%	0.01%	5.70%	24.68%	26.12%	17.84%	10.10%	7.99%	4.91%	2.34%	0.31%	100.00%

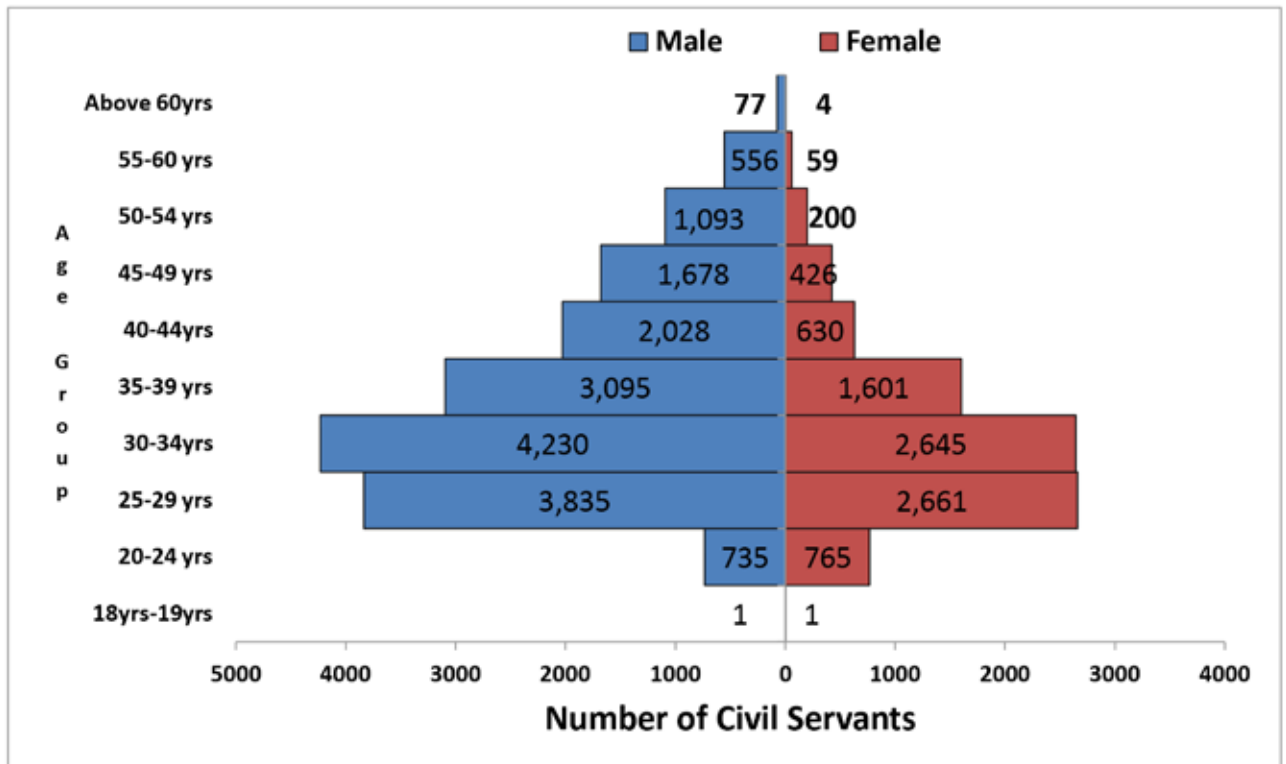
Mean Age of the Civil Servants :35 years

Note: Qualifying age for Civil Service is 18 yrs

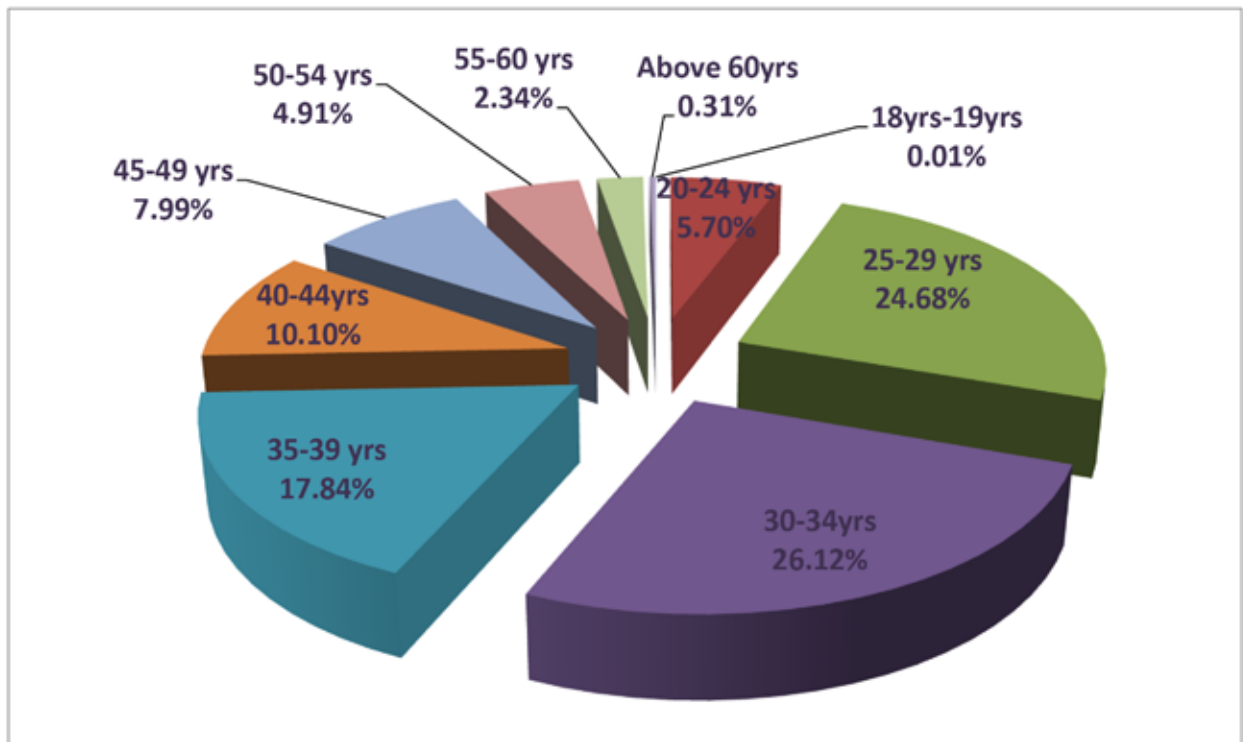
TABLE - 25 CIVIL SERVANTS BY GENDER AND AGE GROUPS

Age	Male			Female			Grand Total	%
	Regular	Contract	Total	Regular	Contract	Total		
18yrs-19yrs		1	1	1		1	2	0.01%
20-24 yrs	692	43	735	707	58	765	1,500	5.70%
25-29 yrs	3,667	168	3,835	2,572	89	2,661	6,496	24.68%
30-34yrs	4,135	95	4,230	2,622	23	2,645	6,875	26.12%
35-39 yrs	3,034	61	3,095	1,557	44	1,601	4,696	17.84%
40-44yrs	1,931	97	2,028	614	16	630	2,658	10.10%
45-49 yrs	1,617	61	1,678	397	29	426	2,104	7.99%
50-54 yrs	1,025	68	1,093	182	18	200	1,293	4.91%
55-60 yrs	516	40	556	49	10	59	615	2.34%
Above 60yrs	38	39	77	2	2	4	81	0.31%
Total	16,655	673	17,328	8,703	289	8,992	26,320	100.00%

GRAPH - 10 DISTRIBUTION OF CIVIL SERVANTS BY AGE & GENDER



GRAPH - 11 CIVIL SERVANTS BY AGE GROUPS (in %)



RECRUITMENT

TABLE - 26 CIVIL SERVANTS RECRUITED BY PARENT AGENCY FROM JANUARY - DECEMBER 2014

Agency	Executive		Professional & Mgt.					Supervisory & Support					Operational				Grand Total			
	EX3	Total	P1	P2	P3	P4	P5	Total	S1	S2	S3	S4	S5	Total	O1	O2		O3	O4	Total
His Majesty's Secretariat	1	1						0	4				5	9	1				1	11
JUDICIARY																				
Royal Court of Justice		0			5	1	6	6		18			2	20		2	1	3	29	
LEGISLATIVE																				
National Assembly		0				1	1	1	1					1					0	2
National Council		0				1	1	1	1				1	1					0	2
CONSTITUTIONAL																				
Royal Audit Authority		0					8	8						0		1		1	9	
Anti-Corruption Commission		0			2	2	4	4		2				2					0	6
Royal Civil Service Commission		0				2	2	2						0					0	2
MINISTRIES																				
Ministry of Health		0	1	1	29	5	36	36	57	7	81	2	6	153		4		4	193	
Ministry of Agriculture and Forests		0			12	6	18	18	2	32	40	6	80	80		1	4	5	103	
Ministry of Works & Human Settlement		0			9		9	9	1	33			34	34				0	43	
Ministry of Finance		0				21	21	21		3	1	1	5	5		2		2	28	
Ministry of Home & Cultural Affairs		0		4	2		6	6				22	22	22				0	28	
Ministry of Economic Affairs		0		15	3	18	18	18				3	3	3				0	21	
Ministry of Education		0			8	8	8	8	5			3	8	8			3	3	19	
Ministry of Labour & Human Resources		0				3	3	3		15			15	15				0	18	
Ministry of Information and Communications		0		1	3	4	4	4	1	1		1	3	3			2	2	9	
Ministry of Foreign Affairs		0				1	1	1					0	0		1		1	2	
AUTONOMOUS & OTHER AGENCIES																				
Tourism Council of Bhutan		0				1	1	1			1	3	4	4				0	5	
National Land Commission		0				3	3	3					0	0				0	3	
Office of the Attorney General		0			3		3	3					0	0				0	3	
Draatshang Lhentshog		0					0	0					0	0			2	2	2	
National Statistics Bureau		0			2		2	2					0	0				0	2	
Bhutan National Legal Institute		0					0	0					0	0			1	1	1	
Centre for Bhutan Studies and GNH Research		0					0	0		1			1	1				0	1	
Drug Regulatory Authority		0			1		1	1					0	0				0	1	

Contd...

TABLE - 26 CIVIL SERVANTS RECRUITED BY PARENT AGENCY FROM JANUARY - DECEMBER 2014

Agency	Executive		Professional & Mgt.					Supervisory & Support					Operational				Grand Total				
	EX3	Total	P1	P2	P3	P4	P5	Total	S1	S2	S3	S4	S5	Total	O1	O2		O3	O4	Total	
National Commission for Women and Children		0				1		1						0					0	1	
Royal Institute of Management		0						0				1		1					0	1	
Royal Privy Council		0	1					1						0					0	1	
DZONGKHAGS																					
Trashigang		0				4	48	52	5	7		5	8	25					0	77	
Samtse		0			6	44	50	50	9	6	5			20					0	70	
Chhukha		0			9	45	54	54	3	5	2			10			3		3	67	
Dagana		0	1		6	37	44	44	4	8	3	1		16		1			1	61	
Samdrup Jongkhar		0			3	33	36	36	8	3	6	3		20		3	1	4	4	60	
Pemagatse		0			3	37	40	40	5	6	2			13			1		1	54	
Trashi Yangtse		0			1	36	37	37	3	7	4	2		16					0	53	
Lhuentse		0			3	37	40	40	1	4		1		6					0	46	
Sarpang		0			2	32	34	34	1	8		1		10					0	44	
Monggar		0				37	37	37	2	1	3			6					0	43	
Zhemgang		0			4	32	36	36		2		1		3			1		1	40	
Wangdue		0			2	31	33	33	1	2		1		4		1			1	38	
Bumthang		0			6	26	32	32	3	2				5					0	37	
Trongsa		0			3	25	28	28	1	7		1		9					0	37	
Punakha		0			4	26	30	30						0			3		3	33	
Tsirang		0			2	24	26	26		1				1					0	27	
Haa		0			3	14	17	17	3	3		1		4					0	21	
Paro		0			1	7	8	8	2	3	2	1		8					0	16	
Gasa		0			1	11	12	12	2	2				2					0	14	
Thimphu		0	1				1	1	1	1		1		2	1	1			2	5	
THROMDE																					
Thimphu		0			5	3	8	8	2	2				2					0	10	
Phuentsholing		0			2		2	2	5					5					0	7	
Samdrup Jongkhar		0			4		4	4	2	2				2			1		1	7	
Gelephu		0			1		1	1						0					0	1	
Grand Total		0	1	2	2	1	159	656	820	116	199	110	50	76	551	2	0	17	23	42	1,414

TABLE - 27 CIVIL SERVANTS RECRUITED BY MOG FROM JANUARY - DECEMBER 2014

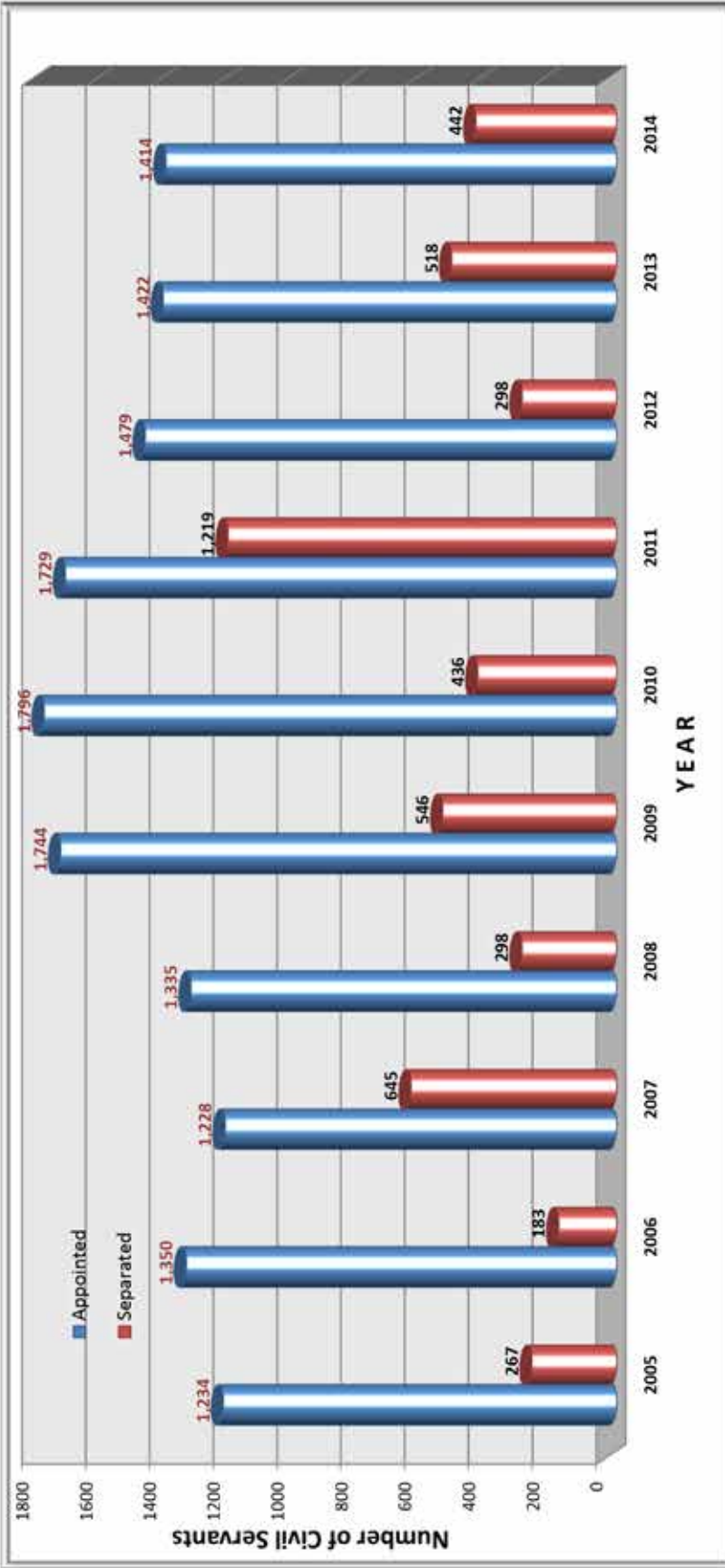
SI No	Major Occupational Groups (MOG)	Regular			Contract			Grand Total
		M	F	T	M	F	T	
1	Education & Training Services Group	232	360	592	2	6	8	600
2	Medical and Health Services Group	146	109	255	6	10	16	271
3	Architectural, Engineering & Land Services Group	46	118	164		2	2	166
4	General Administration & Support Services Group	39	45	84	11	8	19	103
5	Finance & Audit Services Group	27	27	54	1	4	5	59
6	Forestry & Environment Protection Services Group	13	39	52		2	2	54
7	Legal, Judiciary and Legislative Services Group	12	21	33			0	33
8	Human Resource Services Group	14	17	31			0	31
9	Laboratory & Technical Services Group	10	15	25			0	25
10	Agriculture & Livestock Services Group	5	16	21			0	21
11	Planning & Research Services Group	3	11	14			0	14
12	Trade, Industry & Tourism Services Group	4	4	8	3	2	5	13
13	Information Communication & Technology Services Group	9	1	10		1	1	11
14	Sports & Youth Services Group	1	3	4			0	4
15	Transportation & Aviation Services Group	2	2	4			0	4
16	Arts, Culture & Literary Services Group	1		1		1	1	2
17	Executive Services Group			0		1	1	1
18	Foreign Services Group		1	1			0	1
19	Library, Archives & Museum Services Group	1		1			0	1
Grand Total		565	789	1,354	23	37	60	1,414

**TABLE - 28 CIVIL SERVANTS RECRUITED BY POSITION LEVEL
(2010 - 2014)**

Position Level	Year															
	2010*			2011*			2012*			2013*			2014			
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T	
EX1/ES1			0			1										0
EX2/ES2			0													0
EX3/ES3		3	3													0
P1		11	11			3									1	1
P2	1	15	16			8									2	2
P3		9	9			2									1	1
P4	81	38	119			22									17	159
P5	630	23	653			28									9	656
S1	68	13	81			8									8	116
S2	334	2	336			189									5	199
S3		1	1			88									1	110
S4	231	7	238			135									1	50
S5	156	49	205			215									10	76
O1	7	2	9			14									1	2
O2			0			26									7	0
O3	17		17			17									17	17
O4	88	10	98			86									21	23
*TOTAL	1,613	183	1,796	1,542	187	1,729	1,389	90	1,479	1,383	39	1,422	1,354	60	1,414	

* Based on the book figure of Biannual Statistics

GRAPH - 12 TRENDS OF CIVIL SERVANTS RECRUITED AND SEPARATED : 2005 - 2014



Note: Based on Biannual Statistic Book figures

PROMOTION

TABLE - 29 CIVIL SERVANT RECRUITED, PROMOTED AND SEPARATED FROM JANUARY- DECEMBER 2014

Position Category & Position Level	Recruited	Promoted	Separated
Executive Position Category			
No Level	0	0	0
EX1	0	5	4
EX2	0	14	4
EX3	1	14	2
Total	1	33	10
Specialist Position Category			
ES1	0	0	2
ES2	0	12	1
ES3	0	15	4
Total	0	27	7
Professional & Management Position Category			
P1	2	146	18
P2	2	375	42
P3	1	554	49
P4	159	1,224	71
P5	656	378	49
Total	820	2,677	229
Supervisory & Support Position Category			
S1	116	441	41
S2	199	387	30
S3	110	235	30
S4	50	339	31
S5	76	109	21
Total	551	1,511	153
Operational Position Category			
O1	2	91	11
O2	0	71	5
O3	17	97	13
O4	23	0	14
Total	42	259	43
Grand Total	1,414	4,507	442

TABLE - 30 CIVIL SERVANTS PROMOTED FROM 2010 -2014

Position Category & Position Level	2010	2011	2012	2013	2014	Total
Executive Position Category						
EX1	1	6	4		5	18
EX2	2	3	9	9	14	39
EX3	17	11	17	9	14	72
Total	20	20	30	18	33	129
Specialist Position Category						
ES1	3			2		5
ES2	3		7	3	12	25
ES3	24	22	12	9	15	92
Total	30	22	19	14	27	122
Professional & Management Position Category						
P1	70	72	64	90	146	471
P2	243	229	239	272	375	1,487
P3	608	500	377	484	554	2,760
P4	557	675	826	888	1224	4,337
P5	812	562	324	411	378	2,730
Total	2,290	2,038	1,830	2,145	2,677	11,785
Supervisory & Support Position Category						
S1	397	298	277	404	441	1,817
S2	255	239	210	262	387	1,353
S3	343	330	276	261	235	1,445
S4	164	289	358	213	339	1,363
S5	85	354	106	125	109	779
Total	1,244	1,510	1,227	1,265	1,511	6,757
Operational Position Category						
O1	89	85	57	111	91	460
O2	98	80	91	119	71	505
O3	64	33	40	57	97	313
Total	340	198	188	287	259	1,367
Grand Total	3,924	3,788	3,294	3,729	4,507	20,160

SEPARATION

TABLE - 31 CIVIL SERVANTS SEPARATED BY PARENT AGENCY AND POSITION LEVEL (JANUARY - DECEMBER 2014)

Agency	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	O1	O2	O3	O4	Grand Total	
His Majesty's Secretariat			1						1			1					1				1	5
His Majesty The 4 th King Secretariat												1			1							2
LEGISLATIVE																						
National Council					1			1		1												3
National Assembly								1														1
CONSTITUTIONAL																						
Royal Audit Authority				1				1	1	1	1			1			1					6
Anti-Corruption Commission								1	1	1	1			1								4
Royal Civil Service Commission								1					1									2
MINISTRIES																						
Ministry of Agriculture and Forests	1				1		1	7	6		10	9	4	12	15	4	2	1	2			75
Ministry of Health	1			1			1	3	3	4	1	6	2	2	1	1			1	1		28
Ministry of Education							3	2	5	2	2			1	1	2	1			3		20
Ministry of Labour & Human Resources							4	3	2	2	2	2	3	1		1			1	1		19
Ministry of Finance		1							2	3	2	1	4									13
Ministry of Information and Communications								2			1			1	2	2		3	1			12
Ministry of Economic Affairs		1						1	4	1	2		2			1				1		11
Ministry of Home & Cultural Affairs							2	2	2	2	2						1					9
Ministry of Works & Human Settlement		1					1	2	1	1	2	2	2									9
Ministry of Foreign Affairs							2	1											1			4
AUTONOMOUS & OTHER AGENCIES																						
National Land Commission	1	1	1						2							1		1				7
Dratshang Lhentshog												1								3		4
Royal Institute of Management							1				1							1				3
Tourism Council of Bhutan												2				1						3
Bhutan National Legal Institute									1		1											2
Dzongkha Development Commission	1									1												2
Gross National Happiness Commission							1	1														2
National Environment Commission						1		1														2
National Statistics Bureau										1											1	2
Bhutan Standards Bureau																1						1
Civil Society Organization Authority							1															1

TABLE - 31 CIVIL SERVANTS SEPARATED BY PARENT AGENCY AND POSITION LEVEL (JANUARY - DECEMBER 2014)

Agency	EX1	EX2	EX3	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	O1	O2	O3	O4	Grand Total
Office of the Attorney General											1											1
Royal Education Council										1												1
DZONGKHAGS																						
Paro									1	1	8	2		4		1	1					18
Chhukha									2	5	1	3	2							1		14
Monggar							2	1	1	3	1			1		1	2		1			13
Samtse									2		3	2	1		1	1	1	1				12
Wangdue									1	3	2	1	2			1					1	11
Samdrup Jongkhar									1	2	2	1	1	1								9
Trongsa											2	1	2	1	2				1			9
Thimphu							1	1	1	2	2				1							8
Dagana							1	1	1	1	1	1		1		1	1					8
Trashigang							1	1	1	2				1								6
Punakha										1	1	1				2						5
Bumthang									1	3	1											5
Sarpang								2								1						4
Zhemgang						1				1	2				1							4
Pemagatse										1	1	1			1							3
Haa										1				2								3
Gasa																	1	1	1			3
Trashigang													1	1			1					3
Tsirang									1	1												2
Lhuentse												1										1
THROMDES																						
Thimphu							1	1	3	8	8	4		1	1		1		2	2		32
Samdrup Jongkhar											1			1		2	1					5
Gelephu								2			1			1	1							5
Phuentsholing									1	1				1		1						3
NON GOVERNMENTAL ORGANIZATIONS																						
International Organizations							1															1
Non Governmental Organizations												1										1
Grand Total	4	4	2	2	1	4	18	42	49	71	71	49	41	30	30	31	21	11	5	13	14	442

**TABLE - 32 CIVIL SERVANTS SEPARATED BY MOG FROM
(JANUARY - DECEMBER 2014)**

SI No	Major Occupational Groups (MOG)	Regular			Contract			Grand Total
		M	F	T	M	F	T	
1	Education & Training Services Group	58	34	92	12	12	24	116
2	General Administration & Support Services Group	62	21	83	3	5	8	91
3	Architectural, Engineering & Land Services Group	43	10	53	12		12	65
4	Forestry & Environment Protection Services Group	28	2	30			0	30
5	Medical and Health Services Group	17	4	21	3	2	5	26
6	Finance & Audit Services Group	20	2	22			0	22
7	Agriculture & Livestock Services Group	21	1	22			0	22
8	Executive Services Group	16		16			0	16
9	Planning & Research Services Group	7	4	11			0	11
10	Legal, Judiciary and Legislative Services Group	3	5	8			0	8
11	Information Communication & Technology Services Group	4	2	6			0	6
12	Library, Archives & Museum Services Group	1	4	5	1		1	6
13	Laboratory & Technical Services Group	2	2	4		2	2	6
14	Transportation & Aviation Services Group	4		4			0	4
15	Arts, Culture & Literary Services Group	2	1	3	1		1	4
16	Human Resource Services Group	2	2	4			0	4
17	Trade, Industry & Tourism Services Group	1	1	2		1	1	3
18	Foreign Services Group	1		1			0	1
19	Sports & Youth Services Group	1		1			0	1
Grand Total		293	95	388	32	22	54	442

TABLE -33 CIVIL SERVANTS SEPARATED BY CATEGORY OF SEPARATION
(JANUARY - DECEMBER 2014)

Position Level	CR		Death			ERS			Special ERS			Superannuation EX & ES			Superannuation P1 & Below			VR EX & ES			VR P1 & below			Contract Termination		Termination		GRAND TOTAL
	R	T	R	C	T	R	T	R	T	R	T	R	C	T	R	C	T	R	T	R	C	T	R	T	R	T		
EX1			0		0	0		0		3		3		0		0	1	1							0		4	
EX2			0	1	1	1		0		1		1		0		0	1	1							0		4	
EX3			0		0	0		0		1		1		0		0	1	1							0		2	
ES1			0		0	0		0		1		1		0		0	1	1									2	
ES2			0		0	0		0		1		1		0		0	0	0							0		1	
ES3			0		0	0		0		3		3		0		0	1	1							0		4	
P1			0	1	1	0		0		0		0	10	10	0	6	6	1						1	1	0	18	
P2	1	1	0		0	9		1		0		15	15	0	16	16	0							0	0	0	42	
P3			0	3	3	1		0		0		3	3	4	2	41	0							0	0	0	49	
P4	4	4	5	1	6	0		0		0		8	8	8	14	50	0						3	3	0	0	71	
P5	1	1	5		5	0		0		0		12	12	12	6	28	0						2	2	1	1	49	
S1	2	2	4		4	2		0		0		14	14	14	4	16	0						1	1	1	1	40	
S2			0	1	1	1		0		0		7	7	7	22	22	0						0	0	0	0	31	
S3	2	2	4		4	1		0		0		11	11	11	11	11	0						0	0	1	1	30	
S4			0	3	3	1		0		0		2	2	2	10	25	0						0	0	0	0	31	
S5	1	1	1		1	0		0		0		4	4	4	4	14	0						1	1	0	0	21	
O1			0	2	2	0		0		0		4	4	4	4	5	0						0	0	0	0	11	
O2			0		1	1		0		0		0	0	0	4	4	0						0	0	0	0	5	
O3	2	2	2		2	0		0		0		0	0	0	8	8	0						0	0	1	1	13	
O4	3	3	2		2	0		0		0		1	1	1	7	7	0						1	1	0	0	14	
Grand Total	16	16	34	3	37	15	15	1	1	10	10	91	91	92	5	212	5	5	5	41	253	9	9	4	4	442		

Note:

- R: Regular, C: Contract
- CR: Compulsory Retirement
- ERS: Early Retirement Scheme
- VR: Voluntary Resignation

TABLE - 34 CIVIL SERVANTS SEPARATED BY POSITION LEVEL

[2010 - 2014]

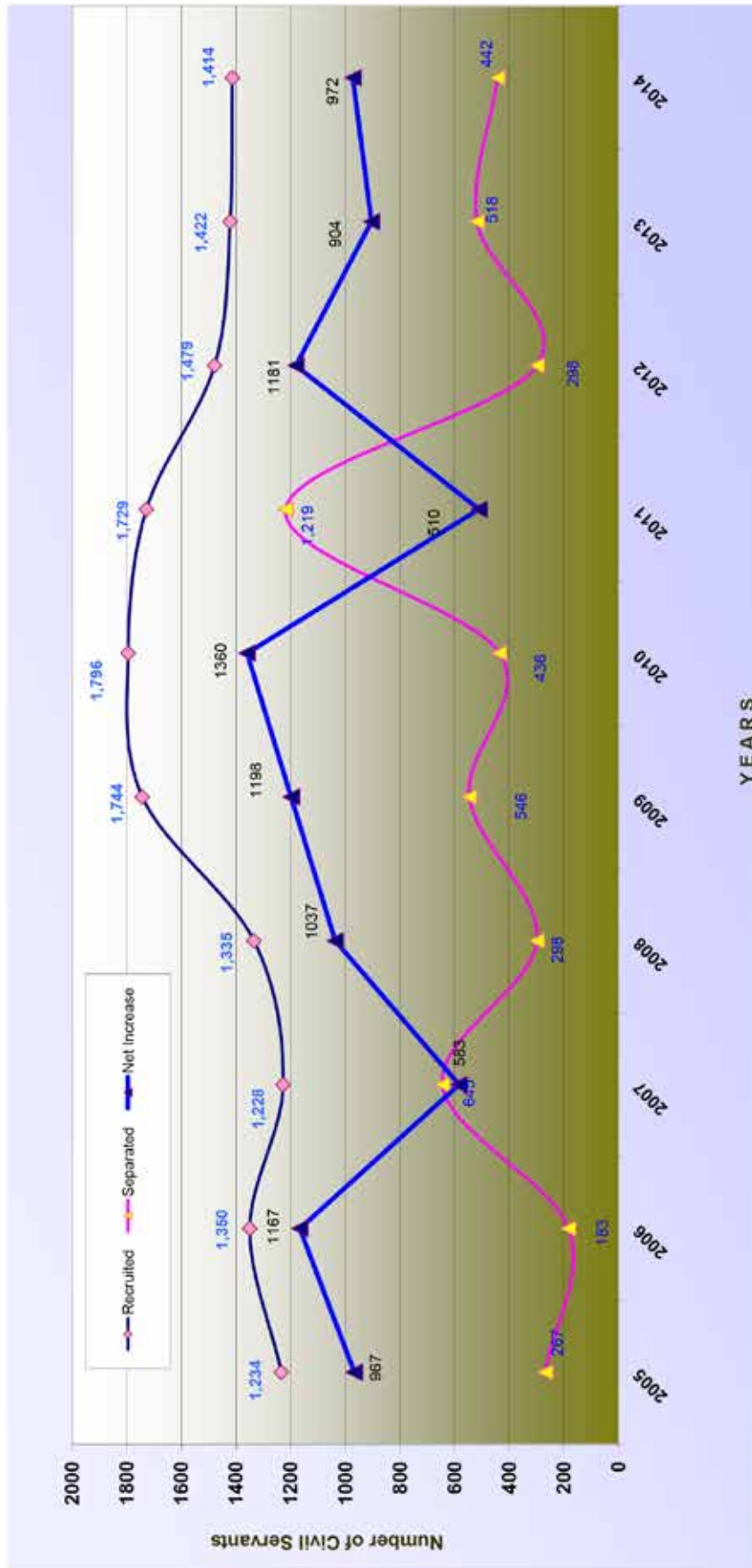
Position Level	Year														
	2010			2011*			2012			2013			2014		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
No Level	3		3			0	2		2			0			0
EX1/ES1	2		2	4	1	5	1		1		1	2			2
EX2/ES2	2		2	5		5			0		7				7
EX3/ES3	22		22	26	9	35	5		5		29				29
P1	19	10	29	63	36	99	19		19		40	1		17	41
P2	19	10	29	78	41	119	19		19		41			42	41
P3	45	7	52	144	8	152	26	5	31		40	13		46	53
P4	29	40	69	144	16	160	18	26	44		44	38		53	82
P5	53	8	61	171	13	184	28	14	42		37	20		41	57
S1	25	1	26	44		44	13	1	14		28	4		35	32
S2	27		27	66		66	29		29		25	1		31	26
S3	17	1	18	41		41	12		12		16			30	16
S4	21	2	23	70	1	71	9		9		19	3		20	22
S5	41		41	119	16	135	38	1	39		46	8		16	54
O1	5		5	30		30	13		13		18			10	18
O2	4		4	14		14	3		3		11	1		4	12
O3	7		7	31		31	5		5		8			13	8
O4	16		16	28		28	11		11		15	3		13	18
TOTAL	357	79	436	1,078	141	1219	251	47	298	426	92	518	388	54	442

* National Housing Development Corporation (NHDC) de-linked from Civil Service w.e.f 1.6.2011 with 51 Civil Servants

Table - 35 Projection of Superannuation of regular Civil Servants

Position Category	YEAR			
	2015	2016	2017	2018
Executive Position Category				
EX1	3	4	2	4
EX2	2	5		6
EX3	3	1	2	2
Total	8	10	4	12
Specialist Position Category				
ES1		1	1	1
ES2		3		2
ES3			1	4
Total	0	4	2	7
Professional & Management Position Category				
P1	11	26	21	26
P2	26	31	41	36
P3	25	33	19	26
P4	13	18	3	11
P5	29	31	24	22
Total	104	139	108	121
Supervisory & Support Position Category				
S1	8	18	7	20
S2	14	16	10	25
S3	16	17	16	27
S4	11	12	5	12
S5	2	8	5	4
Total	51	71	43	88
Operational Position Category				
O1	10	9	7	13
O2	5	5	5	6
O3		1	1	1
O4				2
Total	15	15	13	22
Grand Total	178	239	170	250

GRAPH - 13 TRENDS OF CIVIL SERVANTS RECRUITED, SEPARATED AND NET INCREASE



NOTE: Based on Biannual Statistic book figures

REGULAR CIVIL SERVANTS by QUALIFICATION

TABLE - 36 QUALIFICATION OF REGULAR CIVIL SERVANTS - SUMMARY

SI No.	Educational Qualification	Number	Total %
1	Ph. D.	26	0.10%
2	Master	1,746	6.89%
3	PG Dip/ PG Certificate	1,406	5.54%
4	Bachelor	6,731	26.54%
5	Diploma	4,004	15.79%
6	Certificate	6,320	24.92%
7	Basic Education Class X and Below	4,378	17.26%
8	Functional Qualification	747	2.95%
Total		25,358	100

GRAPH -14 REGULAR CIVIL SERVANTS BY QUALIFICATION IN %

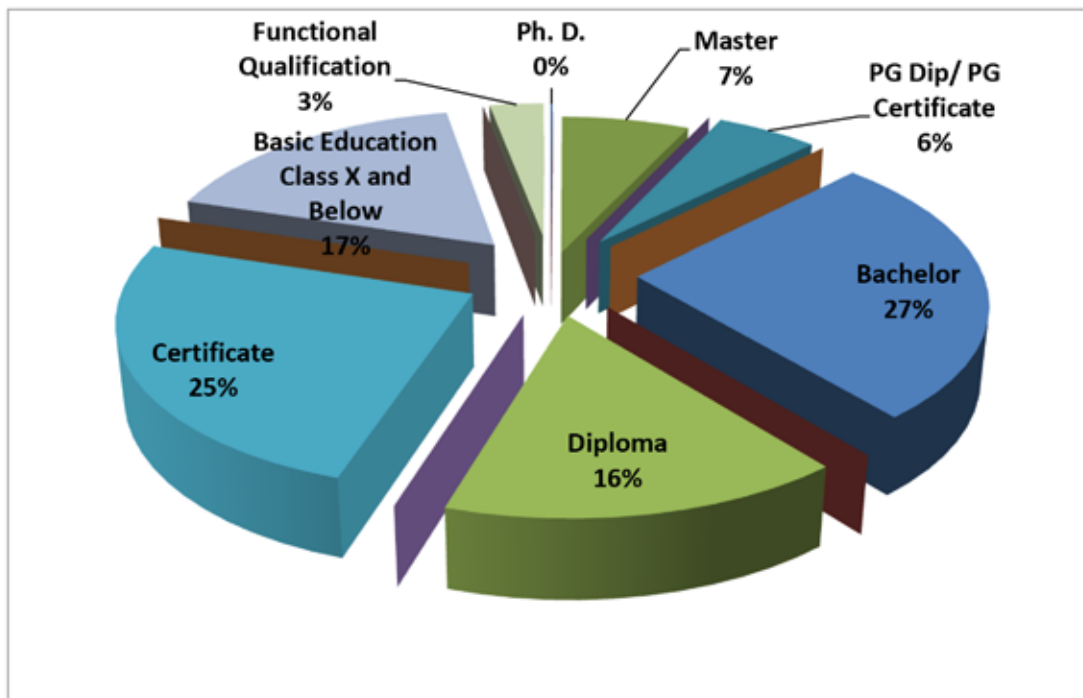


TABLE - 37 REGULAR CIVIL SERVANTS BY PARENT AGENCY AND QUALIFICATION

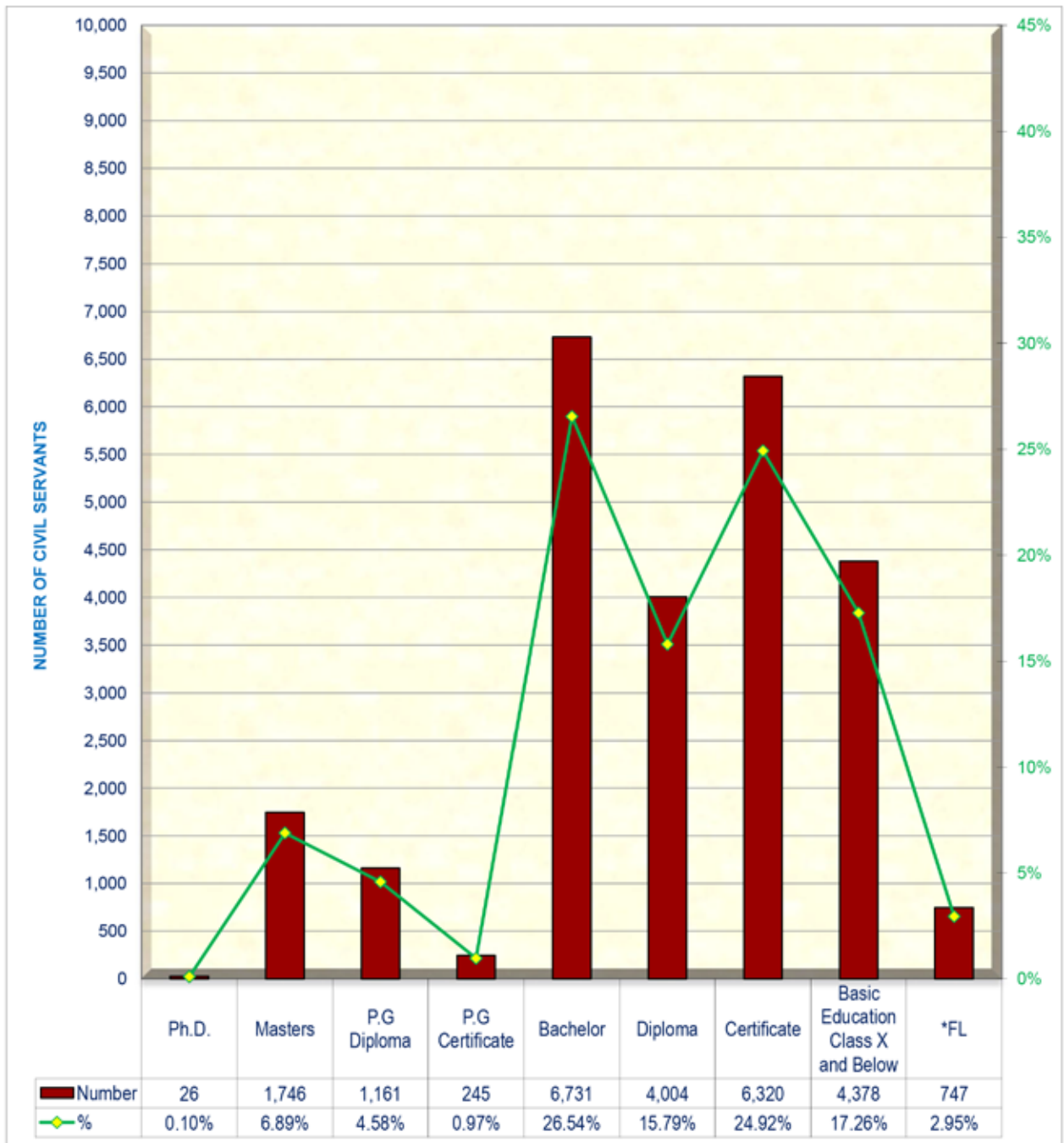
Agency	Ph.D.	Masters	P.G. Dip	P.G Cert	Bachelor	Diploma	Cert	Basic Education Class X and Below	FL	Grand Total
His Majesty's Secretariat		4	1		8	2	2	11	5	33
His Majesty The 4 th King Secretariat		2				1	1	5	5	14
JUDICIARY										
Royal Court of Justice		4	8	1	14	73	228	96	59	483
LEGISLATIVE										
National Assembly		6	2		5		11	13		37
National Council		6	3		9		9	3	1	31
CONSTITUTIONAL										
Royal Audit Authority		22	44	5	19	45	37	19	6	197
Royal Civil Service Commission		58	49	2	26	4	15	8	2	164
Anti-Corruption Commission		6	9	3	22	3	6	6	2	57
MINISTRIES										
Ministry of Education	1	582	477	177	4511	173	1860	1217	59	9,057
Ministry of Health	3	141	44	2	411	793	1439	852	65	3,750
Ministry of Agriculture and Forests	18	216	98	4	385	1247	1041	537	86	3,632
Ministry of Finance		130	179	28	176	607	289	250	64	1,723
Ministry of Works & Human Settlement		72	18		189	613	406	236	93	1,627
Ministry of Home & Cultural Affairs	1	109	24	6	328	36	245	425	156	1,330
Ministry of Information and Communications		47	13		199	160	145	206	10	780
Ministry of Economic Affairs		80	23	6	101	23	207	121	39	600
Ministry of Labour & Human Resources		30	21	1	54	112	50	52	8	328
Ministry of Foreign Affairs		33	10	2	34	2	22	37	13	153
AUTONOMOUS AND OTHER AGENCIES										
National Land Commission		26	13	1	65	48	130	88	13	384
Office of the Attorney General		8	66		28	12	4	7	3	128
GNH Commission		47	21	2	12	1	5	5	5	98
National Environment Commission	1	21	5		26	5	4	5	3	70
Royal Institute of Management		19	1		5	3	13	15	2	58
National Statistics Bureau		10	2		14	19	6	6		57
Tourism Council of Bhutan		6	9	1	13	4	15	6	2	56
Bhutan Standards Bureau		5	2		16	8	6	16	1	54
Dratshang Lhentshog		1	1		2	2	13	16	12	47
Cabinet Secretariat	1	5	1		7	1	8	7	2	32
BCSEA		12		1	8		4	1		26
BICMA		6	1		9		4	6		26
CBS and GNH Research		7	4	1	2		3	5	1	23

TABLE - 37 REGULAR CIVIL SERVANTS BY PARENT AGENCY AND QUALIFICATION

Agency	Ph.D.	Masters	P.G. Dip	P.G Cert	Bachelor	Diploma	Cert	Basic Education Class X and Below	FL	Grand Total
Drug Regulatory Authority		2			6	3	7	3	1	22
DDC	1	5	3	1	2	1	5	4		22
Bhutan Narcotic Control Agency		3	1	1	5		2	4		16
Bhutan Olympic Committee					1		4	8	3	16
NCWC		3	3				1	7		14
Bhutan National Legal Institute			2		1		4	4		11
Royal Privy Council		1					4	2	2	9
Royal Institute of Law		3				1		3		7
Civil Society Organization Authority							1	1		2
Royal Education Council		2								2
THROMDE										
Thimphu		3	2		11	1	35	36	19	107
Phuentsholing		1			2		15	9	2	29
Gelephu		1			1		6	13	3	24
Samdrup Jongkhar		1	1		4	1	8	7		22
Grand Total	26	1,746	1,161	245	6,731	4,004	6,320	4,378	747	25,358

FL : Functional Literacy

GRAPH - 15 REGULAR CIVIL SERVANTS BY QUALIFICATION

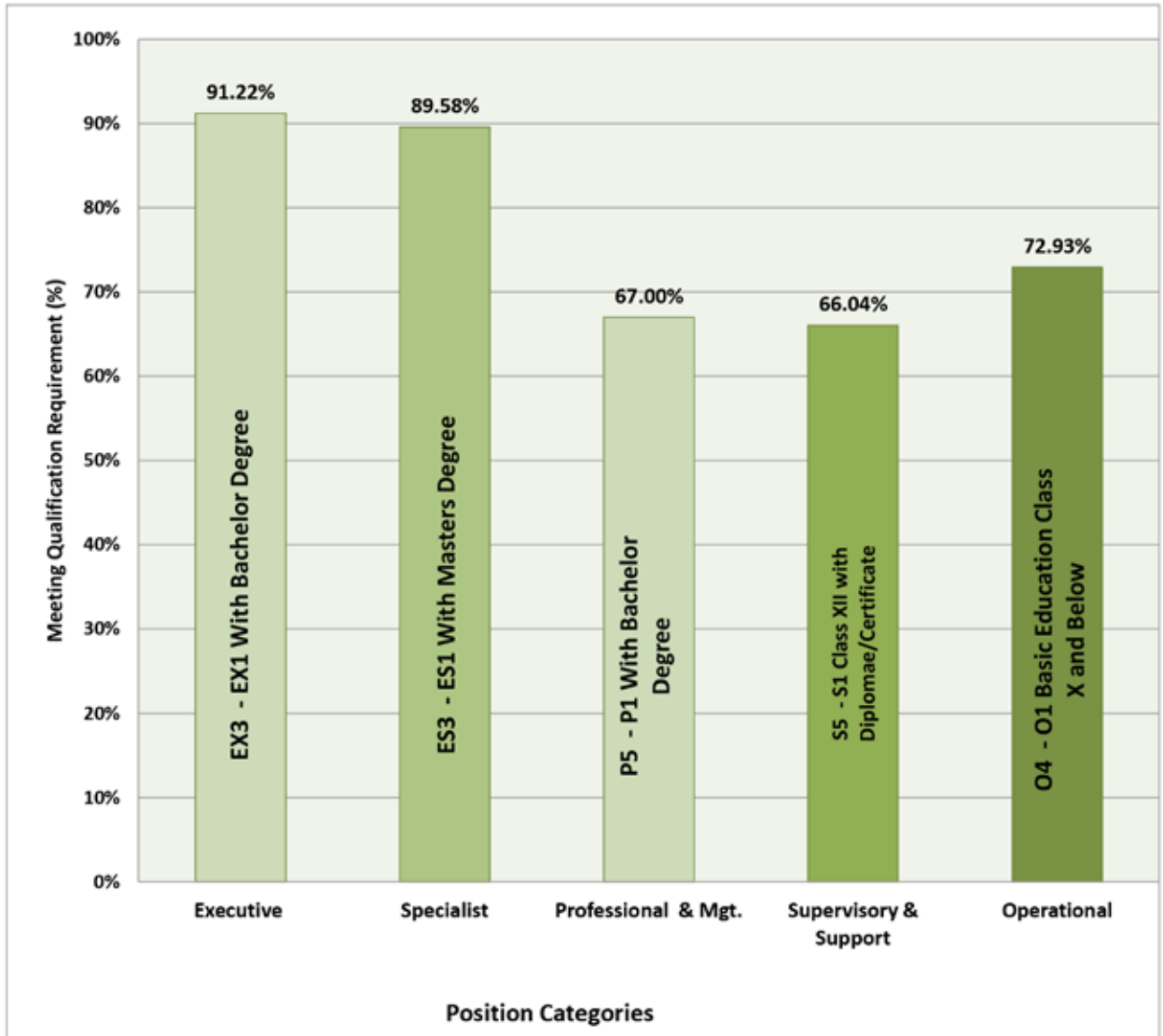


Note: *Functional Literacy (FL) includes civil servants with some degree of literacy but lacking formal academic qualification.

TABLE - 38 REGULAR CIVIL SERVANTS MEETING THE MINIMUM QUALIFICATION CRITERIA

	Basic Education Class X and Below	Certificate	With Bachelor	With Masters	%
Executive Position Category					
EX1			23		85.19%
EX2			42		91.30%
EX3			70		93.33%
TOTAL			135		91.22%
Specialist Position Category					
ES1				1	100.00%
ES2				20	86.96%
ES3				65	90.28%
TOTAL				86	89.58%
Professional & Management Position Category					
P1			440		81.48%
P2			794		65.35%
P3			1411		67.58%
P4			3042		67.02%
P5			3463		65.65%
TOTAL			9,150		67.00%
Support & Supervisory Position Category					
S1		1959			85.14%
S2		1882			78.03%
S3		991			58.60%
S4		1022			49.68%
S5		894			50.88%
TOTAL		6,748			66.04%
Operational Position Category					
O1	523				71.94%
O2	223				48.06%
O3	340				87.40%
O4	512				83.80%
TOTAL	1,598				72.93%
Grand Total	17,717				67.34%

GRAPH - 16 CIVIL SERVANTS MEETING MINIMUM QUALIFICATION REQUIREMENT



LONG -TERM TRAINING

TABLE - 39 LONG -TERM TRAINING IMPLEMENTATION STATUS
(January - December 2014)

Type of Training	STATUS			
	Completed	Undergoing	Withdrawn	Total
Ph.d		6		6
Masters	1	346	3	350
P.G Diploma	11	47		58
Bachelors		317	4	321
Diploma	1	19	1	21
Certificate	10	16		26
Grand Total	23	751	8	782

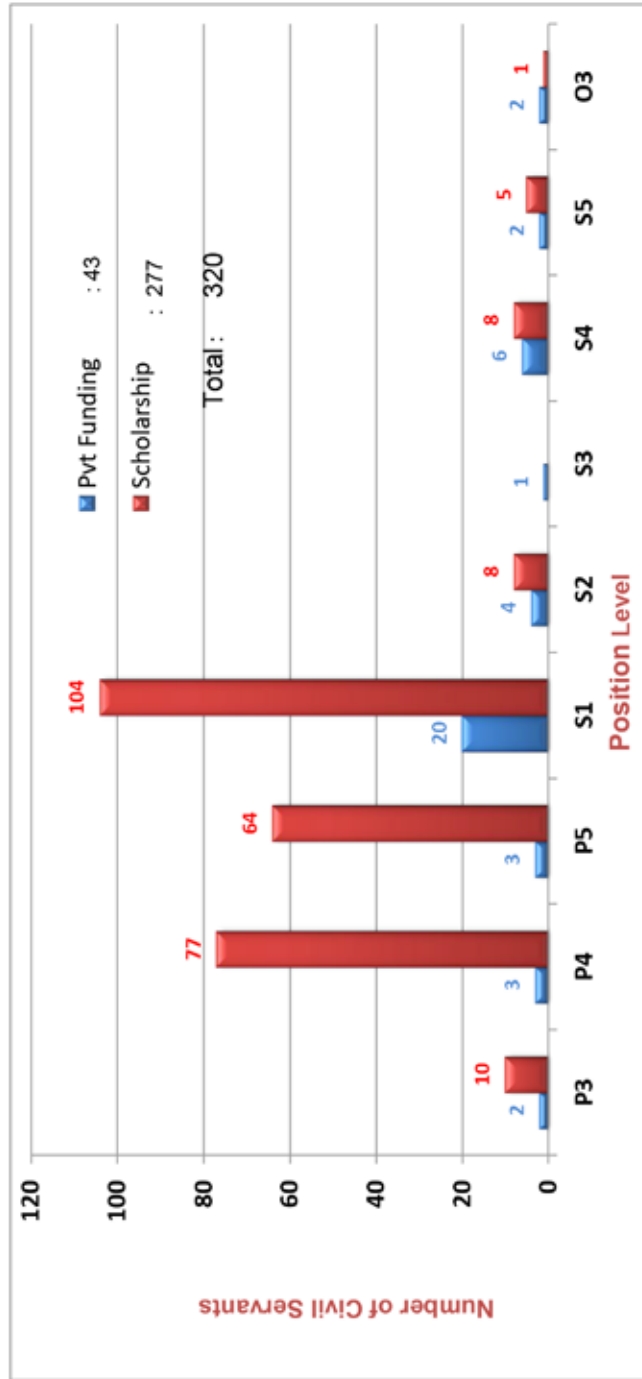
TABLE - 40 LONG -TERM TRAINING IMPLEMENTED BY COUNTRY**(January - December 2014)**

Country	Type of Training						Grand Total
	Ph. D.	Masters	PGD/PGC	Bachelor	Diploma	Certificate	
Bhutan		103	56	301	2	4	466
India		139	1	16	10	12	178
Australia	4	55		2	8	1	70
Thailand		18		1	1	7	27
Japan	2	8					10
Austria		5					5
Switzerland		4				1	5
Netherlands		3		1			4
United States		3	1				4
New Zealand		3					3
Brunei Darussalam		2					2
Norway		2					2
United Kingdom		2					2
Bangladesh		1					1
Philippines						1	1
Singapore		1					1
Sri Lanka		1					1
Grand Total	6	350	58	321	21	26	782

TABLE - 41 CIVIL SERVANTS UNDERGOING LONG TERM TRAINING AS ON DECEMBER 2014

Country	Type of Training						Grand Total	
	P.hd	Specialization	Masters	Bachelors	PGD/ PGC	Diploma		Certificate
Bhutan			165	674	89	4	6	938
India			202	223	11	35	10	481
Australia	24		105	3		20	2	154
Thailand	2		70	5		3	1	81
Bangladesh			14					14
Japan	2		12					14
United States	2		8	1	1			12
Netherlands	2		7	1				10
Austria	3		6					9
Nepal	1		4					5
Switzerland			4				1	5
Singapore		1	2				1	4
United Kingdom	1		3					4
Brunei Darussalam			2	1				3
Germany	1		2					3
Malaysia			3					3
New Zealand			3					3
Canada	2							2
Mongolia			2					2
Norway			2					2
Sri Lanka			2					2
Philippines			2					2
Belgium			1					1
China						1		1
Denmark			1					1
Israel			1					1
Sweden			1					1
Grand Total	40	1	624	908	101	63	21	1,758

**GRAPH - 17 UNDERGOING BACHELOR DEGREE BY TYPE OF FUNDING
AS ON DECEMBER 2014**



GRAPH - 18 UNDERGOING BACHELOR DEGREE BY AGENCIES THROUGH PRIVATE FUNDING

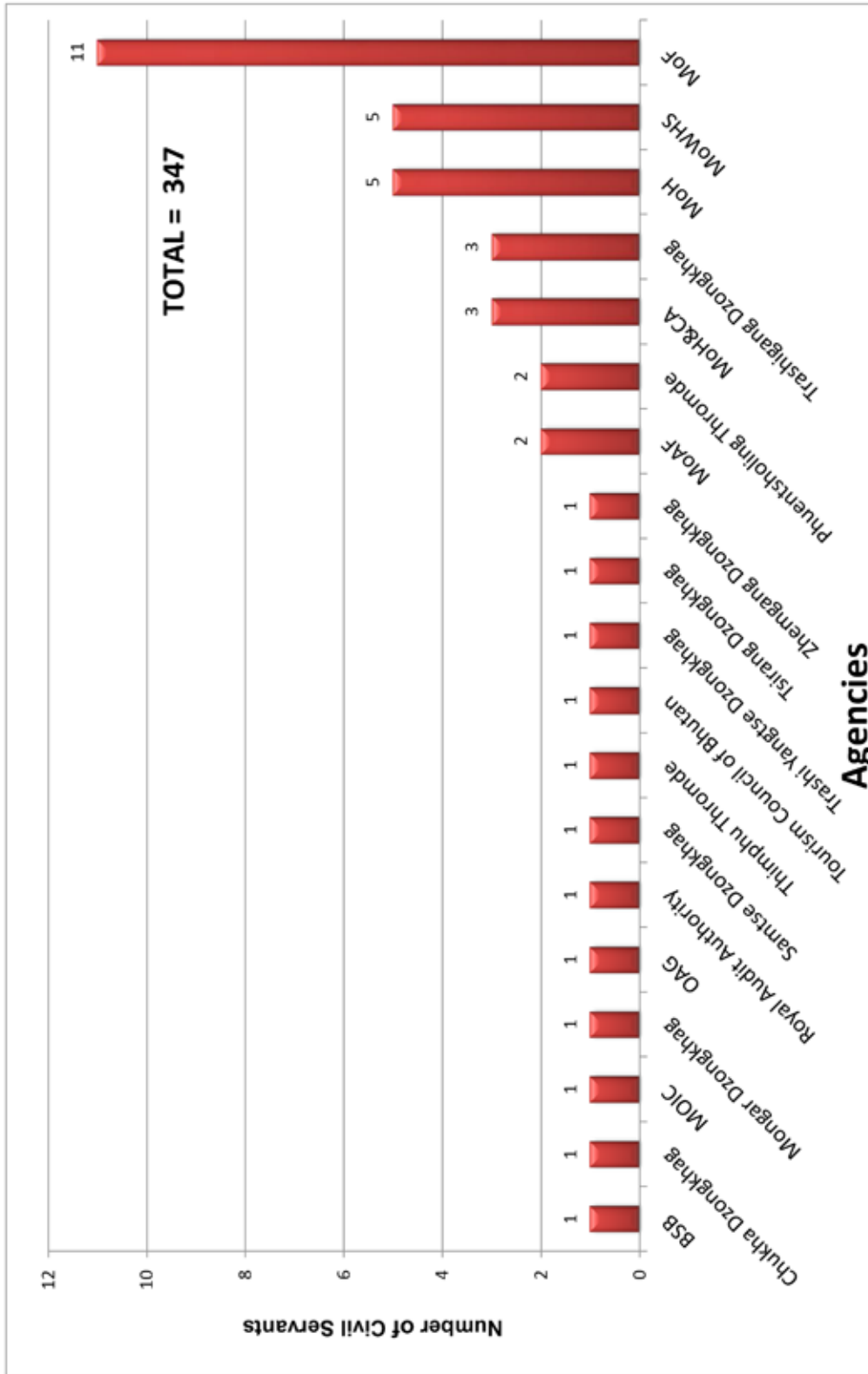


TABLE - 42 LONG TERM TRAINING IMPLEMENTATED BY AGENCY (Jan- Dec 2014)

Agency	P.Hd	Masters	Bachelors	P.G Diploma	Diploma	Certificate	Grand Total
JUDICIARY							
Royal Court of Justice		4					4
LEGISLATIVE							
National Council				1			1
CONSTITUTIONAL							
Royal Audit Authority		2	1	2		2	7
Anti-Corruption Commission		3					3
Royal Civil Service Commission			1				1
MINISTRIES							
Ministry of Agriculture and Forests	1	14	68				83
Ministry of Health		10	28		6	6	50
Ministry of Finance		7	16	7		7	37
Ministry of Economic Affairs	1	12			1	1	15
Ministry of Works & Human Settlement		5	5		1		11
Ministry of Education	1	5		2			8
Ministry of Home & Cultural Affairs		2	4			1	7
Ministry of Information and Communications	1	5	1				7
Ministry of Labour & Human Resources		2					2
Ministry of Foreign Affairs		1					1
AUTONOMOUS AGENCIES							
Office of the Attorney General		3	8				11
National Statistics Bureau		4					4
National Land Commission		1	1			1	3
GNH Commission		2				1	3
Tourism Council of Bhutan		1	1				2
NCWC						1	1
Bhutan Standards Bureau			1				1
CBS and GNH Research	1						1
Royal Institute of Management			1				1
DZONGKHAGS							
Trashigang		31	17	6	2		56
Mongar		15	17	2			34
Samtse		14	15	4	1		34
Sarpang		18	9	3		2	32
Wangdue		17	11	1	2		31
Samdrup Jongkhar	1	14	12	1	1		29

Contd ..

TABLE - 42 LONG TERM TRAINING IMPLEMENTATED BY AGENCY (Jan- Dec 2014)

Agency	P.Hd	Masters	Bachelors	P.G Diploma	Diploma	Certificate	Grand Total
Paro		11	17				28
Trashigang		14	9	3			26
Pemagatse		15	8	3			26
Punakha		13	9	4			26
Dagana		10	7	4			21
Haa		13	4			1	18
Chukha		7	8	2	1		18
Tsirang		5	8	4			17
Bumthang		10	3	2	1		16
Zhemgang		7	7	1			15
Lhuntse		9	4	1			14
Trongsa		8	3			3	14
Thimphu		6	4		2		12
Gasa		2	2				4
THROMDES							
Thimphu		20	7	2	3		31
Gelephu		5	1	1			7
Phuentsholing		3	2				5
Samdrup Jongkhar			1	2			3
Grand Total	6	350	321	58	21	26	782

TABLE - 43 LONG TERM TRAINING BY SOURCE OF FUNDING

(January - December 2014)

Source of Funding	Type of Training									Grand Total
	Ph.D.	Master	PGD	Bachelor	Diploma	Certificate	IAAS	IAS	IRS	
Royal Govt. of Bhutan		101	56	265	2	11				435
Pvt Funding	1	26		43	14	1				85
GOI/RGOB		72		8	4					84
Govt. of India		33							5	38
Govt. of Australia:AusAID		30								30
RGoB/Private		12								12
Nehru-Wangchuck Scholarship		9								9
University Scholarship	1	6	1	1						9
Trongsa Penlop Scholarship		7		1						8
Endeavour	2	1								3
Govt. of India:GOI		1							2	3
NUFFIC		2		1						3
TCS Colombo Plan							2	1		3
World Bank		3								3
Australian Govt/Endeavour		2								2
Brunei Darussalam Govt. Scholarship		2								2
Govt. of Austria		2								2
Govt. of India:CP-TCS								2		2
Govt. of Japan		2								2
Govt. of Japan: Monbusho	1	1								2
Govt. of Norway:NORAD		2								2
IMF		2								2
SDA		2								2
SDC & ADA		2								2
SDC/Helvetas Project		2								2
WHO		2								2
ADB		1								1
ADB Japan Scholarship		1								1
AIT/NORAD		1								1
Austrian Development Agency		1								1
BUCAP		1								1
DAAD/SHRD		1								1
Govt of Austria		1								1
Govt. of Norway						1				1
Govt. of Singapore: Lee Kuan Yew Scholarship		1								1
Govt. of UK		1								1
JJ/WB		1								1

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TABLE - 43 LONG TERM TRAINING BY SOURCE OF FUNDING

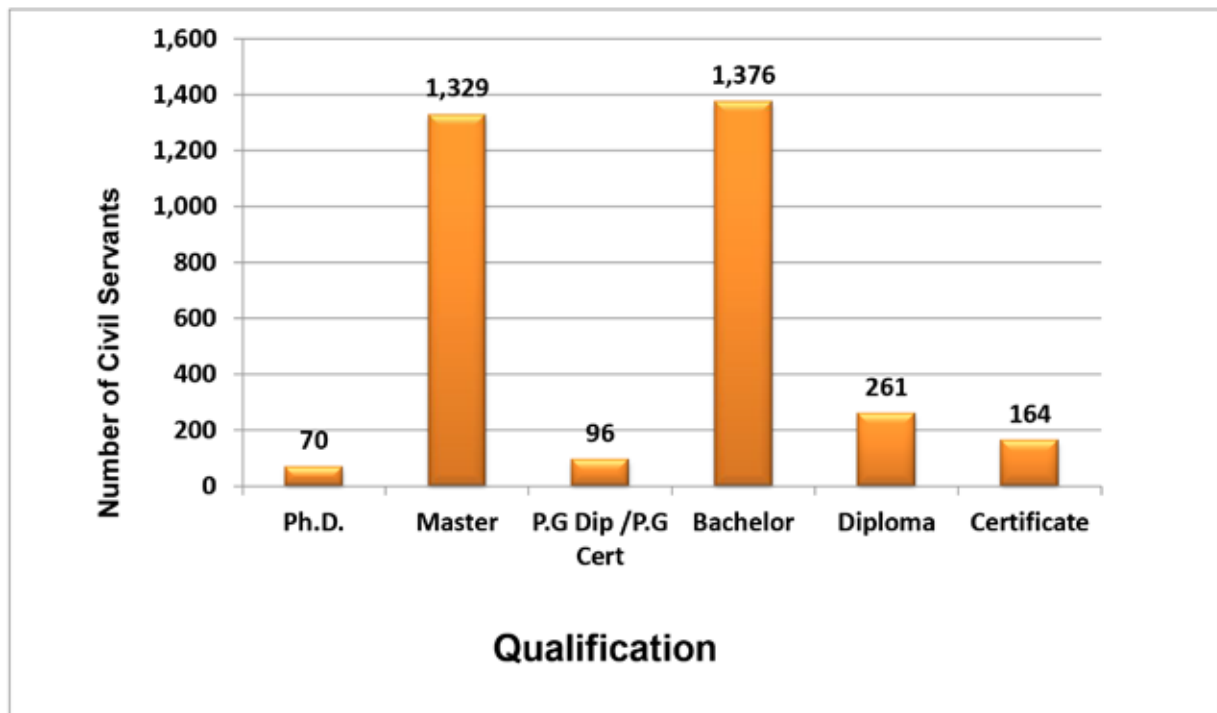
(January - December 2014)

Source of Funding	Type of Training									Grand Total
	Ph.D.	Master	PGD	Bachelor	Diploma	Certificate	IAAS	IAS	IRS	
Kasetsart University		1								1
Madanjeet Group Scholarship		1								1
NFP		1								1
Private Sponsors				1						1
Royal Govt. of Bhutan: BSDP		1								1
SDS		1								1
TICA		1								1
UNFPA					1					1
University Scholarship/Pvt Funding	1									1
University Scholarship/RGOB				1						1
World Bank/Govt. of Japan		1								1
World Customs Organization (WCO)		1								1
WTO						1				1
Others		8	1							9
Grand Total	6	350	58	321	21	14	2	3	7	782

Table - 44 YEAR-WISE LONG-TERM TRAINING AVAILED BY THE CIVIL SERVANTS

Qualification	2008	2009	2010	2011	2012	2013	2014	Total
Ph.D.	5	14	15	11	13	12	6	70
Master	107	225	246	223	309	219	350	1,329
P.G Dip /P.G Cert	26	17	1	2	50		58	96
Bachelor	39	137	271	209	497	223	321	1,376
Diploma	14	53	51	35	76	32	21	261
Certificate	36	29	21	22	33	23	26	164
Grand Total	227	475	605	502	978	509	782	3,296

GRAPH- 19 LONG-TERM TRAINING AVAILED BY THE CIVIL SERVANTS (2008-2014)



**TABLE - 45 LONG TERM TRAINING IMPLEMENTATION
(July 2008 to December 2014)**

Type of Training	10 th FYP target	10th FYP Implemented		July - Dec 2013	Jan - Dec 2014
		Total	Implementation (%)		
Ph.D	76	48	63.16	5	6
Master	1,134	1,192	105.11	123	350
PGD/PGC	285	104	36.49	0	58
Bachelor	588	1,173	199.49	210	321
Diploma/Certificate	830	410	49.40	29	47
Grand Total	2,913	2,927	100.48	367	782

TABLE - 46 SUPPLY PROJECTION OF UNIVERSITY GRADUATES IN SCARCE PROFESSIONS FOR THE CIVIL SERVICE

SL. No	Degree	2015			2016			2017			2018			TOTAL
		GOV	PVT	TOTAL	GOV	PVT	TOTAL	GOV	PVT	TOTAL	GOV	PVT	TOTAL	
Health														
1	MBBS	36	NA	36	31	NA	31	38	NA	38	23	NA	23	148
2	BDS	9	NA	9	7	NA	7	11	NA	11	2	NA	2	36
3	B.Sc. Nursing	22	NA	22	30	NA	30	30	NA	30	0	NA	0	114
4	B.Sc. Pharmacy	3	NA	3	8	NA	8	0	NA	0	0	NA	0	15
5	B.Sc. Physiotherapy	0	NA	0	4	NA	4	3	NA	3	0	NA	0	8
6	B.Sc. Allied health Sciences	0	NA	0	0	NA	0	0	NA	0	0	NA	0	0
7	B.Sc. Medical Lab. Technology	4	NA	4	4	NA	4	4	NA	4	0	NA	0	16
8	B.Sc. Radio Technology	0	NA	0	0	NA	0	0	NA	0	0	NA	0	1
9	B. Biomedical Engineering	0	NA	0	3	NA	3	3	NA	3	0	NA	0	7
10	B. Medical Radio Imaging Tech.	0	NA	0	2	NA	2	0	NA	0	0	NA	0	3
11	B.Sc. Nutrition and Diet	0	NA	0	0	NA	0	0	NA	0	0	NA	0	0
12	Homeopathic Med. Surgery	0	NA	0	0	NA	0	4	NA	4	0	NA	0	4
	Total	74	NA	74	89	NA	89	93	NA	93	25	NA	25	352
Engineering														
1	B.E. Civil Engineering	80	NA	80	59	13	72	71	1	72	104	NA	104	398
2	B.E. Mechanical	8	NA	8	8	NA	8	4	NA	4	0	NA	0	27
3	B.Architecture	11	NA	11	30	NA	30	30	NA	30	4	NA	4	81
4	B.E. Electrical	45	NA	45	42	3	45	45	NA	45	0	NA	0	180
	Total	144	NA	144	139	16	155	150	NA	151	108	NA	108	686
Law														
1	LL.B.	7	32	39	9	27	36	6	NA	6	6	1	7	147
	Total	7	32	39	9	27	36	6	NA	6	6	1	7	147
Education														
1	B.Ed	761	NA	761	672	NA	672	672	NA	672	NA	NA	NA	2,636
2	PGDE	255	NA	255	255	NA	255	255	NA	255	NA	NA	NA	985
	Total	1,016	NA	1,016	927	NA	927	927	NA	927	NA	NA	NA	3,621

Source : DAHE-MOE, RUB & RCSC

SECONDMENT

TABLE - 47 CIVIL SERVANTS ON SECONDMENT BY AGENCY

Agency	Seconded To					Grand Total
	National	National Proj./Corp./ Authority	NGO	PvtSchool	SAARC	
Ministry of Agriculture & Forests	5	2	1		3	11
Ministry of Economic Affairs	4		7			11
Ministry of Education	7	3		1		11
Ministry of Finance	3	1				4
Ministry of Foreign Affairs	1					1
Ministry of Health	18					18
Ministry of Home & Cultural Affairs	7	4				11
Ministry of Information and Communications	2					2
Ministry of Labour & Human Resources	1					1
Ministry of Works & Human Settlement	3					3
BCSEA	2					2
Bhutan Olympic Committee	1					1
Bhutan Standards Bureau	1					1
Gross National Happiness Commission	2					2
Royal Audit Authority	1					1
Royal Civil Service Commission	1	1				2
Royal Court of Justice	2					2
Dagana Dzongkhag	2					2
Haa Dzongkhag	1					1
Mongar Dzongkhag	4					4
Paro Dzongkhag	1					1
Pemagatsel Dzongkhag	1					1
Sarpang Dzongkhag	1					1
Thimphu Dzongkhag	1					1
Trongsa Dzongkhag	1					1
Tsirang Dzongkhag	1					1
Tsirang Dzongkhag	1					1
Thimphu Thromde	3					3
Phuentsholing Thromde	1					1
Total	79	18	1	1	3	102

EXPATRIATES & INTERNATIONAL VOLUNTEERS

TABLE - 48 EXPATRIATES & INTERNATIONAL VOLUNTEERS

Expatriates	469
Regular	25
Contract	444
International Volunteers in the Civil Service	70

TABLE - 49 EXPATRIATES BY AGENCY AND EMPLOYMENT CATEGORIES

Agencies	Regular	Contract	TOTAL
Ministry of Education		401	401
Ministry of Health	7	32	39
Ministry of Works & Human Settlement	7	6	13
Ministry of Finance	3	1	4
Ministry of Agriculture and Forests	2	1	3
ministry of home & Culture Affairs	1	2	3
Ministry of Foreign Affairs	2		2
Ministry of Labour & Human Resources	2		2
Ministry of Information and Communications		1	1
Phuentsholing Thromde	1		1
TOTAL	25	444	469
% of total Civil Service Strength	1.78%		

TABLE - 50 INTERNATIONAL VOLUNTEERS BY AGENCIES

Agencies	Volunteers					TOTAL
	Australian Volunteers	Bhutan Canada Foundation Volunteers	FFT	JOCV	SV	
Ministry of Agriculture & Forests	1		2	1	3	7
Ministry of Education	6	20		7	2	35
Ministry of Economic Affairs					1	1
Ministry of Health	2		1	4	4	11
Ministry of Home & Culture Affairs					1	1
Ministry Of Information and Communications					2	2
Ministry of Labour & Human Resources			3		1	4
Ministry of Works & Human Settlement					1	1
Thimphu Thromde					2	2
Bhutan Olympic Committee				1		1
Royal Institute of Management	1					
RSPN				1		1
CDCL					1	1
NSB					1	1
RUB					2	2
Total	10	20	6	14	21	70

* Note : FFT = Friends From Thailand, JOCV = Japan Overseas Co-operation Volunteers, AV= Australian Volunteers, SV: Senior Volunteers

PART III - SPOTLIGHT ON EXECUTIVES

1. Overview

Executive and Specialist Services include civil servants in executive and specialist categories. Civil servants in this category hold the highest positions levels in the civil service. They include civil servants holding executive positions levels from EX3 to EX1 and specialist position levels from ES3 to ES1.

As of 31st December 2014, there are a total of 254 civil servants in the Executive and Specialist Services category which is equivalent to 0.97% of the total civil servants (26320). Of this, 96 are specialists and 148 are executives.

In terms of qualification, the Executive and Specialist Services indicate fairly high qualified civil servants with more than 91.73% of them holding bachelor degree or higher qualification levels (Annexure 3.1 and 3.2). In terms of gender disaggregated data, the Executive and Specialist Services still consist of significantly fewer women with only 9.45% of the total civil servants in Executive and Specialist Services consisting of female. The average age of civil servants in Executive and Specialist Services is 50.

During January to December 2014, 25 Specialists and 12 Executives were promoted while 18 executives were appointed.

2. Executive and Specialist Services by Position Level

The highest numbers of executives are in position level EX3. They constitute 50.68% of the total executives. EX1 which hold portfolios as head of agencies has 18.24% of the total executives. In specialist category, 75% of them are in ES3 and only 1.04 % of the total specialists are in position level ES1 (Annexure 1). Of the total of 254 executives and specialists, 2 executives and 2 specialists are on contract.

3. Executive Service by Qualification and position level

Of the total 254 executives and specialists, 2.76% of them hold PhD, 78.74% Masters Degree and 9.84% bachelors degree while the remaining 8.66% hold PG Diploma and other levels of qualification (Annexure 2). 85% of specialists and 75% of executives hold masters degree. 4% of the specialists hold PhD in field such as agriculture and health.

4. Executive and Specialist Services by Agency

48.73 % of the total executives are in the Ministries. Ministry of Home and Culture Affairs has the highest number of executives (17.08%) since all the Dzongdags are currently reflected with Ministry of Home and Culture Affairs. This is followed by Ministry of Foreign Affairs (12.02%). Of the 19 executives in Ministry of Foreign Affairs, 13 are stationed outside Bhutan (Annexure 3).

87.50% of the total specialists are in the Ministries. The Ministry of Agriculture and Forests has the highest number of specialists (35.41%) followed by Ministry of Health which has 33.33% of the total specialists.

5. Executive and Specialist Services by Gender

As of December 31, 2014, 9.45% of the total civil servants in Executive and Specialist Services consisted of females. This includes 13 female executives constituting 8.23% of the total executives and 11 female specialists consisting of 11.46% of the total specialist (Annexure 4).

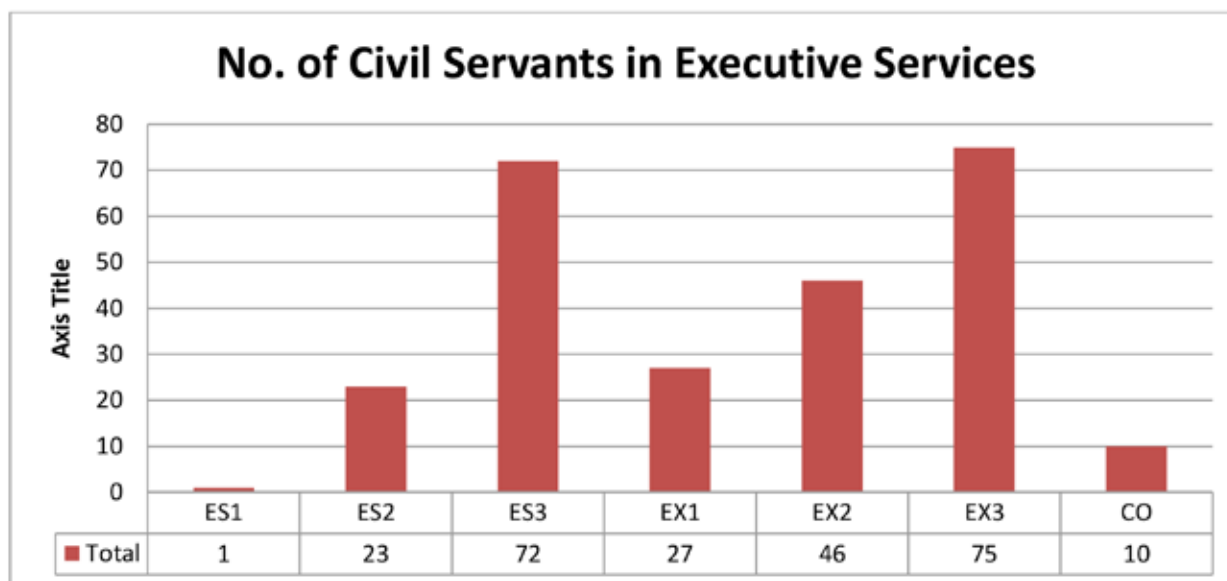
6. Executives Services by Age

Majority of the executives and specialists fall in the age range of 50 to 54 (36.22%). 5.51% of the executives fall in age range of 40-44 which indicate that they would have another 15 to 20 years of active service in the civil service. There are 28.74% (73) of them above the age of 55 which means that they would be superannuating in the next 5 years (Annexure 5). The average age in Executive and Specialist Services is 50.

7. Superannuation of existing executives and specialist post 2015

Of the existing 254 executives and specialists, the highest number of executives to superannuate will be in the year 2025 (10.14%) and the highest number of specialists to superannuate will be in the year 2018 (12%). By the year 2033, all of the current lot of executives and specialists would have superannuated (Annexure 6).

Annexure1.Executive and Specialist Services by Position level



*CO: Constitutional Office (4 eminent members to the National Council, 5 Commission members of RCSC, 1 Attorney General)

Position Category & Position Level	31st December 2014		
	Regular	Contract	Total
Executive Position Category			
Constitutional offices	10		10
EX1	27		27
EX2	45	1	46
EX3	74	1	75
Total	156	2	158
Specialist Position Category			
ES1	1		1
ES2	22	1	23
ES3	71	1	72
Total	94	2	96

Annexure 2. Executive and Specialist Services by position levels and qualification

	ES1	ES2	ES3	EX1	EX2	EX3	*CO	Grand Total
Bachelors	1	0	3	5	8	9		26
Masters	1	17	64	17	33	59	9	200
P.G Diploma		2	3		2		1	8
Diploma		2				1		3
Certificate			1	4	1	4		9
Phd		3	1	1		2		7
TOTAL	2	24	72	27	44	75	10	254

*CO: Constitutional Offices

Annexure 3. Executive and Specialist Services by Agency

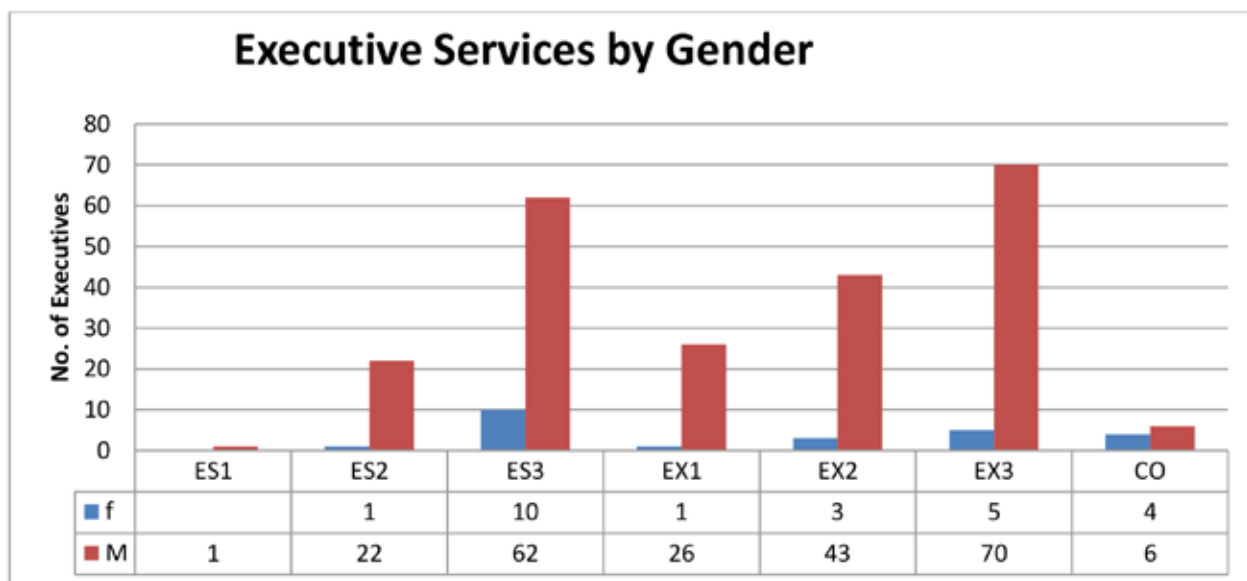
Agencies	Position Level									
	*CO	EX1	EX2	EX3	GT (EX)	ES1	ES2	ES3	GT (ES)	GT (EX+ES)
His Majesty's Secretariat		2	2	6	10				0	10
His Majesty The 4th King Secretariat		2		3	5				0	5
Sub Total	0	4	2	9	15	0	0	0	0	15
Legislative										
National Assembly		1		2	3				0	3
National Council	4	1		1	6				0	6
Sub Total	4	2	0	3	9	0	0	0	0	9
Ministries and Cabinet Secretariat										
Cabinet Secretariat		1		1	2				0	2
Ministry of Agriculture and Forests		1	3	2	6	1	13	20	34	40
Ministry of Economic Affairs		1	2	7	10			1	1	11
Ministry of Education		1	3	1	5			3	3	8
Ministry of Finance		1	2	2	5			3	3	8
Ministry of Foreign Affairs		4	8	7	19			1	1	20
Ministry of Health		1	2	3	6		7	25	32	38
Ministry of Home & Cultural Affairs (*dzongdas reflected separately)		1	3	5	9				0	9
Ministry of Information & Communication		1	2	2	5				0	5
Ministry of Labour & Human Resources		1		4	5			3	3	8
Ministry of Works & Human Settlement		1		4	5			6	6	11
Sub Total	0	14	25	38	77	1	20	62	83	160
Constitution										
Anti-Corruption Commission				1	1				0	1
Royal Audit Authority				1	1				0	1
Royal Civil Service Commission	5	1		1	7				0	7

Sub Total	5	1	0	3	9	0	0	0	0	9
Commission Secretariat										
DratshangLhentshog		1			1				0	1
Dzongkha Development Commission					0		1		1	1
Gross National Happiness Commission		1		1	2				0	2
National Environment Commission		1			1			1	1	2
National Land Commission		2	1		3		2	2	4	7
Sub Total	0	5	1	1	7	0	3	3	6	13
Autonomous Agency										
Bhutan Council for School Examination and Assessment				1	1			2	2	3
Bhutan Information Communications & Media Authority				1	1				0	1
Bhutan Narcotic Control Agency			1		1				0	1
Bhutan Standards Bureau			1		1				0	1
Centre for Bhutan Studies and GNH Research		1			1				0	1
Drug Regulatory Authority				1	1				0	1
National Commission for Women & Children			1		1				0	1
National Statistics Bureau			1		1				0	1
Office of the Attorney General	1				1				0	1
Tourism Council of Bhutan				1	1		1		0	1
Royal Institute of Law				1	1				0	1
Royal Institute of Management			1	1	2			3	3	5
Bhutan Olympic Committee				1	1					1
Sub Total	1	1	5	7	14	0	0	5	5	19
Dzongkhag										
Samtse			1		1				0	1
Bumthang			1							1
Tashigang			1		1				0	1
Mongar			1		1				0	1
Paro			1		1				0	1
Pemagatsel			1		1				0	1
Punakha			1		1				0	1
SamdrupJongkhar			1		1				0	1
Sarpang			1		1				0	1
Thimphu			1		1				0	1
Chukha			1		1					1
Trongsa				1	1				0	1
Tsirang				1	1				0	1
Zhemgang				1	1				0	1
Gasa				1	1				0	1
Haa				1	1				0	1

Lhuntse				1	1				0	1
Trashiyangtse				1	1				0	1
Dagana				1	1				0	1
Wangdiphodrang					0					0
Sub Total	0	0	11	8	19	0	0	0	0	19
Thromde										
SamdrupjongkharThromde				1	1			1	1	2
ThimphuThromde				1	1				0	1
GelephuThromde				1	1				0	1
PhuentsholingThromde				1	1				0	1
Sub Total	0	0	0	4	4	0	0	1	1	5
Non -Civil Service Agencies										
					0				0	0
Corporation			2	1	3			1	1	4
Non Governmental Organization				2	2				0	2
Sub Total	0	0	2	3	5	0	0	1	1	6
Grand Total	10	27	46	76	158	1	23	72	96	254

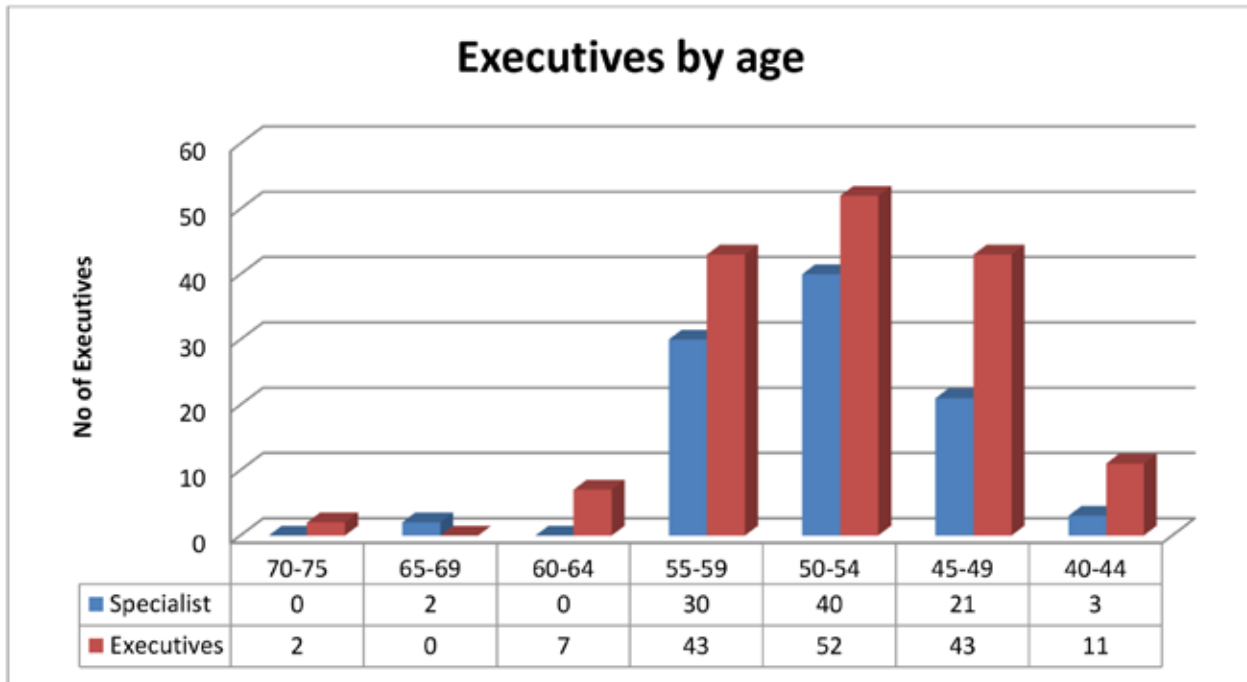
*CO: Constitutional Offices

Annexure 4. Executives Services by Gender



*CO: Constitutional Offices

Annexure 5. Executives Services by Age



Annexure 6. Superannuation of existing executives and specialist post 2015

