

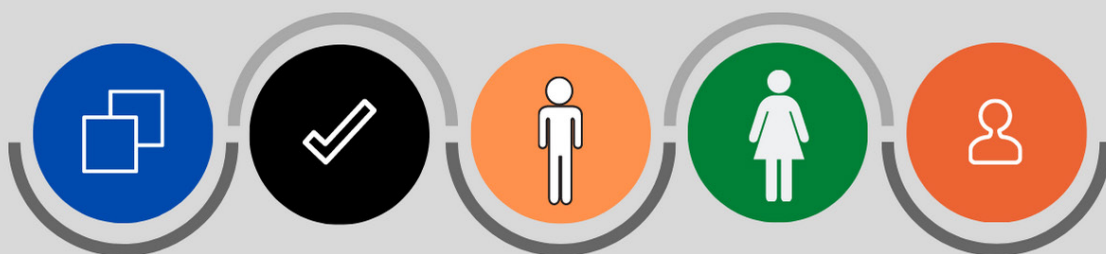
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ROYAL CIVIL SERVICE COMMISSION



CIVIL SERVICE STATISTICS

2020



Contract
(4521)

Regular
(26,698)

Male
(19019)

Female
(12,200)

Strength
(31,219)

Excellence in Service

**CIVIL SERVICE STATISTICS
DECEMBER 2020**

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Introduction

This Report presents an overview of the Civil Service statistics as on 31st December 2020. It includes information on civil servants recruited as regular and contract under Judiciary, Legislative, Constitutional (except Election Commission of Bhutan), Ministries, Autonomous Agencies, Dzongkhags and Thromdes. It also includes information on promotion and separation of civil servants in the above agencies and seconded to Non-civil Service Agencies. The trend on recruitment and separation provides an overview of the growth in Civil Service.

The information are presented in 55 tables and 15 graphs indicating civil servants by Employment type, Dzongkhag location, Gender and Age group. The number of civil servants is also disaggregated by Position Categories and Position Levels, and Major Occupational Groups and Sub-groups giving the overview of the Civil Service structure.

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

The information on civil servants by level of qualification provides an assessment of the Human Resource capacity. The percentage of civil servants meeting the qualification requirement as per the Position Directory of the Bhutan Civil Service Rules and Regulations (BCSR) 2018 provides a reflection of the level of 'competence' of the Civil Service.

The long-term training implementation status provides information on progress that has been made till 31st December 2020. The information on civil servants pursuing higher education by type of training and by country are also made available, which makes it easier for effective monitoring.

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

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

Part I – Overview of the Report

General

The size of the Civil Service as on 31st December 2020 is 31,219 consisting of 26,698 regular civil servants and 4,433 on contract. Most civil servants on contract are in the teaching and education sector.

There has been a significant growth in the size of Civil Service over a period of one decade. The cumulative growth in the Civil Service strength as on 31st December 2020 compared to the strength on 31st December 2008 is 65.05%. The annual growth for the year 2020 was 3.95% compared to 4.94% in 2019, 1.95% in 2018, 3.90% in 2017, 1.60% in 2016 and 1.10% in 2015.

Overall, the civil servants in Dzongkhag and Thromde Administrations have been 58% on an average for the last 6 years from 2015 to 2020. The growth in the civil service was 57.14% in 2015, 58.14% in 2016, 59.13% in 2017, 58.83% in 2018, 58.84% in 2019 59.68% in 2020 (Table 14).

As on 31st December 2020, the number of civil servants constituted 4.17% of the total population of the country (Table 2). The ratio of civil servants to population was 1:24. Female Civil Servants constituted 42.10% with an increase of 3.94% from 2019.

During January to December 2020, a total of 2,004 civil servants were recruited, 4,456 promoted, and 1,084 separated with a net increase of 922 Civil Servants (Graph 10). The median age in the Civil Service is 35 years in 2020.

Position Category and Position Level

As on 31st December 2020, there are 305 (0.98%) civil servants in Executive and Specialist Category, 14,760 (47.28%) civil servants in Professional and Management Category, 13,648 (43.71%) in Supervisory and Support Category and 2,506 (8.03%) in Operational Category (Table 3).

Employment Type

There are 26,698 regular civil servants equivalent to 85.51% and 4,521 on

contract equivalent to 14.48% (Table 1). By working agencies, the Ministry of Agriculture and Forests has the highest number of regular employees with 2,808 followed by Ministry of Health with 1465 regular employees (Table 6). As Parent Agencies, the Ministry of Education has the highest number of contract employees with 3,022 followed by Ministry of Home and Cultural Affairs with 358 contract employees (Table 7).

Besides regular and contract civil servants, there are 3,622 as Elementary Service Personnel (ESP) and 3,122 as General Service Personnel (GSP), who are not considered as civil servants, and therefore kept outside the total strength of the Civil Service.

Agency

By Working Agencies, the Ministry of Agriculture and Forests has the highest number of Civil Servants with 2,962 constituting 9.49% of the total strength. It was followed by Trashigang Dzongkhag with 1,556 constituting 4.98%, Ministry of Health with 1,550 constituting 4.96%, and Samtse Dzongkhag with 1,456 constituting 4.66%.

By Parent Agencies, the Ministry of Education has the highest number of civil servants with 12,599 constituting 40.36% of the total strength of the Civil Service. It was followed by the Ministry of Health with 5,093 constituting 16.31% and Ministry of Agriculture and Forest with 3,530 constituting 11.31% (Table 7).

Location

Civil servants by location refers to civil servants working within the geographical perimeter of a Dzongkhag but not necessarily under Dzongkhag Administration. By location, Thimphu Dzongkhag has 8,785 civil servants which included civil servants of all central agencies located within the perimeter of Thimphu Dzongkhag. It is followed by Chhukha with 2,267, and Sarpang with 2,159. Gasa Dzongkhag has the least number of 309 civil servants (Table 15).

As on 31st December 2020, 59.68% of the civil servants are working under Dzongkhag and Thromde Administrations (Table 14). Although by location, Thimphu Dzongkhag has the highest number of 8,785, only 509 civil servants

are actually under Dzongkhag Administration. Thimphu Thromde has 1,389 civil servants and the rest are under Ministries and Central Agencies (Table 16). Under Dzongkhag Administration, the highest numbers of civil servants are under Trashigang with 1,556 followed by Samtse with 1,456 and Chhukha with 1,156. The other Dzongkhag Administrations have lesser number with least number of 225 civil servants under Gasa Dzongkhag Administration (Table 17).

Major Occupational Groups

Amongst the 19 Major Occupational Groups, the Education and Training Services has the highest number of Civil Servants with 9,818 constituting 31.45%. It is followed by the General Administration and Support Services with 5,721 constituting 18.33% and Medical and Health Services with 3,908 constituting 12.52%. The Arts, Culture & Literacy Services has the least number of 79 civil servants constituting 0.25% of the total strength (Table 19 and Graph 4).

Gender

Of the total of 31,219 civil servants, 12,048 are female Civil Servants constituting 42.10% of the total strength of the Civil Service. Among the Major Occupational Groups, the highest numbers of female civil servants are in the Education and Training Services with 4,072 constituting 14.23% of the total strength of the Civil Service and 41.47% within the MOG. It is followed by General Administration and Support Services with 2,486 and Medical and Health Services with 1,836 (Table 23).

Age Groups

By age groups, about 75% of the civil servants are below the age of 41 years as on 31st December 2020 and around 25% of civil servants are younger than 29 years. The median age of civil servants is 35 years. A total of 7,339 civil servants equivalent to 23.50% fall under 30-34 years age group, followed by 6,301 civil servants equivalent to 20.18% under 35-39 years age group (Graph 7).

Recruitment

From January to December 2020, a total of 2,004 civil servants are recruited, the highest being in Education and Training Services Group with 738, followed

by Medical and Health Services Group with 455 new recruits and Administration and Support Services Group with 259 (Table 27).

Promotion

A total of 4,456 civil servants are promoted from January to December 2020. It included 57 in Executive & Specialist Category, 2,197 in Professional and Management Category, 2,073 in Supervisory and Support Category, and 129 in Operational Category (Table 30).

Separation

From January to December 2020, a total of 1084 civil servants are separated with 576 regular employees and 508 contract employees. By position categories, 23 separation is from Executive & Specialist Category, 454 from Professional and Management Category, 512 from Supervisory and Support Category and 95 from Operational Category respectively.

Regular Civil Servants by Qualification

Of the total 26,698 regular civil servants, 35 has PhD, 2691 has Masters Degree, 2539 has PG, 7986 has Bachelor's Degree while 13447 has diploma and lower qualification (Table 37).

Long-Term Training

During January to December 2020, a total of 408 civil servants were sent for long-term training. Out of 408 candidates, 2 are undergoing Ph.D., 2 Specialization, 311 Masters Degree, 52 Bachelors, 2 Visiting fellowship and 39 Certificate.

Secondment

As on 31st December 2020, there are 1 civil servants on Secondment in non-civil service agencies. (Table 47).

Extraordinary Leave

A total of 569 civil servants availed Extraordinary Leave as of 31st December 2020. The highest number is at P3 position level which accounted for 171 civil servants and followed by 125 civil servants at P4 (Table 48).

Superstructure

Amongst the five Superstructure groups, Technical Service has the highest number of civil servants with 12,058 and the least number in Executive and Specialist Service with 303.

Volunteers

There were 37 international volunteers out of which 19 are Japan International Cooperation Agency (JICA). Ministry of Health recruited the highest international volunteers (Table-55).

Part II - Detailed Statistics

General

Table 1
Summary

Category	As of 31	%
Regular (Bhutanese)	26,689	85.49%
Regular (Non-Bhutanese)	9	0.03%
Contract (Bhutanese)	4,433	14.20%
Contract (Non-Bhutanese)	88	0.28%
Total Civil Service Strength	31,219	100%
Total Regular	26,698	85.52%
Total Contract	4,521	14.48%
Total Female Civil Servants	12,200	39.08%
Total Male Civil Servants	19,019	60.92%
Total Civil Servants located in Thimphu	8,785	28.14%
Total Civil Servants outside Thimphu	22,344	71.57%
Total Civil Servants located outside the Country	90	0.29%
Total Civil Servants under Dzongkhag Administration & Thromde	18,632	59.68%
Total Expatriates in the Civil Service	97	0.31%
International Volunteers	2	0.01%
Substitute Teachers, Substitute for EOL, Substitute for Maternity Leave & Substitute for Study Leave	8	0.03%

The cumulative figures of Elementary Service Personnel and General Service Personnel as on 31st December 2020 are as follows:

1. Elementary Service Personnel¹ : 3,622
2. General Service Personnel² : 3,122

^{1&2} Source: Department of Public Accounts, MoF

Table 2
Proportion of Civil Servants to Population

Year	Number of civil servants	Population	%	Civil Servant to Population Ratio
2008	19,848	671,083	2.96%	1:34
2009	21,113	683,407	3.09%	1:32
2010	22,512	695,822	3.24%	1:31
2011	23,151	708,265	3.27%	1:31
2012	24,275	720,679	3.37%	1:30
2013	25,306	733,004	3.45%	1:29
2014	26,320	745,153	3.53%	1:28
2015	26,611	757,042	3.52%	1:28
2016	27,029	768,577	3.52%	1:28
2017	28,070	735,553	3.82%	1:26
2018	28,618	734,374	3.90%	1:26
2019	30,032	741,672	4.05%	1:25
2020	31,219	748,931	4.17%	1:24

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

Table 3

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

Position Category	<10			10-19			20-30			>30			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Executive and Specialists				8		8	179	1	180	100	17	117	305
Professional & Management	5179	1404	6583	5636	158	5794	1971	69	2040	292	51	343	14760
Supervisory & Support	4661	1607	6268	4651	170	4821	2184	23	2207	301	51	352	13648
Operational Staff	287	675	962	725	259	984	485	33	518	39	3	42	2506
Total	10127	3686	13813	11020	587	11607	4819	126	4945	732	122	854	31219

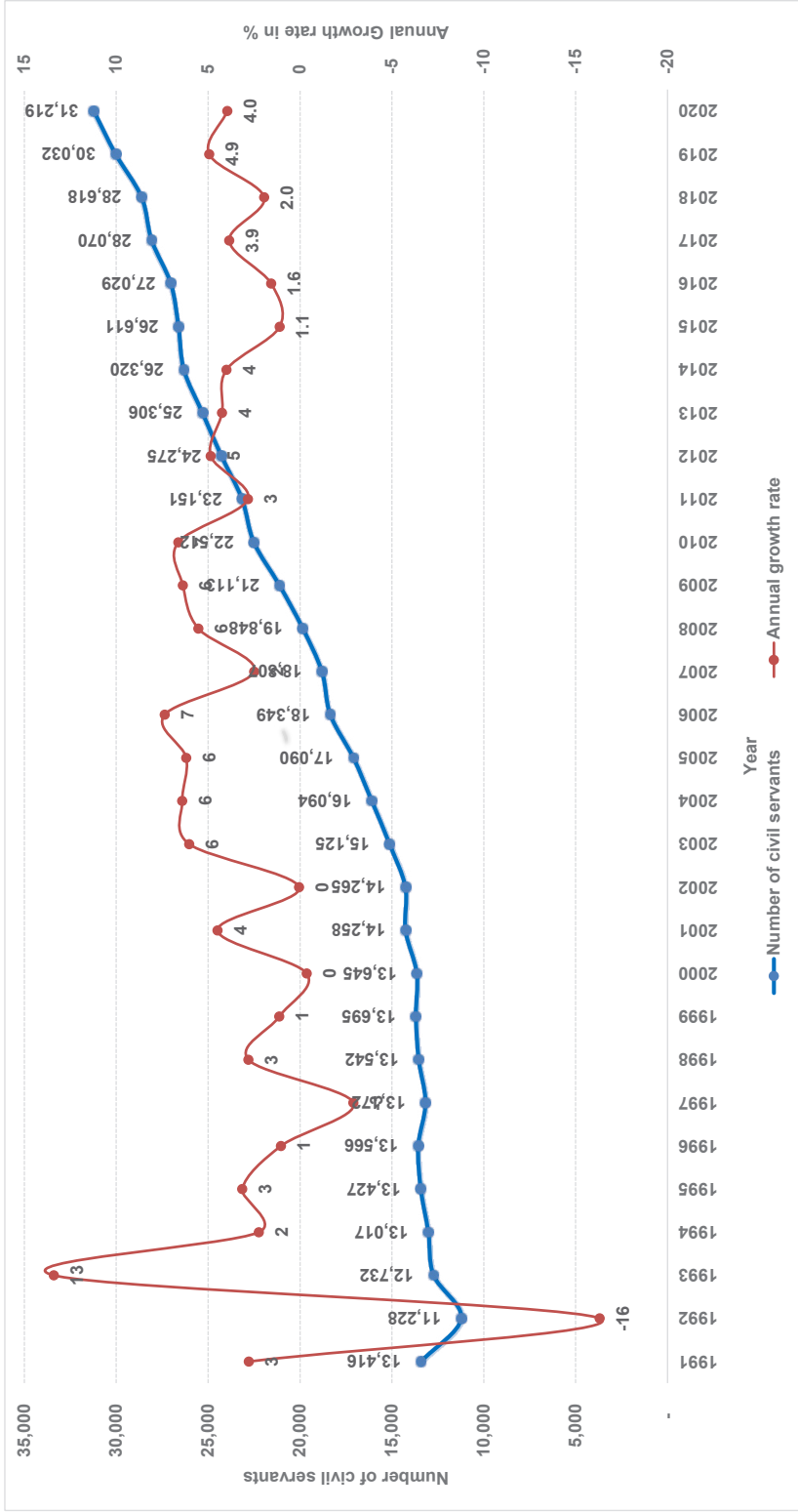
Note. R: Regular, C: Contract & T: Total

Table 4

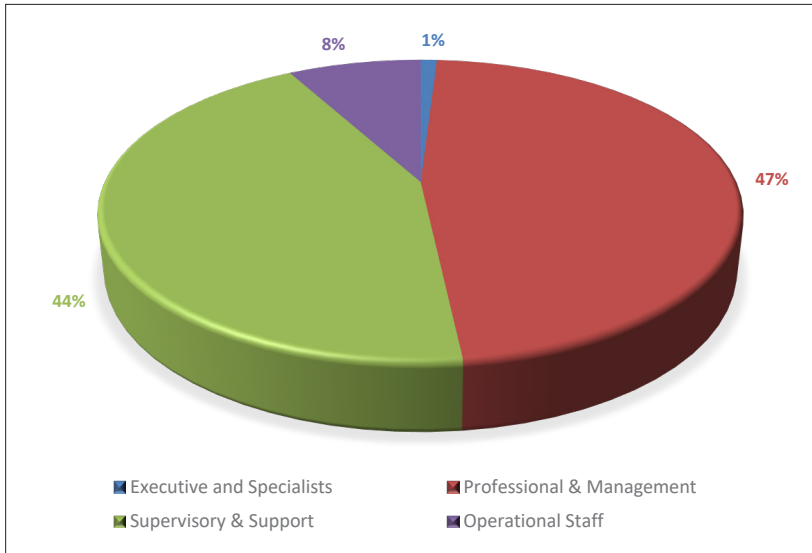
Number of Civil/Public Servants Conferred the Royal Civil Service Award 2020

Category of Awards	Civil Service	Public Service	Total
10 Years and above (Bronze)	1840	804	2,644
20 Years and above (Silver)	776	340	1,116
30 Years and above (Gold)	316	150	466
Lifetime Services (Gold)	257	157	414
Total	3,189	1,451	4,640

Graph 1
Civil Service Staffing Trend (1991 to 2020)



Graph 2
Civil Servants by Position Category (in %)



Graph 3
Civil Servants by Position Category (2016 - 2020)

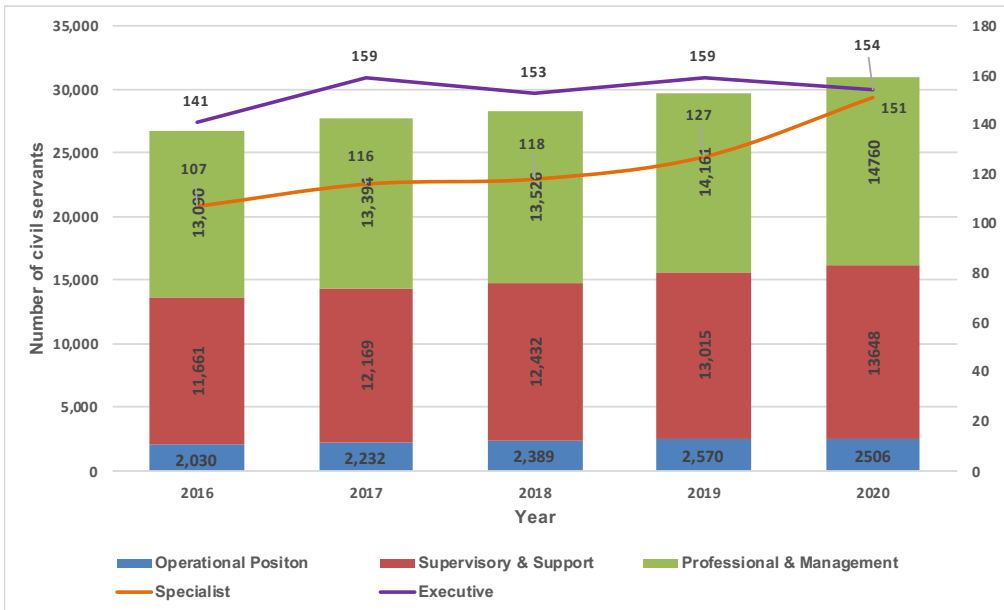


Table 5

Civil Servants by Position Category and Employment Type

Position Category & Position Level	2016			2017			2018			2019			2020		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
Executive															
No Level ¹	3		3	3		3	3		3		3	3		2	2
EX1	25		25	25		25	23		23		23	23		25	25
EX2	47	2	49	58	1	59	51	2	53	3	55	49		2	51
EX3	62	2	64	68	4	72	70	4	74	4	78	72		4	76
Total	137	4	141	154	5	159	147	6	153	8	159	148		6	154
Specialist															
ES1	3		3	5	1	6	4	1	5		3	6		6	12
ES2	32	2	34	36	1	37	40	2	42	1	37	30		2	32
ES3	69	1	70	72	1	73	70	1	71	2	87	103		4	107
Total	104	3	107	113	3	116	114	4	118	3	127	139		12	151
Professional & Management Category															
P1	850	16	866	944	18	962	1,037	19	1,056	17	1,159	1,265		23	1,288
P2	1,560	25	1,585	1,720	29	1,749	1,900	28	1,928	35	2,092	2,248		36	2,284
P3	2,737	96	2,833	3,202	74	3,276	3,735	75	3,810	62	3,891	3,721		43	3,764
P4	3,990	211	4,201	3,853	116	3,969	3,430	163	3,593	236	3,633	3,385		230	3,615
P5	2,925	680	3,605	2,617	821	3,438	2,225	914	3,139	1,240	3,386	2,459		1,350	3,809
Total	12,062	1,028	13,090	12,336	1,058	13,394	12,327	1,199	13,526	1,590	14,161	13,078		1,682	14,760
Supervisory & Support Category															
SS1	2		2	26		26	61		61		110	2778		58	2836
SS2	187	2	189	272	2	274	301	2	303	3	353	2557		61	2618
SS3	815		815	858		858	950		950		1,054	1,814		20	1,834
SS4	1,229	19	1,248	1,355	15	1,370	1,533	14	1,547	16	1,592	799		48	847

S1	2,417	42	2,459	2,561	44	2,605	2,570	48	2,618	2646	60	2706	545	1644	2189	
S2	2,082	258	2,340	2,057	44	2,101	2,011	67	2,078	2146	58	2204	124		124	
S3	1,838	8	1,846	1,943	12	1,955	2,173	16	2,189	2028	17	2045	406	3	409	
S4	1,710	37	1,747	1,488	32	1,520	1,135	18	1,153	955	31	986	1104	2	1106	
S5	745	270	1,015	670	790	1,460	546	987	1,533	520	1445	1965	1670	15	1685	
Total	11,025	636	11,661	11,230	939	12,169	11,280	1,152	12,432	11,385	1,630	13,015	11797	1851	13648	
Operational Category																
O1	793	5	798	846	5	851	839	4	843	849	4	853	852	3	855	
O2	319	82	401	286	129	415	325	168	493	354	174	528	354	161	515	
O3	412	1	413	419	2	421	383	1	384	325	3	328	262	6	268	
O4	309	109	418	186	359	545	116	553	669	92	769	861	68	800	868	
Total	1,833	197	2,030	1,737	495	2,232	1,663	726	2,389	1,620	950	2,570	1536	970	2506	
Grand Total	25,161	1,868	27,029	25,570	2,500	28,070	25,531	3,087	28,618	25,851	4,181	30,032	26698	4521	31219	

Note: R= Regular, C=Contract

Table 6

Civil Servants by Working Agency and Employment Type

Working Agency	Regular			Contract			Grand Total	% against Total
	B	NB	T	B	NB	T		
His Majestys Secretariat	43		43	23		23	66	0.21%
Secretariat of His Majesty The Fourth Druk Gyalpo	8		8	19		19	27	0.09%
Judiciary								
Royal Court of Justice	475		475	34		34	509	1.63%
Supreme Court of Bhutan	7		7				7	0.02%
Legislative								
National Assembly Secretariat	44		44	36		36	80	0.26%
National Council Secretariat	39		39	23		23	62	0.20%
Constitutional								
Royal Audit Authority	244		244	10		10	254	0.81%
Anti-Corruption Commission	139		139	2		2	141	0.45%
Royal Civil Service Commission	95		95	2		2	97	0.31%
Ministry								
Ministry of Agriculture and Forests	2808		2808	154		154	2962	9.49%
Ministry of Health	1465		1465	82	3	85	1550	4.96%
Ministry of Finance	889	13	902	55		55	957	3.07%
Ministry of Works & Human Settlement	630		630	21		21	651	2.09%
Ministry of Home & Cultural Affairs	573		573	26		26	599	1.92%

Working Agency	Regular			Contract			% against Total
	B	NB	T	B	NB	T	
Ministry of Information & Communications	493		493	34		34	1.69%
Ministry of Economic Affairs	492		492	19		19	1.64%
Ministry of Labour & Human Resources	403		403	19		19	1.35%
Ministry of Education	215		215	3		3	0.70%
Ministry of Foreign Affairs	132	72	204	4		4	0.67%
Dzongkhag							
Trashigang Dzongkhag	1219		1219	337		337	4.98%
Samtse Dzongkhag	1156		1156	300		300	4.66%
Chukha Dzongkhag	918		918	238		238	3.70%
Mongar Dzongkhag	787		787	310		310	3.51%
Paro Dzongkhag	925		925	127		127	3.37%
Wangdue Dzongkhag	827		827	137		137	3.09%
Sarpang Dzongkhag	720		720	157		157	2.81%
Samdrup Jongkhar Dzongkhag	670		670	202		202	2.79%
Punakha Dzongkhag	709		709	150		150	2.75%
Dagana Dzongkhag	607		607	195		195	2.57%
Pemagatse Dzongkhag	592		592	173		173	2.45%
Zhemgang Dzongkhag	552		552	197		197	2.40%
Tsirang Dzongkhag	579		579	134		134	2.28%
Trashigang Dzongkhag	496		496	182		182	2.17%

Working Agency	Regular			Contract			Grand Total	% against Total
	B	NB	T	B	NB	T		
Bumthang Dzongkhag	453		453	91		91	544	1.74%
Lhuntse Dzongkhag	414		414	130		130	544	1.74%
Trongsa Dzongkhag	419		419	116		116	535	1.71%
Thimphu Dzongkhag	420		420	89		89	509	1.63%
Haa Dzongkhag	363		363	82		82	445	1.43%
Gasa Dzongkhag	171		171	54		54	225	0.72%
Thromde								
Thimphu Thromde	1270		1270	119		119	1389	4.45%
Phuentsholing Thromde	328		328	42		42	370	1.19%
Gelephu Thromde	248		248	27		27	275	0.88%
Samdrupjongkhar Thromde	164		164	36		36	200	0.64%
Autonomous								
Jigme Dorji Wangchuck National Referral Hospital (JDWNRH)	1113	2	1115	168		168	1283	4.11%
National Land Commission	216		216	5		5	221	0.71%
National Center for Hydrology and Meteorology (NCHM)	191		191	1		1	192	0.62%
Dratshang Lhentshog	44		44	60		60	104	0.33%
Tourism Council of Bhutan	73		73	16		16	89	0.29%
Office of the Attorney General	69		69	5		5	74	0.24%
Gross National Happiness Commission	74		74				74	0.24%

Working Agency	Regular			Contract			% against Total
	B	NB	T	B	NB	T	
National Environment Commission	68		68	5		5	0.23%
Royal Institute of Management	61		61	3		3	0.21%
Cabinet Secretariat	48		48	9		9	0.18%
Bhutan Standards Bureau	54		54	1		1	0.18%
Bhutan Narcotic Control Authority	28		28	26		26	0.17%
National Statistics Bureau	48		48	1		1	0.16%
Royal Education Council	45		45	3		3	0.15%
Bhutan Council for School Examination and Assessment	32		32	1		1	0.11%
Drug Regulatory Authority	30		30	2		2	0.10%
Dzongkha Development Commission	27		27	1		1	0.09%
National Commission for Women & Children	24		24	3		3	0.09%
Bhutan Information Communications & Media Authority	23		23	3		3	0.08%
Bhutan Civil Aviation Authority	23		23	3		3	0.08%
Centre for Bhutan Studies and GNH Research	22		22	4		4	0.08%
Construction Development Board	25		25	1		1	0.08%
Bhutan Olympic Committee	17		17	2		2	0.06%
Bhutan Medical Health Council	13		13	1		1	0.04%
Royal Privy Council	11		11				0.04%
Media Council	3		3	1		1	0.01%

Working Agency	Regular		T	Contract		T	Grand Total	% against Total
	B	NB		B	NB			
Bhutan Health Trust Fund	4		4			4	4	0.01%
National Film Commission	4		4			4	4	0.01%
Bhutan National Legal Institute	14		14	2		16	16	0.05%
Non-civil service								
Non Governmental Organizations	3		3			3	3	0.01%
Corporations	2		2			2	2	0.01%
Defence	1		1			1	1	
Grand Total	26,611	87	26,698	4,518	3	4,521	31,219	100.00%

Note: B: Bhutanese, NB: Non Bhutanese

¹Finance and Accounts staff placed in RBG/RBA/RBP

Table 7

Civil Servants by Parent Agency and Employment Type

Parent Agency	Regular			Contract			Grand Total	% against Total
	B	NB	T	B	NB	T		
His Majesty's Secretariat	26		26	23		23	49	0.16%
Secretariat of His Majesty The Fourth Druk Gyalpo	7		7	18		18	25	0.08%
Judiciary								
Royal Court of Justice	429		429	34		34	463	1.48%
Supreme Court of Bhutan	17		17				17	0.05%
Legislative								
National Assembly Secretariat	30		30	36		36	66	0.21%
National Council Secretariat	28		28	23		23	51	0.16%
Constitutional								
Royal Audit Authority	225		225	10		10	235	0.75%
Royal Civil Service Commission	180		180	7		7	187	0.60%
Anti-Corruption Commission	114		114				114	0.37%
Ministry								
Ministry of Education	9,575	2	9,577	3,022		3,022	12,599	40.36%
Ministry of Health	4,814	5	4,819	271	3	274	5,093	16.31%
Ministry of Agriculture and Forests	3,356	1	3,357	173		173	3,530	11.31%
Ministry of Finance	1,601	26	1,627	52		52	1,679	5.38%
Ministry of Home & Cultural Affairs	1,182	1	1,183	358		358	1,541	4.94%
Ministry of Works & Human Settlement	1,525		1,525	47		47	1,572	5.04%
Ministry of Information & Communications	687		687	47		47	734	2.35%
Ministry of Economic Affairs	453	2	455	21		21	476	1.52%
Ministry of Labour & Human Resources	363		363	18		18	381	1.22%
Ministry of Foreign Affairs	119	49	168	4		4	172	0.55%

Bhutan Information Communications & Media Authority	19	19	3	3	22	0.07%
Drug Regulatory Authority	27	27	2	2	29	0.09%
Centre for Bhutan Studies and GNH Research	18	18	4	4	22	0.07%
National Commission for Women & Children	17	17	3	3	20	0.06%
Construction Development Board	17	17	1	1	18	0.06%
Bhutan Olympic Committee	15	15	1	1	16	0.05%
Bhutan Medical Health Council	10	10	1	1	11	0.04%
Bhutan National Legal Institute	5	5	2	2	7	0.02%
Royal Privy Council	9	9			9	0.03%
Bhutan Health Trust Fund	2	2			2	0.01%
Media Council	1	1	1	1	2	0.01%
National Film Commission	3	3			3	0.01%
Grand Total	26,611	87	26,698	4,518	31,219	100.00%

Note: B: Bhutanese, NB: Non Bhutanese

Table 8
Civil Servants by Working Agency and Position Level

Working Agency	NA	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
His Majestys Secretariat		2	2	6			1	5	1	10	4
Secretariat of His Majesty The Fourth Druk Gyalpo		1		2				1	3	2	
Judiciary											
Royal Court of Justice						1			3	21	22
Supreme Court of Bhutan											4
Legislative											
National Assembly Secretariat		1		1				1	4	1	6
National Council Secretariat	2	1		1				2	1	5	6
Constitutional											
Anti-Corruption Commission				3			1	9	5	20	21
Royal Audit Authority				4				11	27	22	35
Royal Civil Service Commission		1	2	1			1	5	6	13	7
Ministry											
Ministry of Agriculture and Forests		1	2	4	3	9	27	91	87	186	195
Ministry of Economic Affairs		1	5	6			1	37	27	82	56
Ministry of Education		1	3				5	31	44	19	12
Ministry of Finance		1	3	3		1	2	42	56	82	87
Ministry of Foreign Affairs		1	3	8				25	21	24	14
Ministry of Health		1	3	2	1		12	53	63	105	171
Ministry of Home & Cultural Affairs		2	2	5			2	30	21	39	36
Ministry of Information & Communications		1	1	1				15	19	27	32
Ministry of Labour & Human Resources		1	1	4			5	31	19	29	54
Ministry of Works & Human Settlement		1	1	3		1	1	57	28	62	68
Dzongkhag											
Trashigang Dzongkhag			1				1	37	103	203	192
Samtse Dzongkhag						1	2	48	108	162	182
Chukha Dzongkhag			1				1	27	120	162	162
Mongar Dzongkhag			1				1	23	85	146	118
Paro Dzongkhag			1			1	1	73	147	229	138
Wangdue Dzongkhag			1				1	29	90	149	154
Sarpang Dzongkhag			1					49	87	158	99
Samdrup Jongkhar Dzongkhag			1					18	47	89	97
Punakha Dzongkhag			1				1	45	85	161	128

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
4				5	1		6	5	1	7		3	3	66
		1	1	10		1		1	1	1		1	1	27
2			2	61	143	97	18	35	12	18	19	14	41	509
2									1					7
41				6	3		3	7		2	1		3	80
27				2	3	2		7			2	1		62
29			1	5	9	17	2	2	3	8	3	3		141
36		7	21	27	9	23	3	7		14	3	2	3	254
24		1		7	5	3	5	5	4	2	2	1	2	97
25	11	164	248	209	367	400	450	60	105	147	46	31	94	2,962
26	2	3	5	18	38	54	62	33	10	25	3	8	9	511
23	2	2	7	10	9	11	8	8	1	11	7	2	2	218
94		7	76	126	133	124	19	11	15	47	11	9	8	957
27		1	3	9	7	7	10	9		16	5	7	11	208
34	20	31	124	150	317	196	88	25	20	60	24	11	39	1,550
19	3	1	3	37	50	27	59	65	142	26	9	7	14	599
39	1	1	7	31	38	43	79	68	74	13	17	3	17	527
39		1	27	48	45	50	18	14	4	14	4	5	9	422
6	20	7	28	54	94	42	38	8	19	59	23	9	22	651
276	2	9	24	52	120	135	64	50	183	27	28	8	41	1,556
396		14	23	55	93	103	70	16	119	20	6	9	29	1,456
227	1	5	28	43	73	76	36	25	102	15	24	4	24	1,156
269	4	11	29	23	55	62	25	22	153	13	31	5	21	1,097
53	2	15	33	40	61	62	53	21	70	15	8	10	19	1,052
145	3	10	36	46	66	64	53	17	60	15	6	4	15	964
142		10	25	31	60	58	34	12	70	15	3	4	19	877
198	2	5	25	39	65	51	54	14	105	16	19	5	22	872
66	4	6	32	37	52	42	52	19	74	15	7	8	24	859

Working Agency	NA	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Dagana Dzongkhag			1					10	46	64	102
Pemagatsel Dzongkhag			1				1	15	47	104	83
Zhemgang Dzongkhag								7	25	41	99
Tsirang Dzongkhag			1				1	29	60	113	94
Trashhi Yangtse Dzongkhag			1					12	40	70	109
Bumthang Dzongkhag			1				1	18	58	99	79
Lhuntse Dzongkhag			1					8	24	51	81
Trongsa Dzongkhag			1					8	33	60	79
Thimphu Dzongkhag			1		5			22	50	93	55
Haa Dzongkhag			1				1	11	34	70	69
Gasa Dzongkhag			1					2	10	18	21
Thromde											
Thimphu Thromde				1			9	156	289	372	190
Phuentsholing Thromde				1			2	32	61	76	48
Gelephu Thromde				1			1	31	26	60	35
Samdrupjongkhar Thromde				1				7	18	41	28
Autonomous											
Jigme Dorji Wangchuck National Referral Hospital (JDWNRH)				1	3	13	9	41	33	68	190
National Land Commission		2		2			3	8	19	9	19
National Center for Hydrology and Meteorology (NCHM)				1			1	3	5	9	17
Dratshang Lhentshog		1						2	1		2
Tourism Council of Bhutan			1					3	13	11	20
Office of the Attorney General								2	4	25	20
Gross National Happiness Commission		1		1				7	7	21	11
National Environment Commission		1		1		1		5	5	6	8
Royal Institute of Management				1		3	3	2	10	4	1
Cabinet Secretariat		1		1				4	3	6	6
Bhutan Standards Bureau			1					6	4	3	8
Bhutan Narcotic Control Authority			1					2	3	4	
National Statistics Bureau				1			1	4	10	8	8
Royal Education Council			1			1	6	8	12	4	
Bhutan Council for School Examination and Assessment				1			1	9	9		1

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
212	1	6	20	32	43	70	30	10	99	9	17	4	26	802
159	2	2	13	29	50	73	32	9	88	12	18	7	20	765
207		7	13	29	70	58	29	15	79	16	20	7	27	749
88	2	13	30	43	48	47	27	15	49	6	10	3	34	713
145		4	11	24	40	46	32	17	84	10	15	2	16	678
50	2	3	11	24	34	34	34	13	46	14	8	2	13	544
113	1	2	7	14	44	54	13	15	78	8	15	5	10	544
103		3	11	16	47	44	23	10	59	7	8	3	20	535
33		7	21	27	48	30	24	14	45	9	7	3	15	509
63	2	5	9	17	31	35	17	8	41	6	6	3	16	445
60	1	1	9	7	22	12	11	7	24	2	5		12	225
94		1	9	16	25	56	52	29	41	20	12	5	12	1,389
25	1		4	13	17	23	19	11	8	7	3	8	11	370
30	4	2	5	12	8	16	9	8	4	4	5	5	9	275
29			3	4	8	9	11	8	16	3	2	4	8	200
13	28	32	93	136	275	186	54	18	17	34	10	3	26	1,283
15		1	5	12	38	12	12	12	18	15	12	5	2	221
2	1	1		3	19	25	50	18	27	8		1	1	192
5				2		9	4	2	3	10	5	11	47	104
6		1	2	4	3	1	6	7	4	4	2		1	89
2			1		8	4			2	2	1	1	2	74
8		1		1	3	1	5	1		6				74
25			1	1	4		5	3		5	1		1	73
6			3	4	7		5	5	1	4	2	1	2	64
9			1	2	3		3	4		2	4	1	7	57
1		2	3	4	5	1	4	9	1	1	1		1	55
4				2	1	4	4	1			1	3	24	54
1			3	4	1	2			3	1	1	1		49
2				2		2	3	3			1	3		48
1			2	3			1	2		1	1		1	33

Working Agency	NA	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Drug Regulatory Authority				1				1	2	3	10
Dzongkha Development Commission		1						4	1	6	1
National Commission for Women & Children								2	3	6	3
Bhutan Information Communications & Media Authority				1					3	2	3
Bhutan Civil Aviation Authority				1				2	1	5	3
Centre for Bhutan Studies and GNH Research		1						1	1	4	6
Construction Development Board				1				2	1	8	
Bhutan Olympic Committee				1			1		3	5	
Bhutan Medical Health Council				1				2		2	2
Royal Privy Council								2	1		1
Media Council											1
Bhutan Health Trust Fund				1							
National Film Commission								1			1
Bhutan National Legal Institute									1	5	1
Non-civil service											
Non Governmental Organizations				1				2			
Corporations			1						1		
Defence											
Total	2	25	51	76	12	32	107	1,288	2,284	3,764	3,615

Note: ¹Eminent Members of the National Council

²Finance and accounts staff placed in RBG/RBA/RBP

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
			4	3	3		2			1			2	32
7		1			4				1	1			1	28
4			1	1	2		1			1	1	1	1	27
5		2	1	1		2		1	1		2		2	26
5	1			1	1	1			1	1		1	2	26
3			1	1	2	3	1				1		1	26
	1			3	1	4		2		1	1		1	26
				1	3	1		1		1	2			19
				2		1	1	1			1		1	14
1							1			2	2	1		11
2				1										4
			1			2								4
1					1									4
1				2	1			2	1		1		1	16
														3
														2
				1										1
3,809	124	409	1,106	1,685	2,836	2,618	1,834	847	2,189	855	515	268	868	31,219

Table 9
Civil Servants by Parent Agency and Position Level

Parent Agency	NA	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
His Majestys Secretariat		2	2	2				3		7	3
Secretariat of His Majesty The Fourth Druk Gyalpo		1		2					2	2	
Judiciary											
Royal Court of Justice						1				17	17
Supreme Court of Bhutan									2	2	5
Legislative											
National Assembly Secretariat		1		1				1	3		2
National Council Secretariat	2	1		1				2		2	4
Constitutional											
Royal Audit Authority				4				12	25	17	34
Anti-Corruption Commission				3			1	9	5	12	12
Royal Civil Service Commission		1	2	1			1	10	9	33	30
Ministry											
Ministry of Agriculture and Forests		1	2	4	3	9	27	90	106	212	207
Ministry of Health		1	3	4	9	15	25	94	103	242	551
Ministry of Finance		1	3	4		1	2	56	87	102	130
Ministry of Works & Human Settlement		1	1	3		1	2	83	49	88	157
Ministry of Home & Cultural Affairs		2	20	5			2	55	30	66	138
Ministry of Information & Communications		1	1	2				24	32	57	41
Ministry of Economic Affairs		1	6	6			1	37	22	69	54
Ministry of Labour & Human Resources		1	1	4			5	27	18	22	46
Ministry of Education		1	3	1			25	666	1,640	2,574	1,893
Ministry of Foreign Affairs		1	3	9				17	11	18	13
Thromde											
Thimphu Thromde				1				1			1
Phuentsholing Thromde				1							2
Samdrupjongkhar Thromde				1							1
Gelephu Thromde				1							1
Autonomous											
National Land Commission		2		2			3	7	23	6	31
National Center for Hydrology and Meteorology (NCHM)				1			1	3	4	8	14

P5	S1	S2	S3	S4	S5	SS1	SS2	SS3	SS4	O1	O2	O3	O4	Total
4				2			6	5	1	7		2	3	49
		1	1	10		1		1	1	1		1	1	25
2			1	49	128	95	13	35	13	18	19	14	41	463
1				2		1	4							17
39				1	2		3	7		2	1		3	66
26				1		2		7			2	1		51
34		5	19	22	8	23	3	7		14	3	2	3	235
27			1	4	7	12	2	2	3	8	3	3		114
70				4	3	2	5	5	4	2	2	1	2	187
16	12	239	360	260	501	517	453	63	107	150	46	31	114	3,530
51	58	96	426	570	1,147	875	360	69	59	134	69	42	90	5,093
159		19	116	369	321	181	26	12	15	47	11	9	8	1,679
1	42	24	95	140	308	173	155	16	14	118	37	23	41	1,572
131	3		1	40	88	67	127	105	154	135	43	45	284	1,541
67	1	13	34	79	60	48	80	69	75	13	17	3	17	734
30	2	3	5	7	31	53	62	32	10	25	3	8	9	476
37		1	26	43	37	45	18	14	4	14	4	5	9	381
2,949	2		7	6	23	374	354	269	1,530	35	175	19	53	12,599
25			1	4	6	6	10	9		16	5	7	11	172
				2	1	8	9	3	25	17	10	5	12	95
1					2	6	6	2	1	5	2	6	10	44
1						2	4	3	13	2	2	4	8	41
1					3	2	2	4	2	2	4	4	9	35
15	1	4	4	29	69	49	24	35	104	15	17	6	16	462
2	1	1		3	18	25	50	18	27	8		1	1	186

Parent Agency	NA	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Office of the Attorney General								4	13	61	62
Gross National Happiness Commission		1		1				19	19	64	38
Dratshang Lhentshög		1						2			1
National Environment Commission		1		1		1		7	8	10	10
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)								2		1	51
Tourism Council of Bhutan				1				3	12	8	17
National Statistics Bureau					1		1	6	11	8	12
Royal Institute of Management					1		3	3	2	10	4
Bhutan Standards Bureau				1	1			6	4	3	8
Bhutan Narcotic Control Authority					1			2	2	3	
Royal Education Council						1	6	8	10	3	
Cabinet Secretariat		1			1			4	3	2	3
Dzongkha Development Commission		1						4	2	10	5
Bhutan Civil Aviation Authority					1			2	1	6	2
Bhutan Council for School Examination and Assessment					1		1	9	8		1
Bhutan Information Communications & Media Authority					1				2	2	3
Drug Regulatory Authority					1			1	2	3	9
Centre for Bhutan Studies and GNH Research		1						1	1	4	4
National Commission for Women & Children								2	2	4	1
Construction Development Board					1			2	1	5	
Bhutan Olympic Committee							1		2	5	
Bhutan Medical Health Council					1			2		2	1
Bhutan National Legal Institute								2			
Royal Privy Council											
Bhutan Health Trust Fund					1						
Media Council											
National Film Commission								1			
Total	2	25	51	76	12	32	107	1,288	2,284	3,764	3,615

Note: ¹Eminent members of the National Council

P5	S1	S2	S3	S4	S5	SS1	SS2	SS3	SS4	O1	O2	O3	O4	Total
				4	19	14			2	2	1	1	2	185
20					1	1	5	1		6				176
4						8	4	2	3	10	5	11	47	98
37				1	1		5	3		5	1		1	92
4		1			28	5	11	9	9	23	9	2	25	180
6			1	1	2	1	6	7	4	4	2		1	76
			1	16	1	4	1	2	3	1	1	1		70
5			2	3	5		5	5	1	4	2	1	2	58
1		2	1	4	4	1	4	9	1	1	1		1	53
4						3	4	1			1	3	24	48
						2	3	3			1	3		41
8					1		3	4		2	4	1	7	44
10					2				1	1			1	37
5	1				1	1			1	1		1	2	25
				2			1	2		1	1		1	28
4			1	1		2		1	1		2		2	22
			3	2	3		2			1			2	29
3				1	1	3	1				1		1	22
4				1	1		1			1	1	1	1	20
	1					3		2		1	1		1	18
				1	2	1		1		1	2			16
						1	1	1			1		1	11
1							1			2	2	1		9
1				1				2	1		1		1	7
						1								2
2														2
1					1									3
3,809	124	409	1,106	1,685	2,836	2,618	1,834	847	2,189	855	515	268	868	31,219

Table 10

Contract Employees by Working Agency and Position Category

Working Agency	ESC	PMC	SSC	OC	Total
Majesty Secretariat	5	14	17	6	42
His Majestys Secretariat	3	10	5	5	23
Secretariat of His Majesty The Fourth Druk Gyalpo	2	4	12	1	19
Judiciary	1	2	2	29	34
Royal Court of Justice	1	2	2	29	34
Legislative		56		3	59
National Assembly Secretariat		33		3	36
National Council Secretariat		23			23
Constitutional		8	1	5	14
Royal Audit Authority		7		3	10
Royal Civil Service Commission				2	2
Anti-Corruption Commission		1	1		2
Dzongkhag	7	1,250	1,580	564	3,401
Trashigang Dzongkhag		106	181	50	337
Mongar Dzongkhag		115	150	45	310
Samtse Dzongkhag		152	119	29	300
Chukha Dzongkhag		102	99	37	238
Samdrup Jongkhar Dzongkhag		75	98	29	202
Zhemgang Dzongkhag		82	73	42	197
Dagana Dzongkhag	1	68	93	33	195
Trashi Yangtse Dzongkhag		69	83	30	182
Pemagatsel Dzongkhag		59	81	33	173
Sarpang Dzongkhag		71	65	21	157
Punakha Dzongkhag		50	73	27	150
Wangdue Dzongkhag		65	59	13	137
Tsirang Dzongkhag		47	47	40	134
Lhuntse Dzongkhag		34	75	21	130
Paro Dzongkhag	1	31	73	22	127
Trongsa Dzongkhag		36	57	23	116
Bumthang Dzongkhag		29	45	17	91
Thimphu Dzongkhag	5	18	48	18	89

Working Agency	ESC	PMC	SSC	OC	Total
Haa Dzongkhag		24	39	19	82
Gasa Dzongkhag		17	22	15	54
Executive-Ministries	3	90	126	201	420
Ministry of Agriculture and Forests	1	11	53	89	154
Ministry of Health	1	34	14	36	85
Ministry of Finance		13	35	7	55
Ministry of Information & Communications		13	4	17	34
Ministry of Home & Cultural Affairs		6	5	15	26
Ministry of Works & Human Settlement		2	2	17	21
Ministry of Labour & Human Resources	1	2	7	9	19
Ministry of Economic Affairs		7	4	8	19
Ministry of Foreign Affairs		1	2	1	4
Ministry of Education		1		2	3
Thromde	2	116	70	36	224
Thimphu Thromde	2	65	41	11	119
Phuentsholing Thromde		26	8	8	42
Samdrupjongkhar Thromde		12	16	8	36
Gelephu Thromde		13	5	9	27
Autonomous & Other Agencies		146	55	126	327
Jigme Dorji Wangchuck National Referral Hospital (JDWRH)		105	37	26	168
Dratshang Lhentshög		4	9	47	60
Bhutan Narcotic Control Authority		2		24	26
Tourism Council of Bhutan		11	4	1	16
Cabinet Secretariat		1	1	7	9
Office of the Attorney General		3		2	5
National Land Commission		2	1	2	5
National Environment Commission		5			5
Centre for Bhutan Studies and GNH Research		3		1	4
Royal Institute of Management			1	2	3
Bhutan Information Communications & Media Authority		1		2	3
Royal Education Council		3			3
National Commission for Women & Children		2		1	3

Working Agency	ESC	PMC	SSC	OC	Total
Bhutan Civil Aviation Authority			1	2	3
Bhutan Olympic Committee		2			2
Drug Regulatory Authority				2	2
National Center for Hydrology and Meteorology (NCHM)				1	1
Bhutan Medical Health Council				1	1
Dzongkha Development Commission				1	1
Bhutan Standards Bureau				1	1
Media Council		1			1
Bhutan Council for School Examination and Assessment				1	1
Construction Development Board				1	1
Bhutan National Legal Institute			1	1	2
National Statistics Bureau		1			1
Grand Total	18	1,682	1,851	970	4,521

Table 11
Civil Service Growth by Parent Agency

Parent Agency	1st of July 2008, Starting of 10th FYP	31st Dec, 2020	Growth	% Growth
His Majesty's Secretariat	29	49	20	68.97%
His Majesty The 4 th King Secretariat	12	25	13	108.33%
Judiciary				
Royal Court of Justice	311	463	152	48.87%
Supreme Court		17	17	
Legislative				
National Assembly Secretariat	27	66	39	144.44%
National Council	17	51	34	200.00%
Constitutional				
Anti-Corruption Commission	29	114	85	293.10%
Royal Audit Authority	185	235	50	27.03%
Royal Civil Service Commission	55	187	132	240.00%
Ministry				
Ministry of Agriculture and Forests	3,032	3,530	498	16.42%
Ministry of Economic Affairs	512	476	36	-7.03%
Ministry of Education	6,698	12,599	5,901	88.10%
Ministry of Finance	1,331	1,679	348	26.15%
Ministry of Foreign Affairs	121	172	51	42.15%
Ministry of Health	2,394	5,093	2,699	112.74%
Ministry of Home & Cultural Affairs	1,091	1,541	450	41.25%
Ministry of Information & Communications	315	734	419	133.02%
Ministry of Labour & Human Resources	255	381	126	49.41%
Ministry of Works & Human Settlement	1,639	1572	67	-4.09%
Autonomous & other Agency				
National Land Commission	278	462	184	66.19%
National Center for Hydrology and Meteorology		186	186	0.00%
Office of the Attorney General	21	185	164	780.95%
Jigme Dorji Wangchuck National Referral Hospital		180	180	0.00%
Gross National Happiness Commission	207	176	31	-14.98%
Dratshang Lhentshög	28	98	70	0.00%

Parent Agency	1st of July 2008, Starting of 10th FYP	31st Dec, 2020	Growth	% Growth
National Environment Commission	58	92	34	58.62%
Tourism Council of Bhutan	52	76	24	46.15%
Royal Institute of Management	60	57	3	-5.00%
Bhutan Standards Bureau		54	54	0.00%
National Statistics Bureau	57	70	13	22.81%
Bhutan Narcotic Control Authority	6	48	42	700.00%
Royal Education Council		41	41	0.00%
Cabinet Secretariat	20	44	24	120.00%
Bhutan Council for School Examinations and Assessment		28	28	0.00%
Drug Regulatory Authority		29	29	0.00%
Centre for Bhutan Studies and GNH Research	22	22	0	0.00%
Bhutan Information Communications & Media Authority	17	22	5	29.41%
Dzongkha Development Commission	23	37	14	60.87%
Construction Development Board		18	18	0.00%
National Commission for Women & Children	6	20	14	233.33%
Bhutan Olympic Committee	7	16	9	128.57%
Royal Privy Council		9	9	0.00%
Bhutan National Legal Institute		7	7	0.00%
Bhutan Medical Health Council		11	11	0.00%
Bhutan Civil Aviation Authority		25	25	0.00%
Bhutan Health Trust Fund		2	2	0.00%
Media Council		2	2	0.00%
National Film Commission		3	3	0.00%
Thromde				
Gelephu		35	35	0.00%
Phuentsholing		44	44	0.00%
Samdrup Jongkhar		41	41	0.00%
Thimphu		95	95	0.00%
Total	18,915	31,219	12,304	65.05%

Table 12
Progressive Growth of Parent Agency

Parent Agency	2016		2017		2018		2019		2020	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
His Majesty's Secretariat	52	1.96%	49	-5.77%	52	6.12%	54	3.85%	49	-9.26%
His Majesty The 4 th King's Secretariat	28	0.00%	27	-3.57%	24	-11.11%	26	8.33%	25	-3.85%
Judiciary										
Royal Court of Justice	403	-15.69%	428	6.20%	451	5.37%	465	3.10%	463	-0.43%
Supreme Court	3	50.00%	4	33.33%	4	0.00%	18	350.00%	17	-5.56%
Legislative										
National Assembly Secretariat	67	76.32%	74	10.45%	80	8.11%	73	-8.75%	66	-9.59%
National Council	54	74.19%	53	-1.85%	53	0.00%	53	0.00%	51	-3.77%
Constitutional										
Royal Audit Authority	205	4.06%	232	13.17%	233	0.43%	226	-3.00%	235	3.98%
Royal Civil Service Commission ¹	188	2.73%	180	-4.26%	176	-2.22%	187	6.25%	187	0.00%
Anti-Corruption Commission	93	50.00%	96	3.23%	95	-1.04%	110	15.79%	114	3.64%
Ministry										
Ministry of Education	10,625	5.83%	11,039	3.90%	11,168	1.17%	11,953	7.03%	12,599	5.40%
Ministry of Health	4,155	2.47%	4,247	2.21%	4,315	1.60%	4,668	8.18%	5,093	9.10%
Ministry of Agriculture & Forests	3,479	-4.13%	3,480	0.03%	3,402	-2.24%	3,460	1.70%	3,530	2.02%
Ministry of Finance	1,606	-5.14%	1,673	4.17%	1,704	1.85%	1,675	-1.70%	1,679	0.24%

Parent Agency	2016		2017		2018		2019		2020	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
Ministry of Works & Human Settlement	1,580	-2.47%	1,533	-2.97%	1,540	0.46%	1586	2.99%	1572	-0.88%
Ministry of Home & Cultural Affairs	1,260	-1.87%	1,501	19.13%	1,614	7.53%	1562	-3.22%	1,541	-1.34%
Ministry of Information and Communications	747	-1.71%	737	-1.34%	733	-0.54%	758	3.41%	734	-3.17%
Ministry of Economic Affairs	573	-3.86%	440	-23.21%	430	-2.27%	459	6.74%	476	3.70%
Ministry of Labour & Human Resources	335	1.82%	337	0.60%	348	3.26%	375	7.76%	381	1.60%
Ministry of Foreign Affairs	156	-1.27%	162	3.85%	168	3.70%	180	7.14%	172	-4.44%
Autonomous & other Agency										
National Land Commission	388	1.57%	430	10.82%	466	8.37%	467	0.21%	462	-1.07%
National Center for Hydrology and Meteorology (NCHM)			169	NA	170	0.59%	183	7.65%	186	1.64%
Office of Attorney General	138	-2.13%	137	-0.72%	179	30.66%	166	-7.26%	185	11.45%
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)			107	NA	130	21.50%	89	-31.54%	180	102.25%
Gross National Happiness Commission	91	-6.19%	95	4.40%	166	74.74%	150	-9.64%	176	17.33%
Dratshang Lhentshog	49	-3.92%	70	42.86%	85	21.43%	98	15.29%	98	0.00%

Parent Agency	2016		2017		2018		2019		2020	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
Tourism Council of Bhutan	63	10.53%	67	6.35%	68	1.49%	77	13.24%	76	-1.30%
National Environment Commission	67	0.00%	67	0.00%	77	14.93%	89	15.58%	92	3.37%
Royal Institute of Management	55	0.00%	55	0.00%	57	3.64%	57	0.00%	57	0.00%
Bhutan Standards Bureau	54	0.00%	51	-5.56%	50	-1.96%	54	8.00%	54	0.00%
National Statistical Bureau	52	-7.14%	50	-3.85%	69	38.00%	70	1.45%	70	0.00%
Bhutan Narcotic Control Agency	16	0.00%	46	187.50%	53	15.22%	54	1.89%	48	-11.11%
Royal Education Council	43	4200.00%	43	0.00%	47	9.30%	46	-2.13%	41	-10.87%
Cabinet Secretariat	34	3.03%	34	0.00%	33	-2.94%	43	30.30%	44	2.33%
Bhutan Council for School Examinations and Assessment	27	12.50%	28	3.70%	29	3.57%	28	-3.45%	28	0.00%
Drug Regulatory Authority	22	0.00%	28	27.27%	27	-3.57%	25	-7.41%	29	16.00%
Centre for Bhutan Studies and GNH Research	25	-19.35%	26	4.00%	26	0.00%	23	-11.54%	22	-4.35%
Bhutan Information Communications & Media Authority	24	-4.00%	25	4.17%	26	4.00%	27	3.85%	22	-18.52%
Dzongkha Development Commission	26	13.04%	25	-3.85%	35	40.00%	36	2.86%	37	2.78%

Parent Agency	2016		2017		2018		2019		2020	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
Construction Development Board	19	NA	19	0.00%	19	0.00%	21	10.53%	18	-14.29%
National Commission for Women & Children	16	6.67%	18	12.50%	23	27.78%	23	0.00%	20	-13.04%
Bhutan Olympic Committee	15	0.00%	16	6.67%	16	0.00%	16	0.00%	16	0.00%
Bhutan Civil Aviation Authority							34		25	
Royal Privy Council	11	0.00%	10	-9.09%	9	-10.00%	9	0.00%	9	0.00%
Bhutan National Legal Institute	7	0.00%	9	28.57%	9	0.00%	11	22.22%	7	-36.36%
Bhutan Medical Health Council			8	NA	11	37.50%	11	0.00%	11	0.00%
Bhutan Health Trust Fund	5	NA	6	20.00%	Delinked		4		2	
Media Council							1		2	
National Film Commission							1		3	
Thromde										
Thimphu	90	-22.41%	74	-17.78%	68	-8.11%	110	61.76%	95	-13.64%
Gelephu	20	-9.09%	25	25.00%	27	8.00%	37	37.04%	35	-5.41%
Samdrup Jongkhar	19	11.76%	19	0.00%	22	15.79%	41	86.36%	41	0.00%
Phuentsholing	26	-3.70%	18	-30.77%	31	72.22%	43	38.71%	44	2.33%
Cumulative Growth	27,029	1.57%	28,067	3.8%	28,618	1.96%	30,032	4.94%	31,219	3.95%

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

Table 13

Civil Servants under Dzongkhag/Thromde Administration by Position Category

Dzongkhag/Thromde	ESC		PMC			SSC			OC			Grand Total	
	R	C	T	R	C	T	R	C	T	R	C		T
Dzongkhag													
Trashigang Dzongkhag	2		2	705	106	811	458	181	639	54	50	104	1,556
Samtse Dzongkhag	3		3	744	152	896	374	119	493	35	29	64	1,456
Thimphu Thromde	8	2	10	1,036	65	1,101	188	41	229	38	11	49	1,389
Chukha Dzongkhag	2		2	596	102	698	290	99	389	30	37	67	1,156
Mongar Dzongkhag	2		2	526	115	641	234	150	384	25	45	70	1,097
Paro Dzongkhag	2	1	3	609	31	640	284	73	357	30	22	52	1,052
Wangdue Dzongkhag	2		2	502	65	567	296	59	355	27	13	40	964
Sarpang Dzongkhag	1		1	464	71	535	235	65	300	20	21	41	877
Samdrup Jongkhar													
Dzongkhag	1		1	374	75	449	262	98	360	33	29	62	872
Punakha Dzongkhag	2		2	435	50	485	245	73	318	27	27	54	859
Dagana Dzongkhag		1	1	366	68	434	218	93	311	23	33	56	802
Pemagatsel Dzongkhag	2		2	349	59	408	217	81	298	24	33	57	765
Zhemgang Dzongkhag				297	82	379	227	73	300	28	42	70	749
Tsirang Dzongkhag	2		2	337	47	384	227	47	274	13	40	53	713
Trashigang Yangtse													
Dzongkhag	1		1	307	69	376	175	83	258	13	30	43	678
Bumthang Dzongkhag	2		2	275	29	304	156	45	201	20	17	37	544
Lhuntse Dzongkhag	1		1	243	34	277	153	75	228	17	21	38	544
Trongsa Dzongkhag	1		1	247	36	283	156	57	213	15	23	38	535
Thimphu Dzongkhag	1	5	6	235	18	253	168	48	216	16	18	34	509
Haa Dzongkhag	2		2	223	24	247	126	39	165	12	19	31	445

Dzongkhag/Thromde	ESC		PMC		SSC		OC		Grand Total				
	R	C	T	R	C	T	R	C					
Thromde													
Phuentsholing Thromde	3		3	216	26	242	88	8	21	8	29	370	
Gelephu Thromde	2		2	169	13	182	63	5	14	9	23	275	
Gasa Dzongkhag	1		1	94	17	111	72	22	4	15	19	225	
Samdrupjongkhar Thromde	1		1	111	12	123	43	16	9	8	17	200	
Grand Total	44	9	53	9,460	1,366	10,826	4,955	1,650	6,605	548	600	1,148	18,632

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

Table 14
Civil Servants under Dzongkhag/Thromde Administration by Position Level

Position Category and Position Level	Under Dzongkhag & Thromde Administration as on 31	Total Strength as on 31	% of the total
Executive and Specialists	53	305	17.38%
No level		2	0.00%
EX1		25	0.00%
EX2	18	51	35.29%
EX3	4	76	5.26%
ES1	5	12	41.67%
ES2	2	32	6.25%
ES3	24	107	22.43%
Professional & Management	10,826	14,760	73.35%
P1	717	1,288	55.67%
P2	1,693	2,284	74.12%
P3	2,791	3,764	74.15%
P4	2,442	3,615	67.55%
P5	3,183	3,809	83.57%
Supervisory & Support	6,605	13,648	48.40%
SS1	34	124	27.42%
SS2	141	409	34.47%
SS3	431	1,106	38.97%
SS4	673	1,685	39.94%
S1	1,180	2,836	41.61%
S2	1,260	2,618	48.13%
S3	804	1,834	43.84%
S4	385	847	45.45%
S5	1,697	2,189	77.52%
Operational Staff	1,148	2,506	45.81%
O1	284	855	33.22%
O2	283	515	54.95%
O3	118	268	44.03%
O4	463	868	53.34%
Grand Total	18,632	31,219	59.68%

Note: ¹Eminent members of the National Council

Table 15

Civil Servants by Location and Position Category

Location	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Thimphu	210	15	225	3868	358	4226	3236	217	3453	646	235	881	8785
Chukha	7		7	958	137	1095	900	107	1007	106	52	158	2267
Sarpang	10	1	11	823	99	922	950	126	1076	96	54	150	2159
Trashigang	2		2	748	106	854	668	181	849	79	61	140	1845
Paro	15	1	16	733	37	770	747	75	822	86	33	119	1727
Mongar	6		6	646	122	768	686	155	841	60	66	126	1741
Samtse	3		3	774	152	926	552	119	671	47	32	79	1679
Samdrupjongkhar	2		2	557	88	645	577	115	692	68	48	116	1455
Wangdue Phodrang	4		4	549	65	614	495	62	557	44	23	67	1242
Bumthang	7		7	364	30	394	471	46	517	71	57	128	1046
Dagana		1	1	377	68	445	290	94	384	26	36	62	892
Punakha	2		2	450	50	500	311	73	384	37	29	66	952
Zhemgang	1		1	321	82	403	346	73	419	42	47	89	912
Pemagatshel	2		2	358	59	417	271	81	352	29	34	63	834
Tsirang	2		2	349	48	397	297	47	344	19	41	60	803
Trashiyangtse	1		1	316	69	385	242	84	326	15	32	47	759
Trongsa	1		1	256	36	292	242	58	300	22	25	47	640
Lhuentse	1		1	244	34	278	171	75	246	19	24	43	568
Haa	2		2	233	24	257	176	39	215	17	22	39	513
Gasa	1		1	99	17	116	144	24	168	7	17	24	309
Outside Bhutan	8		8	55		56	25		25		2	2	91
Total	287	18	305	13078	1682	14760	11797	1851	13648	1536	970	2506	31,219

Note: Eminent members of the National Council are reflected under Executive Services

R: Regular, C: Contract & T: Total

Table 16
Civil Servants by Location and Dzongkhag/Thromde Administration

Dzongkhag	Civil Servants under Dzongkhag/Thromde Administration			Civil Servants by Location		
	R	C	T	R	C	T
Thimphu	420	89	509	7960	825	8785
Chukha	918	238	1156	1971	296	2267
Sarpang	720	157	877	1879	280	2159
Trashigang	1219	337	1556	1497	348	1845
Paro	925	127	1052	1581	146	1727
Mongar	787	310	1097	1398	343	1741
Samtse	1156	300	1456	1376	303	1679
Samdrupjongkhar	670	202	872	1204	251	1455
Wangdue Phodrang	827	137	964	1092	150	1242
Bumthang	453	91	544	913	133	1046
Dagana	607	195	802	693	199	892
Punakha	709	150	859	800	152	952
Zhemgang	552	197	749	710	202	912
Pemagatshel	592	173	765	660	174	834
Tsirang	579	134	713	667	136	803
Trashiyangtse	496	182	678	574	185	759
Trongsa	419	116	535	521	119	640
Lhuentse	414	130	544	435	133	568
Haa	363	82	445	428	85	513
Gasa	171	54	225	251	58	309
Total	12,997	3,401	16,398	26,610	4,518	31,128
Thromde						
Thimphu	1270	119	1389			
Phuentsholing	328	42	370			
Gelephu	248	27	275			
Samdrup Jongkhar	164	36	200			
Outside Bhutan				88	3	91
Total	2,010	224	2,234			
Grand Total	15,007	3,625	18,632	26,698	4,521	31,219

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

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

Table 17

Civil Servants under Dzongkhag/Thromde Administration by Major Occupational Groups

Location	Education & Training Services Group	Administration & Support Services Group	Medical and Health Services Group	Engineering & Land Services Group	Architectural, Engineering & Land Services Group	Others	Total
Dzongkhag							
Trashigang	713	312	229	88	214	1,556	
Samtse	795	212	192	80	177	1,456	
Chukha	616	195	133	63	149	1,156	
Mongar	580	223	74	64	156	1,097	
Paro	582	145	108	62	155	1,052	
Wangdue Phodrang	496	136	136	77	119	964	
Sarpang	483	128	82	55	129	877	
Samdrupjongkhar	388	173	121	50	140	872	
Punakha	427	138	95	68	131	859	
Dagana	367	158	98	53	126	802	
Pemagatshel	351	150	94	53	117	765	
Zhemgang	325	159	118	48	99	749	
Tsirang	320	123	95	61	114	713	
Trashiyangtse	334	129	69	48	98	678	
Lhuentse	234	113	68	38	91	544	
Bumthang	263	95	63	39	84	544	
Trongsa	238	101	85	34	77	535	
Thimphu	209	97	44	59	100	509	
Haa	198	84	56	33	74	445	
Gasa	82	51	27	17	48	225	

Location	Education & Training Services Group	Administration & Support Services Group	Medical and Health Services Group	Engineering & Land Services Group	Architectural, Engineering & Land Services Group	Others	Total
Thromde							
Thimphu	1041	114	1	101	132	1,389	
Phuentsholing	209	51	1	55	54	370	
Gelephu	155	38		45	37	275	
Samdrupjongkhar	101	42		27	30	200	
Total	9,108	2,983	1,768	1,213	2,651	18,632	

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

Location	2016	2017	2018	2019	2020
Bumthang	901	974	950	1,043	1046
Chhukha	1,932	2,027	2,095	2,141	2267
Dagana	744	851	854	883	892
Gasa	260	285	300	312	309
Haa	432	448	470	479	513
Lhuentse	490	541	528	552	568
Mongar	1,394	1,493	1,518	1,640	1741
Paro	1,361	1,553	1,620	1,712	1727
Pemagatshel	700	795	787	836	834
Punakha	805	799	827	880	952
Samdrup Jongkhar	1,154	1,273	1,319	1,412	1455
Samtse	1,384	1,457	1,519	1,537	1679
Sarpang	1,650	1,773	1,843	2,003	2159
Thimphu	8,459	8,138	8,282	8,607	8785
Trashigang	1,557	1,680	1,698	1,766	1845
Trashiyangtse	657	703	699	740	759
Trongsa	555	587	567	587	640
Tsirang	665	698	710	762	803
Wangdue Phodrang	1,046	1,070	1,117	1,174	1242
Zhemgang	799	835	826	870	912
Outside Bhutan	84	90	89	96	91
Total	27,029	28,070	28,618	30,032	31,219

Table 19
Civil Servants by Major Occupational Groups and Position Category

MOG	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Education & Training Services Group	8,361	1,248	9,609	161	48	209							9,818
Administration & Support Services Group	678	102	780	1,430	1,172	2,602	1,400	939	2,339				5,721
Medical and Health Services Group	740	165	905	2,959	44	3,003							3,908
Architectural, Engineering & Land Services Group	714	16	730	1,967	30	1,997	135	31	166				2,893
Finance & Audit Services Group	525	8	533	1,003	4	1,007							1,540
Forestry & Environment Protection Services Group	270	7	277	1,171	50	1,221							1,498
Agriculture & Livestock Services Group	1	1	342	5	347	973	1		1				1,322
Laboratory & Technical Services Group			72	6	78	775	169	944					1,022
Legal, Judiciary and Legislative Services Group			232	8	240	332	1	333					573
Human Resource Services Group			232	5	237	253		253					490

MOG	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Library, Archives & Museum Services Group				21		21	287	76	363				384
Information Communication & Technology Services Group				172	22	194	143	5	148				342
Sports & Youth Services Group				167	5	172	4	234	238				410
Planning & Research Services Group				238	64	302	33	1	34				336
Transportation & Aviation Services Group				50	1	51	268	3	271				322
Executive and Specialist Services Group	286	18	304										304
Trade, Industry & Tourism Services Group				131	16	147	19	4	23				170
Foreign Services Group				87		87							87
Arts, Culture & Literary Services Group				46	4	50	19	10	29				79
Total	287	18	305	1,682	14,760	11,797	1,851	13,648	1,536	970	2,506	31,219	

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

R: Regular, C: Contract, T: Total

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

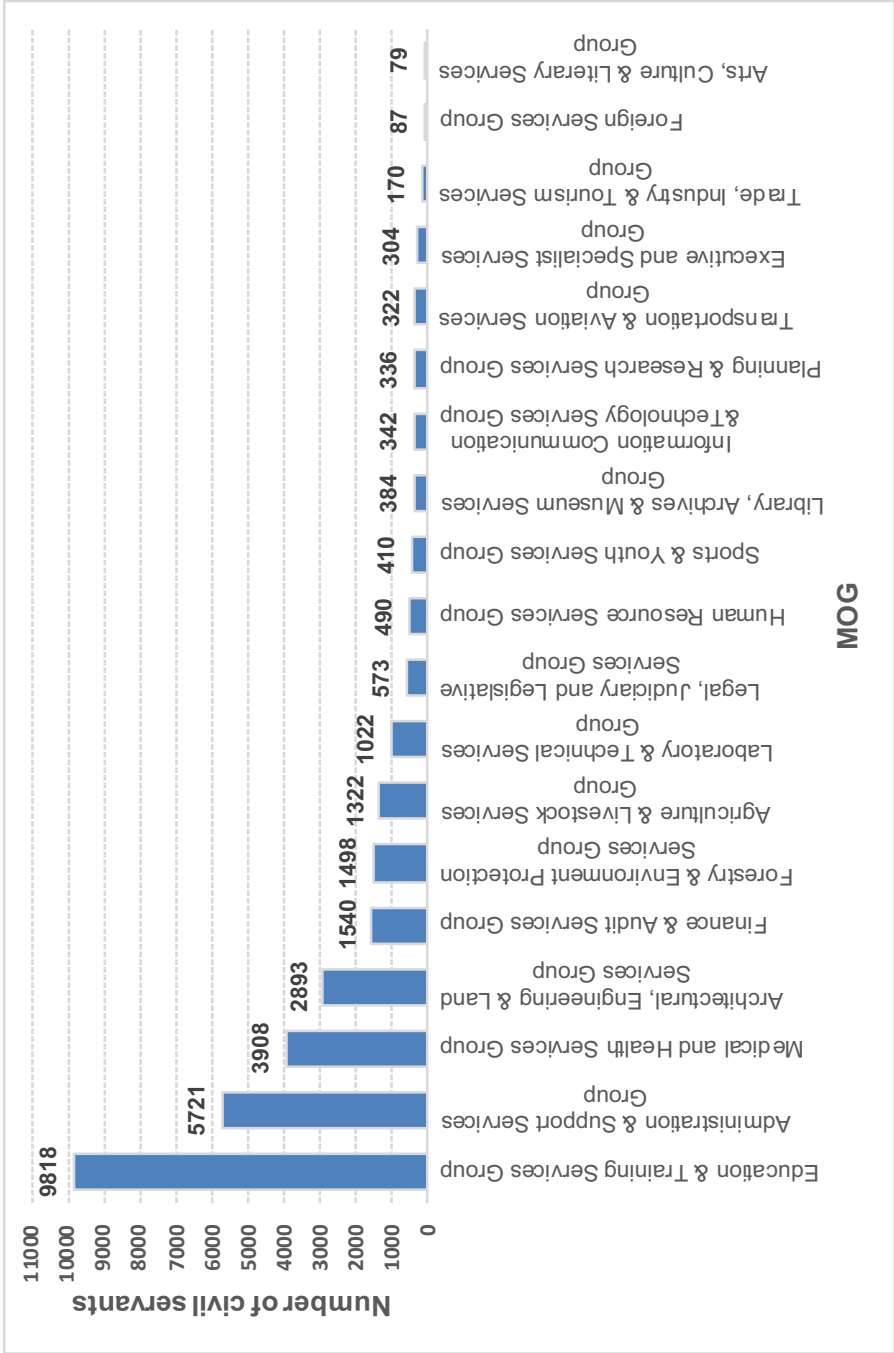


Table 20

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

MOG/Subgroup	NA	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Education & Training Services Group								671	1,641	2,560	1,864
Education Management & Administration Services								97	468	85	3
Education Support Services								41	68	4	
Teaching Services								519	1,083	2,462	1,842
Training/Tertiary Teaching Services								9	21	9	19
Vocational Education & Management Services								5	1		
Administration & Support Services Group								128	80	108	204
Administration Services								32	20	33	114
Palace Services										1	
Program Services								86	50	65	65
Property and Management Services								4	6	6	21
Secondment Services								5	3	1	
Secretarial Services									1	2	4
Stand Alone Positions								1			
Medical and Health Services Group								67	76	203	544
Emergency Medical Services											
Medical & Dental Services								38	44	95	211
Medical Technical Services									2	4	10
Nursing Services								17	12	35	210
Pharmaceutical Services								1	5	13	45
Physiotherapy & Rehabilitation Services								2	1	5	25
Public Health Services								3	5	38	10
Radiology & Technical Services										1	10
Traditional Medicine Services								6	7	12	23
Architectural, Engineering & Land Services Group								139	118	162	295
Architectural Services								3	7	11	24
Engineering Services								114	77	121	169
Farm Mechanization Services											3

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
2,873		5	29	48	33	72	6	7	9					9,818
														653
														113
2,850														8,756
23		5	29	48	33	72	6	7	9					290
														6
260	1	2	10	85	210	238	390	433	1,233	736	500	264	839	5,721
148					4	4	6	9	5	721	341	263	812	2,512
		2	2	11	21	3	3	1	1	2		1		48
60														326
45				8	21	51	79	60	121	5			3	430
														9
6	1		8	66	162	180	301	363	260	8				1,362
1					2		1		846		159		24	1,034
15	55	94	382	527	1,080	680	164	13	8					3,908
2						25								27
														388
			66	51	75	101	40	1						350
	55	67	88	294	697	154	10	8	2					1,649
		1	38	16	50	60	39							268
2			6	14	20	26	8		6					115
11		25	147	124	165	203	55	4						790
			19	17	25	51	12							135
		1	18	11	48	60								186
16	56	38	121	202	464	447	442	84	143	119	15	4	28	2,893
			8	8	4	1			1					67
	55	33	100	120	213	76	3							1,081
		1	4	2	1									11

MOG/Subgroup	NA	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Geographic Information System Services										1	7
Geology and Mines Services								2	9	5	15
Heritage Sites Conservation Services								2			
Land Services								4	3	3	22
Map Production Services									2		
Meteorology/Hydrology Services								3		5	7
Sanitary Services											
Survey Engineering Services								3	19	3	7
Technical Support Services											
Urban Development Control Services								1			10
Urban Planning Services								7	1	13	31
Finance & Audit Services Group								55	96	99	136
Audit Services								11	25	16	32
Finance, Accounting & Budgets Services								23	38	31	22
Internal Audit Services								6	1	9	18
Revenue Services								15	32	43	64
Forestry & Environment Protection Services Group								44	38	71	85
Environment Services								8	7	10	8
Forestry Services								36	31	61	77
Agriculture & Livestock Services Group				1				34	66	133	109
Agriculture Production Services								11	11	18	25
Agriculture Regulatory Services								2	4	13	7
Biodiversity Services								3	1	5	2
Dairy Development Services											1
Extension Services								3	22	19	1
Feed & Fodder Development Services									1	5	4
Horticulture Development Services								3	8	5	12
Livestock Health Services								3	5	27	8
Livestock Production Services								4	9	30	35

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
				3		1			1					13
					10	16	25	11	5					98
														2
15				5	31	18	13	6	75					195
			1	4	8	2	3	1						21
1				3	15	23	43	17	27					144
						4	4	3						11
	1	4	4	19	27	31	2	27	29					176
			1	34	146	267	349	19	5	119	15	4	28	987
			3	4	9	8								35
														52
147		22	133	380	290	170	11	1						1,540
34		5	19	20	4	20								186
33		17	56	276	208	59	7	1						771
13														47
67			58	84	78	91	4							536
39	12	87	113	79	184	281	364	18	83					1,498
39							6	1						79
	12	87	113	79	184	281	358	17	83					1,419
5		139	218	157	233	201	11	6	8				1	1,322
		13	21	13	17	21								150
2		14	45	26	23	20	1							157
		4	2		2	1	2	1						23
														1
		89	110	57	126	105			1					533
				2	1	4								17
		1	1	1	2	1	1							35
		5	13	14	7	12	1	3						98
		9	18	36	46	24	6	1	2					220

MOG/Subgroup	NA	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Mushroom Development Services										2	
Plant Protection Services								3	2	2	5
Post Production Services								1	2	4	4
Soil Fertility & Plant Nutrition Services								1		1	3
Soil Survey & Land Evaluation Services					1				1	2	2
Laboratory & Technical Services Group								5	8	30	31
Analytical Services								2		1	
Diagnostic Services								3	8	29	31
Laboratory Support Services											
Legal, Judiciary and Legislative Services Group								12	18	92	94
Integrity & Promotion Services								8	5	12	11
Judiciary Support Services											
Legal Services								4	13	60	59
Legislative Service										1	1
Registration Services										19	23
Human Resource Services Group								16	24	58	47
Civil Registration & Census Services								2	3	7	3
HR Management & Development Services								12	13	43	41
Immigration Services								2	8	8	3
Industrial Relations Services											
Sports & Youth Services Group								5	15	16	42
Counselling Services								5	10	11	42
Scouts Services									1		
Sports Services									4	5	
Library, Archives & Museum Services Group								8	4	6	1
Archives & Cultural Properties Services								2	2	3	
Library Services								6	2	3	1
Information Communication & Technology Services Group								20	29	56	31
Development Communication Services								2	3	2	5

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
			1	4	1									8
		1		3	2	3		1						22
3		1	4	1	3	6								29
		1	1		1	2								10
		1	2		2	2			5				1	19
4	4	58	44	92	237	230	83	196						1,022
1														4
3														74
		4	58	44	92	237	230	83	196					944
24		2	56	151	117	7								573
24		1	3	7	11									82
		1	49	126	93	7								276
			4	18	13									171
														2
														42
92			4	18	19	31	48	133						490
5														20
81														190
6			3	14	10	22	42	132						250
			1	4	9	9	6	1						30
94			1	1	1		31	204						410
93														161
														1
1			1	1	1		31	204						248
2		1	4	10	102	104	60	82						384
2		1	2	3	4	8	5	2						34
			2	7	98	96	55	80						350
58	13	34	59	28	9	3	1	1						342
2		1	2		4	2								23

MOG/Subgroup	NA	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
ICT Services								14	24	50	21
Media Services								4	2	4	5
Planning & Research Services Group								26	35	88	65
Planning Services								15	18	61	38
Research Services								5	7	20	15
Statistical Services								6	10	7	12
Transportation & Aviation Services Group								9	4	6	9
Aviation Communication & Navigation Services								2		1	3
Aviation Safety Services								2	4	3	1
Land Transport Services								5		2	5
Executive and Specialist Services Group	2	25	51	75	12	32	107				
Executive Services	2	25	51	75							
Specialist Services					12	32	107				
Trade, Industry & Tourism Services Group								24	18	39	37
Industries Services								10	6	11	7
Intellectual Property Services								2	2	4	4
Marketing Services								3	4	3	8
Tourism Services								3	3	4	8
Trade Services								6	3	17	10
Foreign Services Group								21	11	18	13
Consular Services											2
Embassy, Missions & Secretariat Services								20	10	15	10
Protocol Services								1	1	3	1
Arts, Culture & Literary Services Group								4	3	19	8
Arts & Culture Services								3	1	11	4
Literary and Translation Services								1	2	8	4
Grand Total	2	25	51	76	12	32	107	1,288	2,284	3,764	3,615

Note: Note: 1Eminent Members of the National Council

	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
39			13	33	57	28	5	1	1	1					287
17															32
88				1	17	5	3	2	3	3					336
19															151
69					1	4		1	1						123
				1	16	1	3	1	2	3					62
23				1	15	28	35	63	55	74					322
2					4	8	6								26
5						3	10	44	54	74					200
16				1	11	17	19	19	1						96
															304
															153
															151
29			5	3	2	2	2	2	3	4					170
14															48
3															15
3			5	3	2	1	1								33
3						1	1	2	3	4					32
6															42
24															87
															2
20															75
4															10
16					5	7	4	4	1	8					79
9					5	7	4	4	1	8					57
7															22
3,809	124	409	1,106	1,685	2,836	2,618	1,834	847	2,189	855	515	268	868	31,219	

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

Major Occupational Groups	1st July 2008	Dec-20	% Growth
Education & Training Services	6,257	9818	56.91%
General Administration & Support Services	3,259	5721	75.54%
Medical and Health Services	1,700	3908	129.88%
Architectural & Engg. & Land Services	2,152	2893	34.43%
Finance & Audit Services	1,230	1540	25.20%
Forestry & Environment Protection Services	1,192	1498	25.67%
Agriculture & Livestock Services	1,018	1322	29.86%
Laboratory & Technical Services	509	1022	100.79%
Legal, Judiciary and Legislative Services	318	573	80.19%
Human Resource Services	287	490	70.73%
Library, Archives & Museum Services	323	384	18.89%
Information Communication & Technology Services Group	293	342	16.72%
Sports & Youth Services Group	393	410	4.33%
Planning & Research Services Group	186	336	80.65%
Transportation & Aviation Services	154	322	109.09%
Executive and Specialist Services Group	22	304	1281.82%
Trade, Industry & Tourism Services	86	170	97.67%
Foreign Services	55	87	58.18%
Arts, Culture & Literary Services	82	79	-3.66%
Total	19,516	31,219	59.97%

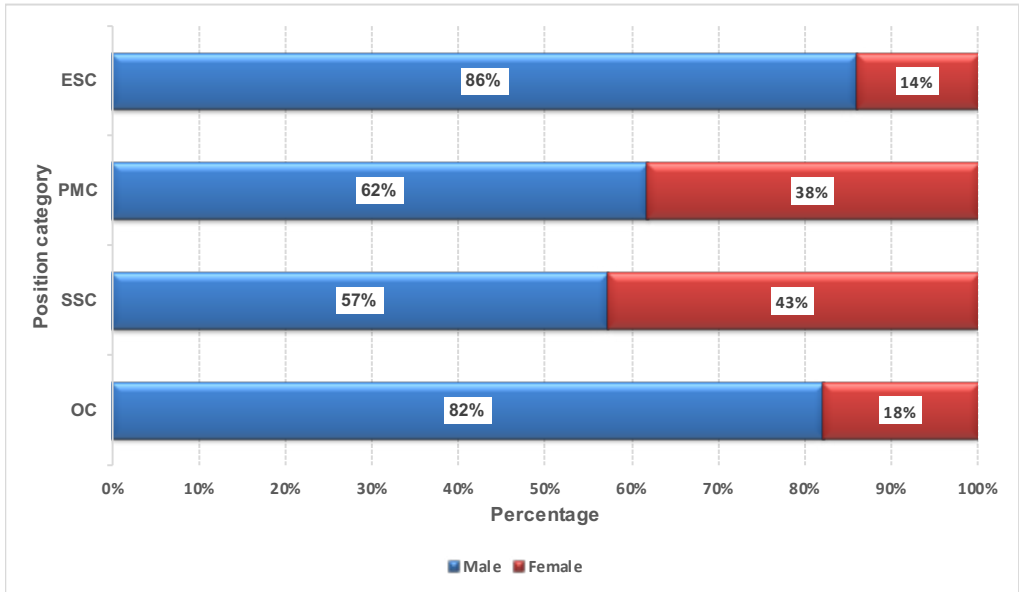
Position Level	Regular				Contract				Grand Total	
	B		NB		B		NB			
	M	F	M	F	M	F	M	F		
S5	360	185			545	1,131			1,644	2,189
O1	694	156	1	1	852		3		3	855
O2	280	74			354	96	65		161	515
O3	238	24			262	3	3		6	268
O4	66	2			68	90	709		800	868
Grand Total	16,631	10,058	5	4	26,698	2,111	2,322	27	4,521	31,219

Note: ¹Eminent members of the National Council

M: Male & F: Female

B: Bhutanese & NB: Non-bhutanese

Graph 5
Percentage of Civil Servants within Position Category by Gender



Graph 6
Female Civil Servants (2003 - 2020)

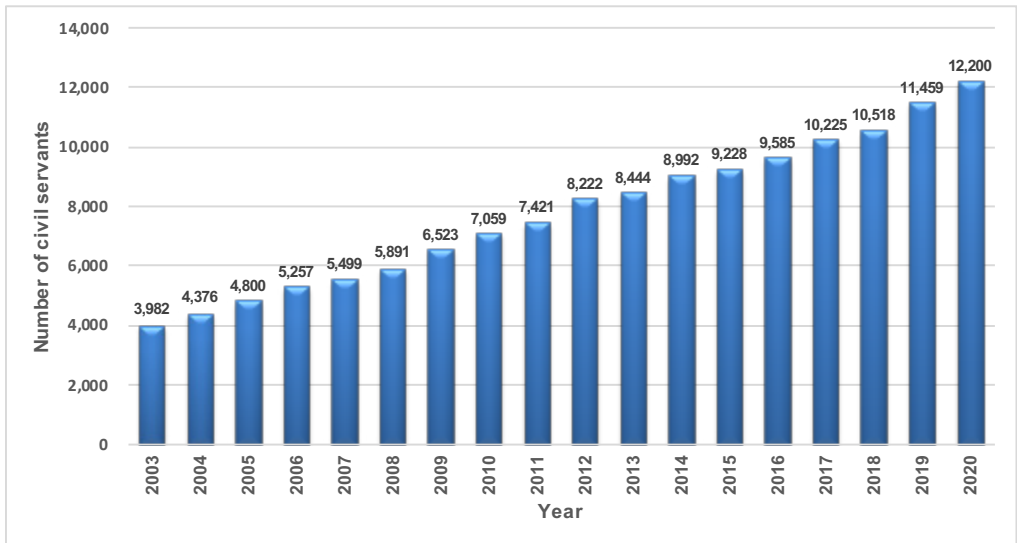


Table 23

Civil Servants by Major Occupational Groups and Gender

MOG	Regular				Regular Total
	B		NB		
	M	F	M	F	
Education & Training Services Group	4969	3553			8,522
Administration & Support Services Group	2162	1344	1	1	3,508
Medical and Health Services Group	2001	1694	1	3	3,699
Architectural, Engineering & Land Services Group	2,029	785	2		2,816
Finance & Audit Services Group	955	573			1,528
Forestry & Environment Protection Services Group	1,200	241			1,441
Agriculture & Livestock Services Group	1002	314	1		1,317
Laboratory & Technical Services Group	422	425			847
Legal, Judiciary and Legislative Services Group	302	262			564
Human Resource Services Group	323	162			485
Sports & Youth Services Group	103	68			171
Library, Archives & Museum Services Group	198	128			326
Information Communication & Technology Services Group	88	51			139
Planning & Research Services Group	199	72			271
Transportation & Aviation Services Group	237	81			318
Executive and Specialist Services Group	244	42			286
Trade, Industry & Tourism Services Group	95	55			150
Foreign Services Group	58	29			87
Arts, Culture & Literary Services Group	56	9			65
Total	16,643	9,888	5	4	26,540

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

Contract				Contract Total	Grand Total	Female Total	% of Female within MOG	% of Female to Total CS
B		NB						
M	F	M	F					
719	494	58	25	1,296	9,818	4,072	41.47%	14.23%
1072	1141			2,213	5,721	2,486	43.45%	8.69%
70	137		2	209	3,908	1,836	46.98%	6.42%
66	9	2		77	2,893	794	27.45%	2.77%
3	9			12	1,540	582	37.79%	2.03%
54	3			57	1,498	244	16.29%	0.85%
2	3			5	1,322	244	18.46%	0.85%
67	108			175	1,022	533	52.15%	1.86%
5	4			9	573	266	46.42%	0.93%
3	2			5	490	164	33.47%	0.57%
159	80			239	410	148	36.10%	0.52%
13	20	1		34	384	148	38.54%	0.52%
130	73			203	342	124	36.26%	0.43%
35	30			65	336	102	30.36%	0.36%
4				4	322	81	25.16%	0.28%
13	4	1		18	304	46	15.13%	0.16%
8	12			20	170	67	39.41%	0.23%
					87	29	33.33%	0.10%
14				14	79	9	11.39%	0.03%
2,437	2,129	62	27	4,655	31,219	12,048	38.59%	42.10%

Table 24

Civil Servants by Position Level and Age Groups

Row Labels	18 - 19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-60	>60	Total
No level							2				2
EX1						1		5	18	1	25
EX2							8	24	18	1	51
EX3					1	10	25	26	11	3	76
ES1							1	1	6	4	12
ES2							2	13	16	1	32
ES3						3	31	35	38		107
P1				1	50	342	327	364	202	2	1,288
P2				49	597	867	461	227	76	7	2,284
P3			45	863	1,629	938	193	54	35	7	3,764
P4		114	918	1,713	696	125	21	18	10		3,615
P5		310	2,352	918	156	44	11	14	4		3,809
S1						31	63	23	7		124
S2					21	128	166	78	13	3	409
S3				27	267	362	179	168	100	3	1,106
S4			36	440	605	239	90	165	99	11	1,685
S5		99	575	838	447	278	269	269	49	12	2,836
SS1		257	654	563	491	380	135	115	19	4	2,618
SS2		84	317	475	499	315	70	55	15	4	1,834

Row Labels	18 - 19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-60	>60	Total
SS3			139	368	204	83	22	26	5		847
SS4	5	536	920	517	124	36	19	24	8		2,189
O1		1	4	42	141	261	219	153	33	1	855
O2		42	81	168	144	47	14	16	3		515
O3		3	26	116	75	31	13	3	1		268
O4		110	248	241	154	80	27	4	3	1	868
Grand Total	5	1,556	6,315	7,339	6,301	4,601	2,368	1,880	789	65	31,219

Note: Qualifying age for Civil Service is 18 yrs

¹Emiment Members of the National Council

**Graph 7
Civil Servants by Age**

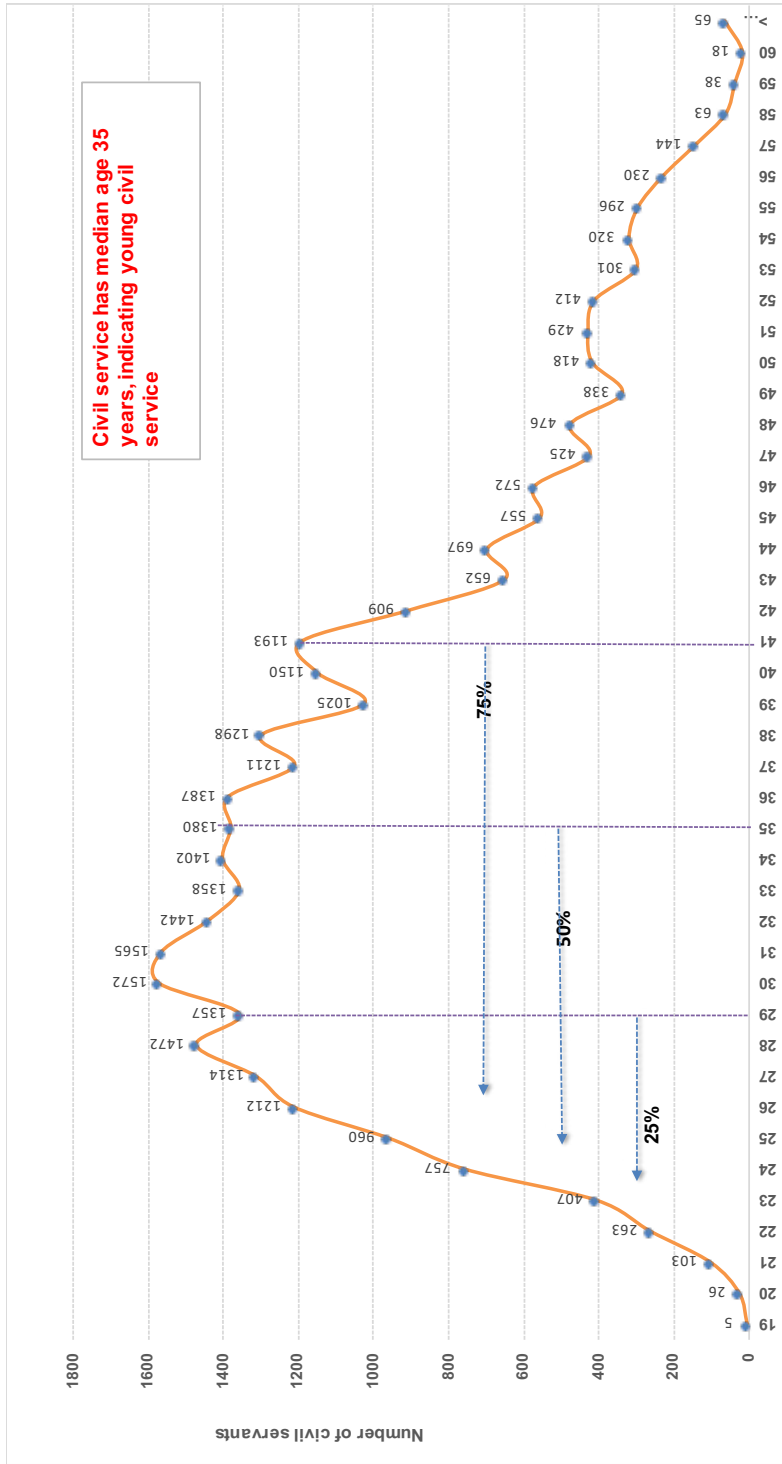


Table 25
Civil Servants by Age Groups and Gender

Age Group	Male			Female			Grand Total
	R	C	T	R	C	T	
<20	1	1	2		3	3	5
20-24	374	259	633	442	481	923	1,556
25-29	2,248	892	3,140	2,105	1,070	3,175	6,315
30-34	3,717	640	4,357	2,528	454	2,982	7,339
35-39	3,617	276	3,893	2,329	79	2,408	6,301
40-44	2,890	125	3,015	1,568	18	1,586	4,601
45-49	1,700	54	1,754	608	6	614	2,368
50-54	1,486	29	1,515	353	12	365	1,880
55-60	596	56	652	127	10	137	789
>60	7	51	58	2	5	7	65
Grand Total	16,636	2,383	19,019	10,062	2,138	12,200	31,219

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

Graph 8
Distribution of Civil Servants by Age and Gender

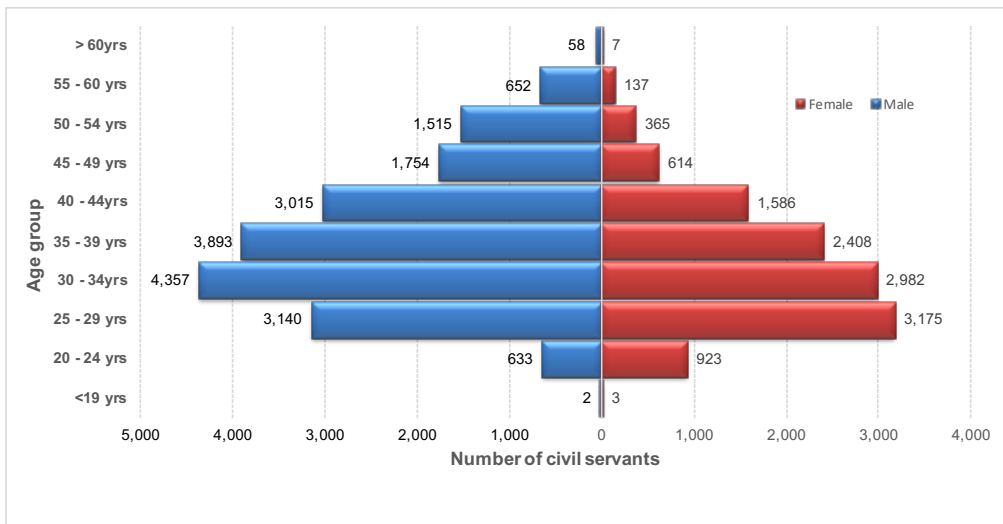


Table 26

Civil Servants Recruited by Parent Agency from January - December 2020

Row Labels	EX2	ES1	ES2	ES3	P1	P2	P4	P5	S1	S2	S3	S4	S5	O1	O2	O4	Grand Total
Judiciary							4			12					1		17
Royal Court of Justice							3			12					1		16
Supreme Court of Bhutan							1										1
Legislative								6									6
National Assembly Secretariat								6									6
Constitutional							1	23	8								32
Royal Civil Service Commission								11									11
Anti-Corruption Commission							1	4	6								11
Royal Audit Authority								8	2								10
Ministry	1	6	1	3	3	191	843	168	181	78	1	241	1	1	55	1,774	
Ministry of Education				1	1	1	761	2		183				1	3	953	
Ministry of Health		6	1			98	10	165	136	49	1	27			10	503	
Ministry of Agriculture and Forests				1		40	2	1	32	21		4			18	119	
Ministry of Works & Human Settlement					1	36			8	6		4			3	58	
Ministry of Home & Cultural Affairs	1							11				19	1	1	15	47	
Ministry of Information & Communications						7	23	2	2	2		2			2	38	
Ministry of Finance				1			26	1	2	1		2			2	32	
Ministry of Economic Affairs						7	5	2							1	15	
Ministry of Foreign Affairs								5								5	
Ministry of Labour & Human Resources				1		2									1	4	
Autonomous Agency				2	1	70	16	29	11	5	1	19			12	166	
Jigme Dorji Wangchuck National Referral Hospital (JDWNRH)				1		50	1	29	3	5	1	5			6	101	
National Land Commission									5			7				12	

Row Labels	EX2	ES1	ES2	ES3	P1	P2	P4	P5	S1	S2	S3	S4	S5	O1	O2	O4	Grand Total
Office of the Attorney General							6			2			2				10
National Center for Hydrology and Meteorology (NCHM)							2						5			1	8
National Environment Commission					1		1	6									7
National Statistics Bureau					1		4										5
Tourism Council of Bhutan							3	1									4
Gross National Happiness Commission								2									2
Royal Institute of Management								1								1	2
Bhutan Information Communications & Media Authority							1									1	2
Cabinet Secretariat								1								1	2
Bhutan Narcotic Control Authority								1								1	2
Drug Regulatory Authority							2										2
Dzongkha Development Commission								2									2
Construction Development Board										1							1
Bhutan Civil Aviation Authority																1	1
Bhutan Standards Bureau							1									1	1
Bhutan Olympic Committee									1								1
Centre for Bhutan Studies and GNH Research								1									1
Thromde										2						7	9
Thimphu Thromde										1							1
Samdrupjongkhar Thromde										1						2	2
Gelephu Thromde																5	5
Phuentsholing Thromde																	5
Grand Total	1	6	1	3	5	1	266	888	197	214	83	2	261	1	1	76	2,004

Table 27

Civil Servants Recruited by MOG from January - December 2020

MOG	Regular		Contract		Grand Total
	Male	Female	Male	Female	
Education & Training Services Group	262	278	113	85	738
Medical and Health Services Group	174	191	33	57	455
Administration & Support Services Group	26	23	82	128	259
Architectural, Engineering & Land Services Group	100	43	10	2	155
Sports & Youth Services Group	16	14	36	10	76
Laboratory & Technical Services Group	18	25	8	3	54
Agriculture & Livestock Services Group	29	22	1	2	54
Forestry & Environment Protection Services Group	31	6	2	3	42
Legal, Judiciary and Legislative Services Group	12	23			35
Human Resource Services Group	15	13	1		29
Finance & Audit Services Group	11	16		1	28
Information Communication & Technology Services Group	5	8	6	7	26
Planning & Research Services Group	7	2	5	1	15
Executive and Specialist Services Group			7	4	11
Transportation & Aviation Services Group	3	7			10
Trade, Industry & Tourism Services Group	1	1	2	2	6
Foreign Services Group		5			5
Library, Archives & Museum Services Group			1	2	3
Arts, Culture & Literary Services Group	3				3
Grand Total	713	677	307	307	2,004
		1,390	614		

Table 28
Civil Servants Recruited by Position Level (2016-2020)

Position Level	2016			2017			2018			2019			2020			
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T	
EX1/ES1			0												7	7
EX2/ES2			0					1	1	2		2			1	1
EX3/ES3			0												3	3
P1		6	6	1	6	7		4	4			0		1	4	5
P2		4	4		4	4									1	1
P3		6	6	1	1	2									1	1
P4	151	12	163	218	5	223	159	66	225	152	99	251	188	78	266	266
P5	376	359	735	466	265	731	214	142	356	461	450	911	672	216	888	888
SS1			0													
SS2		1	1													
SS3			0													
SS4		2	2													
S1		1	1	114	3	117	78	17	95	101	26	127	169	28	197	197
S2	1	67	68	176	21	197	150	12	162	174	15	189	203	11	214	214
S3			0	106	4	110	38	3	41	34	1	35	81	2	83	83
S4		7	7		1	1									2	2
S5	50	27	77	143	585	728	99	123	222	97	442	539	75	185	260	260
O1			0	2	1	3				2		2		1	1	1
O2		17	17	2	56	58		27	27		18	18		1	1	1
O3			0													
O4		31	31	2	281	283	5	149	154	6	206	212	1	74	75	75
Total	578	540	1,118	1,231	1,233	2,464	743	544	1,287	1,029	1,258	2,287	1,390	614	2,004	2,004

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

Table 29
Civil Servants Recruited by Position Level and Gender

Position Level	Regular			Contract			Grand Total
	Male	Female	Total	Male	Female	Total	
EX2					1	1	1
ES1				4	2	6	6
ES2				1		1	1
ES3				2	1	3	3
P1	1		1	3	1	4	5
P2				1		1	1
P4	104	84	188	28	50	78	266
P5	319	353	672	121	95	216	888
S1	76	93	169	13	15	28	197
S2	108	95	203	9	2	11	214
S3	62	19	81	1	1	2	83
S4				2		2	2
S5	42	33	75	55	130	185	260
O1				1		1	1
O2					1	1	1
O4	1		1	66	8	74	75
Grand Total	713	677	1,390	307	307	614	2,004

Graph 9
Civil Servants Recruited by Position Category



Table 30
Civil Servants Promoted (2016-2020)

Position Category/Position Level	2016	2017	2018	2019	2020
Executive & Specialist Category					
EX1	1	1	2	4	5
EX2	5	9	8	4	8
EX3	10	21	13	9	9
ES1	1	2	1	2	4
ES2	10	5	11	3	3
ES3	11	11	14	20	28
Total	38	49	49	42	57
Professional & Management Category					
P1	197	215	184	221	224
P2	371	410	457	477	664
P3	779	877	1150	999	812
P4	751	710	623	702	481
P5	90	18	55	34	16
Total	2,188	2,230	2,469	2,433	2,197
Supervisory & Support Category					
SS1		3	45	56	22
SS2	32	23	130	122	110
SS3	349	154	205	290	212
SS4	220	210	479	436	388
S1	433	318	524	540	415
S2	368	284	288	441	647
S3	623	283	402	536	207
S4	193	317	216	209	43
S5	35	8	24	12	29
Total	2,253	1,600	2,313	2,642	2,073
Operational Category					
O1	97	100	65	39	48
O2	53	62	100	94	75
O3	88	108	79	56	6
Total	238	270	244	189	129
Grand Total	4,717	4,149	5,075	5,306	4,456

Table 31
Civil Servants Separated by Parent Agency and Position Level
(January - December 2020)

Parent Agency	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3
His Majestys Secretariat									
His Majestys Secretariat						1			
Secretariat of His Majesty The Fourth Druk Gyalpo									
Judiciary									
Royal Court of Justice									
Supreme Court of Bhutan									
Legislative									
National Assembly Secretariat									
National Council Secretariat									
Constitutional									
Anti-Corruption Commission								1	1
Royal Audit Authority			1						
Royal Civil Service Commission									2
Ministry									
Ministry of Education	1					2	35	21	59
Ministry of Health		1			1	1	1		3
Ministry of Agriculture and Forests		1				1	4	5	3
Ministry of Home & Cultural Affairs	1	2					3		1
Ministry of Finance							4	5	6
Ministry of Works & Human Settlement						1	7	1	2
Ministry of Information & Communications							1	1	1
Ministry of Economic Affairs								1	
Ministry of Labour & Human Resources				1			2		1
Ministry of Foreign Affairs								3	
Autonomous									
Jigme Dorji Wangchuck National Referral Hospital (JDWNRH)			1						
Office of the Attorney General			1				1		

P4	P5	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Grand Total
								1					1	3
									1				1	1
	1				9	2	2						3	17
2														2
	2						1							3
	1													1
	1													3
2	2						1							6
2	2				1		1							8
46	148				2	3	5	3	65	1	12		2	405
14	1	3	7	14	55	50	35	2	23	1			5	217
8	4	3	14	6	14	4	10	5	6	7			3	98
4	6			1	6	2	1	1	2	3		1	14	48
5	4		3	2	11	1	1	1	1	2			1	47
			1	4	6	2	3	2	1	2	1		5	38
4	9		1	4	3	1	3	2	4				3	37
2			2		2	2		2		3				14
1				1									2	8
1							1	1						6
1					21		1				1	2		27
10														12

Parent Agency	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3
Gross National Happiness Commission								1	5
Bhutan Information Communications & Media Authority									1
National Land Commission				1					
Bhutan Narcotic Control Authority		1							
National Statistics Bureau							1	3	
Royal Education Council				1	1				2
Tourism Council of Bhutan							2		
Bhutan Standards Bureau		1							1
Bhutan Civil Aviation Authority							1		
National Center for Hydrology and Meteorology (NCHM)									
Royal Institute of Management							2		
Dratshang Lhentshog									
Election Commission									
Bhutan Council for School Examination and Assessment						1			
National Commission for Women & Children									1
Bhutan National Legal Institute									
Centre for Bhutan Studies and GNH Research									
Drug Regulatory Authority									
Media Council							1		
National Environment Commission							1		
Bhutan Olympic Committee								1	
Dzongkha Development Commission									
Thromde									
Gelephu Thromde									
Samdrupjongkhar									
Thimphu									
Grand Total	2	7	3	1	2	8	66	43	89

P4	P5	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Grand Total
3	1													10
2	3		1	1								1		9
1				3	1		2		1					9
													6	7
						1								5
														4
1				1										4
	1													3
								1						2
							1	1						2
														2
											2			2
								1	1					2
														1
														1
													1	1
								1						1
														1
														1
													1	1
	1									1			2	4
									1					1
	4			1	1								2	8
109	191	6	29	38	132	71	66	24	105	22	14	4	52	1,084

Table 32
Civil Servants Separated by MOG (January - December 2020)

MOG	Regular			Contract			Grand Total
	M	F	T	M	F	T	
Administration & Support Services Group	24	60	84	52	63	115	199
Agriculture & Livestock Services Group	4	27	31	2	2	4	35
Architectural, Engineering & Land Services Group	13	43	56	2	5	7	63
Arts, Culture & Literary Services Group					1	1	1
Education & Training Services Group	85	88	173	73	78	151	324
Executive and Specialist Services Group	4	18	22		1	1	23
Finance & Audit Services Group	15	25	40		1	1	41
Foreign Services Group	3	1	4				4
Forestry & Environment Protection Services Group	4	25	29		6	6	35
Human Resource Services Group	3	6	9				9
Information Communication & Technology Services Group	6	11	17	9	3	12	29
Laboratory & Technical Services Group	2	11	13	11	20	31	44
Legal, Judiciary and Legislative Services Group	7	12	19	6	3	9	28
Library, Archives & Museum Services Group	2	2	4	5	2	7	11
Medical and Health Services Group	28	18	46	81	66	147	193
Planning & Research Services Group	7	8	15	1	4	5	20
Sports & Youth Services Group		1	1	4	3	7	8
Trade, Industry & Tourism Services Group	1	4	5				5
Transportation & Aviation Services Group	1	7	8	1	3	4	12
Grand Total	209	367	576	247	261	508	1,084

**Table 33
Civil Servants Separated by Category of Separation and Position Categories (January - December 2020)**

Position Categories	Superannuation EX and ES		Superannuation P1 and Below		VR P1 & below		ERS		CR		CT		Cancel / Withdrawal Of Appointment		Death		Termination		By Order		Grand Total
	R	C	R	C	R	C	R	C	R	C	R	C	R	C	R	C	R	C	R	C	
ESC	17										1										23
PMC			63		199		10		9		1		83		12		1				454
SSC			69		88		18		16			151		2			3				512
OC			16		8		2		2			12		3		2					95
Grand Total	17	148	295	247	28	27	1	247	8	45	4	3	9	5	1084						

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

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Civil Servants Separated by Position Level and Employment Type

Position Level	2016			2017			2018			2019			2020		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
EX1/ES1	10		10	1		1	5		5	7		7	3		3
EX2/ES2	5		5	1		1	16		16	9		9	9		9
EX3/ES3	6		6	3		3	7		7	2		2	10		10
P1	42	2	44	65	2	67	65	2	67	51	4	55	64	2	66
P2	54	2	56	67	1	68	54	1	55	42	1	43	41	2	43
P3	51	9	60	69	9	78	86	4	90	94	1	95	80	9	89
P4	58	20	78	62	14	76	79	16	95	59	15	74	80	29	109
P5	30	11	41	37	110	147	35	58	93	33	100	133	32	159	191
SS2	10		10	6		6	9		9	4		4	6		6
SS3	17		17	22		22	35		35	26		26	29		29
SS4	35		35	18	2	20	26		26	30		30	38		38
S1	53	3	56	38	4	42	60	35	95	50	2	52	64	68	132
S2	34	2	36	43	13	56	40	19	59	35	10	45	28	43	71
S3	47		47	25	1	26	32		32	23		23	33		33
S4	34	2	36	22	2	24	34	15	49	16		16	23	1	24
S5	27	7	34	26	22	48	25	61	86	13	161	174	8	97	105
O1	38		38	35	1	36	40	1	41	17		17	21	1	22
O2	13	1	14	9	12	21	10	5	15	3	13	16	2	12	14
O3	13		13	13		13	10	1	11	5		5	4		4
O4	19	1	20	8	19	27	4	35	39	1	38	39	1	51	52
Total	596	60	656	570	212	782	672	253	925	520	346	866	576	508	1,084

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

Table 35

Civil Servants Separated by Position Levels and Gender (Jan - Dec 2020)

Position Level	Regular			Contract			Grand Total
	Male	Female	Total	Male	Female	Total	
EX1	2		2				2
EX2	6	1	7				7
EX3	3		3				3
ES1	1		1				1
ES2	2		2				2
ES3	4	3	7	1		1	8
P1	48	16	64	2		2	66
P2	28	13	41	1	1	2	43
P3	38	42	80	8	1	9	89
P4	46	34	80	11	18	29	109
P5	17	15	32	75	84	159	191
SS2	4	2	6				6
SS3	23	6	29				29
SS4	20	18	38				38
S1	37	27	64	30	38	68	132
S2	18	10	28	20	23	43	71
S3	24	9	33	19	14	33	66
S4	12	11	23	1		1	24
S5	6	2	8	46	51	97	105
O1	21		21	1		1	22
O2	2		2	1	11	12	14
O3	4		4				4
O4	1		1	45	6	51	52
Grand Total	367	209	576	261	247	508	1,084

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

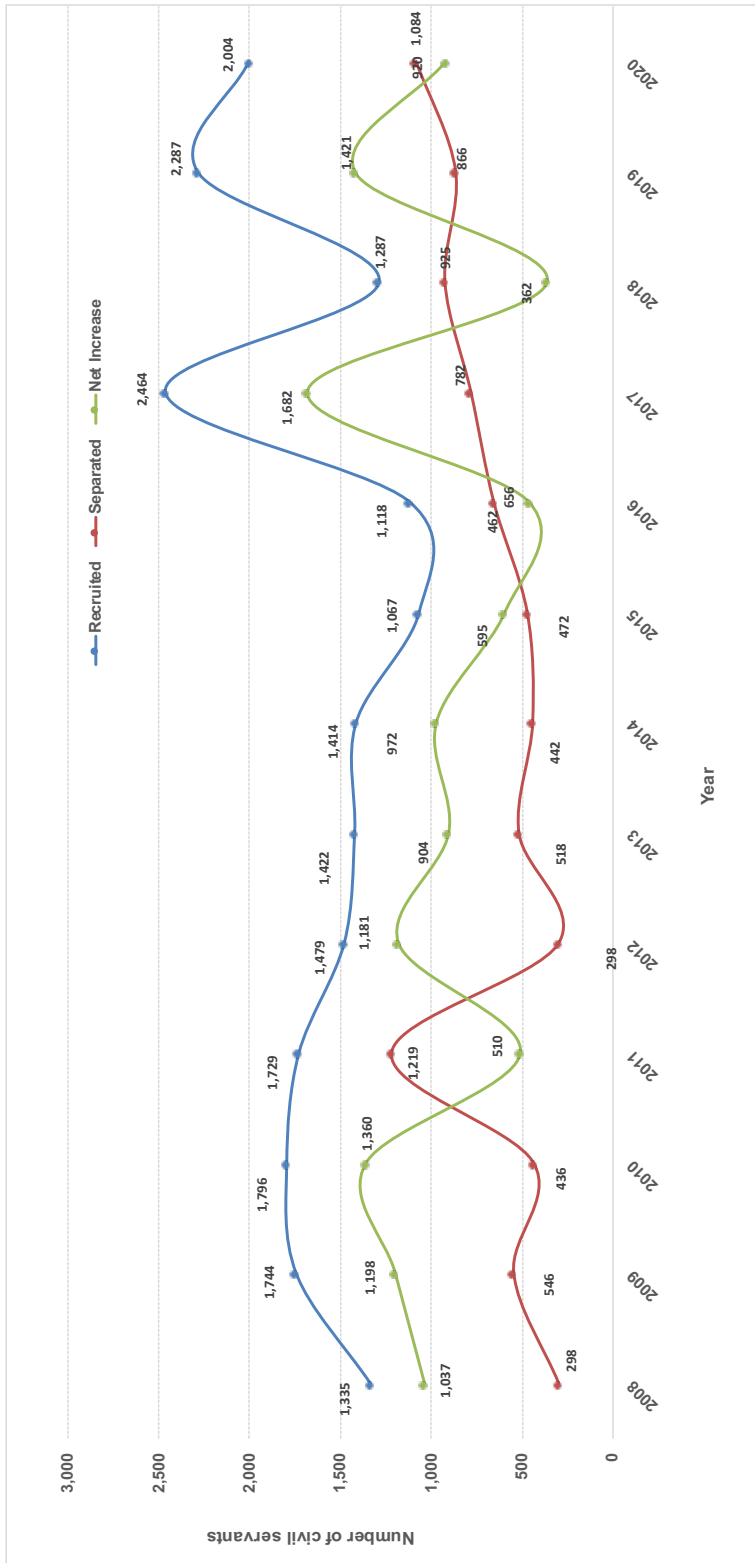


Table 36
Projection of Superannuation of Regular Civil Servants

Position Level	2021	2022	2023	2024	2025
EX1	4	2	1	3	5
EX2	4	5	3	4	5
EX3	1	3		4	3
ES1	1				
ES2	6	4	2	6	1
ES3	5	6	5	14	4
P1	41	67	49	70	60
P2	24	32	41	34	29
P3	3	5	9	13	5
P4		8	6	4	2
P5	2	3	2	2	2
SS1	2	1	1	4	2
SS2	3	5	2	9	12
SS3	23	32	30	28	26
SS4	17	29	31	24	23
S1	47	53	52	66	54
S2	14	24	27	21	28
S3	18	13	16	15	18
S4	7	4	4	10	8
S5	9	4	3	9	6
O1	18	26	26	31	34
O2	2	4	5	3	4
O3	1	1	2		
O4	1	2		3	
Total	253	333	317	377	331

Table 37
Qualification of Regular Civil Servants as on 31st December 2020 - Summary

Educational Qualification	Male	Female	Total	% of the Total
P.hd	30	5	35	0.13%
Master's Degree	1,960	731	2,691	10.08%
P.G Diploma	1,422	992	2,414	9.04%
P.G Certificate	69	56	125	0.47%
Bachelor's Degree	4,912	3,074	7,986	29.91%
Diploma	2,863	1,640	4,503	16.87%
Certificate	4,151	2,901	7,052	26.41%
Class XII	658	572	1,230	4.61%
Basic Education Class X and Below	571	91	662	2.48%
Total	16,636	10,062	26,698	100.00%

Graph 11
Regular Civil Servants by Qualification Levels

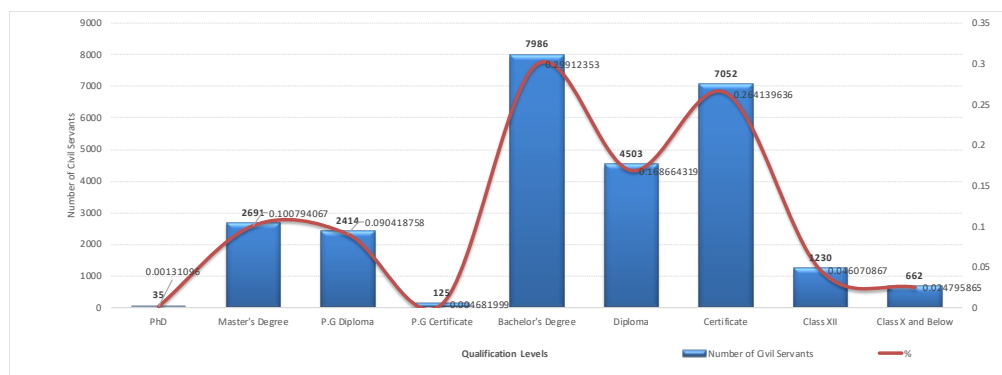


Table 38
Regular Civil Servants by Parent Agency and Qualification Level

Parent Agency	P.hd	Master's Degree	P.G Diploma	Bachelor's Degree	P.G Certificate	Diploma	Certificate	Class XII	Basic Education Class X and Below	Grand Total
His Majesty's Secretariat		3	1	6			11	3	2	26
Secretariat of His Majesty The Fourth Druk Gyalpo		1		1			2		3	7
Judiciary										
Royal Court of Justice		15	5	17		183	133	45	24	422
Supreme Court of Bhutan		4	5	1		1	6			17
Legislative										
National Assembly Secretariat		4	5	5		1	11	4		30
National Council Secretariat		4	5	5	1	1	11	1		28
Constitutional										
Anti-Corruption Commission		22	22	25		22	13	6	6	116
Royal Audit Authority		25	67	45	2	27	45	7	7	225
Royal Civil Service Commission	1	38	81	30	1	3	23	3		180
Ministry										
Ministry of Agriculture and Forests	19	246	75	717		1045	1066	85	104	3,357
Ministry of Economic Affairs	2	93	37	97	1	19	157	26	23	455

Parent Agency	P.hd	Master's Degree	P.G Diploma	Bachelor's Degree	P.G Certificate	Diploma	Certificate	Class XII	Basic Education Class X and Below	Grand Total
Ministry of Education	2	1195	1467	4862	98	83	1537	286	50	9,580
Ministry of Finance		158	261	204	9	598	334	28	35	1,627
Ministry of Foreign Affairs		44	32	18	1	2	42	15	14	168
Ministry of Health	3	242	27	785		1593	1758	282	129	4,819
Ministry of Home & Cultural Affairs	1	134	40	250	4	35	471	151	97	1,183
Ministry of Information & Communications		61	26	148		119	239	84	10	687
Ministry of Labour & Human Resources		45	21	94	1	121	66	11	4	363
Ministry of Works & Human Settlement		62	9	346		478	534	27	70	1,526
Autonomous										
Bhutan Civil Aviation Authority	1	2	3	9		3	4			22
Bhutan Council for School Examination and Assessment		11	1	6	2		6		1	27
Bhutan Health Trust Fund	1						1			2
Bhutan Information Communications & Media Authority		4	1	8		1	5			19
Bhutan Medical Health Council		4		2			4			10
Bhutan Narcotic Control Authority		5	2	3			11	1		22

Parent Agency	P.hd	Master's Degree	P.G Diploma	Bachelor's Degree	P.G Certificate	Diploma	Certificate	Class XII	Basic Education Class X and Below	Grand Total
Bhutan National Legal Institute				1		1	3			5
Bhutan Olympic Committee				2		2	1	2	8	15
Bhutan Standards Bureau		9	2	17		5	13	6		52
Cabinet Secretariat		10	6	6		1	7	4	2	36
Centre for Bhutan Studies and GNH Research	1	5	5	3			4			18
Construction Development Board		3		6		2	3	2	1	17
Dratshang Lhentshog		1		1		2	19	4	12	39
Drug Regulatory Authority		3		12		3	8		1	27
Dzongkha Development Commission	1	5	5	20		1	3			35
Gross National Happiness Commission		78	61	21	2	1	7	2	4	176
Jigme Dorji Wangchuck National Referral Hospital (JDWNRH)		3		6		13	41	12	6	81
Media Council				1						1
National Center for Hydrology and Meteorology (NCHM)	1	7	1	31		8	108	25	4	185
National Commission for Women & Children		4	5	2			6			17

Parent Agency	P.hd	Master's Degree	P.G Diploma	Bachelor's Degree	P.G Certificate	Diploma	Certificate	Class XII	Basic Education Class X and Below	Grand Total
National Environment Commission		26	2	42		4	8	2	2	86
National Film Commission		1		1					1	3
National Land Commission		24	10	70	1	65	170	94	9	443
National Statistics Bureau		16	1	23		18	7	3		68
Office of the Attorney General		21	101	14		29	5	3	2	175
Royal Education Council	2	20		3	2	2	8	1		38
Royal Institute of Management		16	2	4		4	20	1	8	55
Royal Privy Council		1		2			5		1	9
Tourism Council of Bhutan		13	14	8		4	17	1	3	60
Thromde										
Gelephu Thromde		1	1	2			17	1	2	24
Phuentsholing Thromde		1		3			26	2	4	36
Samdrupjongkhar Thromde		1		2		2	15		1	21
Thimphu Thromde		1		2		1	39	2	13	58
Grand Total	35	2,560	2,270	7,582	135	8,145	493	562	26,698	

Table 39

Regular Civil Servants meeting the Minimum Qualification Criteria

Position Level	Master's Degree	Bachelor's Degree	Certificate	Class X and Below	Actual Strength	%
Executive and Specialists						
NA		2			2	100.00%
EX1		24			25	96.00%
EX2		49			49	100.00%
EX3		71			72	98.61%
Total		146			148	98.65%
ES1	6				6	100.00%
ES2	29				30	96.67%
ES3	95				103	92.23%
Total	130				139	93.53%
Professional & Management						
P1		1074			1265	84.90%
P2		1965			2248	87.41%
P3		3123			3721	83.93%
P4		3327			3385	98.29%
P5		2435			2459	99.02%
Total		11924			13078	91.18%
Supervisory & Support						
SS1			124		124	100.00%
SS2			405		406	99.75%
SS3			1094		1104	99.09%
SS4			1635		1670	97.90%
S1			2667		2778	96.00%
S2			2379		2557	93.04%
S3			1423		1814	78.45%
S4			710		799	88.86%
S5			189		545	34.68%
Total			10,626		11,797	90.07%
Operational						
O1				852	852	100.00%
O2				354	354	100.00%
O3				262	262	100.00%
O4				68	68	100.00%
Total				1,536	1,536	100.00%
Grand Total				24,362	26,698	91.25%

NA" Eminent Member

Table 40
Long-Term Implementation Status

Type of Training	Approved (Jan - Dec 2020)	Undergoing LTT as on 31st Dec, 2020
P.hd	2	22
Super Specialisation	0	2
Specialization	2	3
Master's Degree	311	414
P.G Diploma	0	0
P.G. Certificate	0	0
Bachelor's Degree	52	260
Diploma	0	0
Non-Degree/Visiting Fellowship Certificate	2	0
	39	3
Total	408	704

Table 41
Long-Term Training by Mode of Study (Jan - Dec 2020)

Level of Study	Full Time	Mixed Mode	Grand Total
P.hd	2	0	2
Super Specialization	2	0	2
Masters	261	50	311
P.G Certificate	0	0	0
Bachelors	28	24	52
Diploma	0	0	0
Visiting Fellowship Certificate	2	0	2
	39	0	39
Grand Total	334	74	408

Table 42
Long-Term Training Implemented by Country (Jan - Dec 2020)

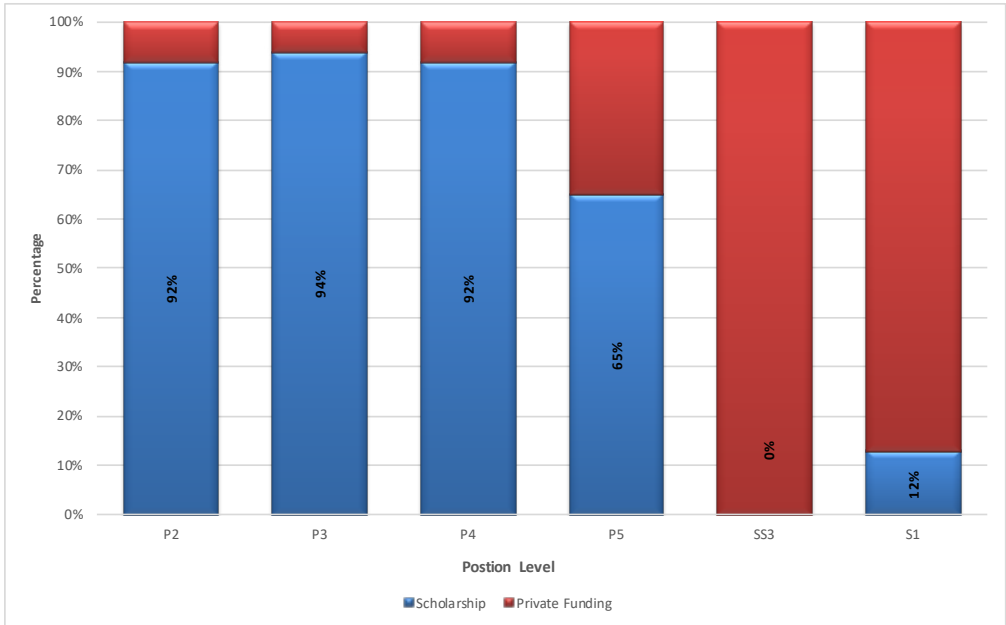
Country	P.hd	Specializa- tion	Masters	P.G Certif- icate	Bachelors	Diploma	Visiting Fellow- ship	Certifi- cate	Grand Total
Bhutan	0	0	212	0	48	0	0	30	290
India	0	1	20	0	4	0	0	9	34
Thailand	0	1	19	0	0	0	0	0	20
Australia	1	0	23	0	0	0	0	0	24
Japan	0	0	24	0	0	0	0	0	24
United States	0	0	2	0	0	0	1	0	3
UK	1	0	2	0	0	0	0	0	3
Spain	0	0	1	0	0	0	0	0	1
Canada	0	0	1	0	0	0	0	0	1
Germany	0	0	2	0	0	0	0	0	2
Netherlands	0	0	3	0	0	0	0	0	3
Switzerland	0	0	0	0	0	0	1	0	1
Finland	0	0	1	0	0	0	0	0	1
Bangladesh	0	0	1	0	0	0	0	0	1
Grand Total	2	2	311	0	52	0	2	39	408

Table 43

Civil Servants Undergoing Long-Term Training as on December 2020

Country	P.hd	Super Specialization	Specialization	Masters	P.G Diploma	P.G Certificate	Bachelors	Diploma	Visiting Fellowship	Certificate	Grand Total
Bhutan	0	0	0	267	0	0	246	0	0	1	514
Thailand	1	2	1	53	0	0	0	0	0	0	57
Australia	17	0	0	38	0	0	2	0	0	0	57
India	0	0	1	20	0	0	12	0	0	2	35
Japan	2	0	0	14	0	0	0	0	0	0	16
United States	0	0	0	3	0	0	0	0	0	0	3
Germany	0	0	0	2	0	0	0	0	0	0	2
United Kingdom	2	0	1	1	0	0	0	0	0	0	4
Bangladesh	0	0	0	4	0	0	0	0	0	0	4
China	0	0	0	1	0	0	0	0	0	0	1
Netherlands	0	0	0	5	0	0	0	0	0	0	5
Canada	0	0	0	1	0	0	0	0	0	0	1
Malaysia	0	0	0	3	0	0	0	0	0	0	3
Nepal	0	0	0	2	0	0	0	0	0	0	2
Grand Total											704

Graph 12
Long-Term Training by Type of Funding



Graph 13
Undergoing Long-Term Training by Parent Agency through Private Funding (Jan - Dec 2020)

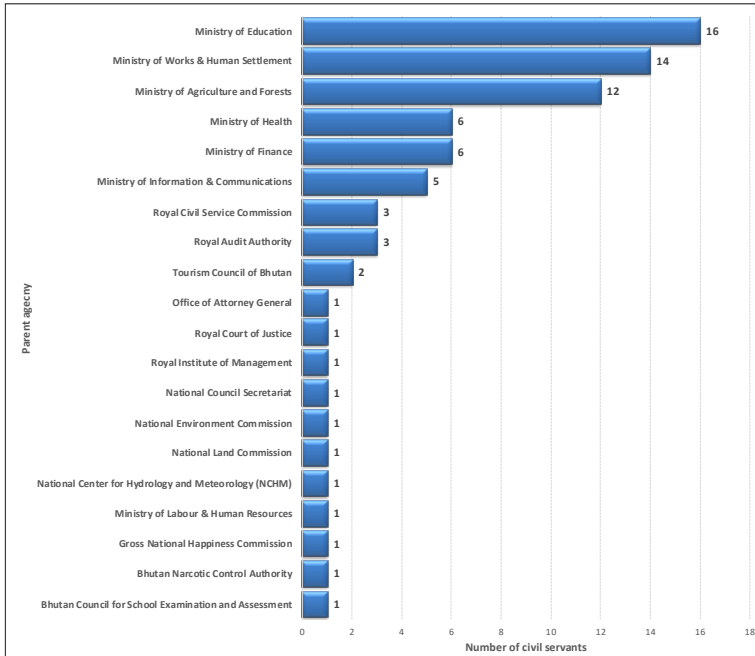


Table 44

Long-Term Training Implemented by Parent Agency (Jan - Dec 2020)

Parent Agency	P.hd	Super Specialization	Masters Certificate	P.G Certificate	Bachelors	Diploma	Visiting Fellowship	Certificate	Grand Total
Constitutional									
Royal Audit Authority	0	0	4	0	0	0	0	2	6
Royal Civil Service Commission	0	0	4	0	0	0	2	0	6
National Land Commission	0	0	2	0	0	0	0	0	2
Ministry									
Ministry of Education	0	0	211	0	24	0	0	0	235
Ministry of Health	0	2	20	0	0	0	0	29	51
Ministry of Agriculture and Forests	2	0	17	0	23	0	1	0	43
Ministry of Finance	0	0	12	0	0	0	0	7	19
Ministry of Works & Human Settlement	0	0	15	0	4	0	0	0	19
Ministry of Information & Communications	0	0	1	0	0	0	0	1	2
Ministry of Economic Affairs	0	0	4	0	0	0	1	0	5
Ministry of Home & Cultural Affairs	0	0	2	0	0	0	0	0	2
Ministry of Labour & Human Resources	0	0	1	0	0	0	0	0	1
Ministry of Foreign Affairs	0	0	1	0	0	0	0	0	1

Parent Agency	P.hd	Super Specialization	Masters	P.G Certificate	Bachelors	Diploma	Visiting Fellowship	Certificate	Grand Total
Agency									
National Commission for Women and Children	0	0	2	0	0	0	0	0	2
Gross National Happiness Commission	0	0	6	0	0	0	1	0	7
National Center for Hydrology and Meteorology (NCHM)	0	0	3	0	0	0	0	0	3
National Environment Commission	0	0	2	0	0	0	0	0	2
Royal Institute of Management	0	0	1	0	0	0	0	0	1
Tourism Council of Bhutan	0	0	1	0	0	0	0	0	1
Grand Total	2	2	309	0	51	0	5	39	408

Table 45
Long-Term Training by Source of Funding (Jan - Dec 2020)

Source of Funding	P.hd	Super Specialization	Masters	P.G Certificate	Bachelors	Diploma	Visiting Fellowship	Certificate	Grand Total
RGoB	0	2	211	0	24	0	0	30	267
Private Funding	0	0	15	0	26	0	0	0	41
TCS Colombo Plan	0	0	5	0	0	0	0	9	14
University Scholarship	0	0	2	0	1	0	0	0	3
TICA	0	0	18	0	0	0	0	0	18
Australia Awards									
Scholarship (AAS)	0	0	6	0	0	0	0	0	6
JDS Scholarship	0	0	9	0	0	0	0	0	9
Nehru-Wangchuck									
Scholarship	0	0	5	0	0	0	0	0	5
Open scholarship	2	0	0	0	0	0	0	0	2
World Bank	0	0	1	0	0	0	0	0	1
GOI scholarship	0	0	10	0	0	0	0	0	10
JICA	0	0	13	0	0	0	0	0	13
Fulbright Scholarship	0	0	1	0	0	0	0	0	1
Other	0	0	15	0	1	0	2	0	18
Grand Total	2	2	311	0	52	0	2	39	408

Table 46***Long-Term Training Availed by Civil Servants (2016 - 2020)***

Qualification	2016	2017	2018	2019	2020
PhD	5	6	9	5	4
Masters	257	326	292	285	311
Specialization/Non-Degree/ Fellowship/Internship/Attachment	6	11	8	5	2
P.G Dip. /P.G Cert.	70	27	27	2	
Bachelors	100	93	103	91	52
Diploma	4	9	7	2	0
Certificate	48	27	23	23	39
Total	490	499	469	413	408

Table 47**Civil Servants on Secondment**

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

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

Position Level	Male	Female	Total
EX3	1		1
ES3		1	1
P1	12	8	20
P2	38	26	64
P3	99	72	171
P4	57	68	125
P5	8	14	22
SS1	4		4
SS2	2	2	4
SS3	9	6	15
SS4	11	20	31
S1	27	22	49
S2	5	10	15
S3	6	17	23
S4	5	12	17
O1	3		3
O2	2	2	4
Grand Total	289	344	569

Note: The figures are as on 31st December 2020

Graph 14
Civil Servants on Extraordinary Leave by MOGs and Gender (as on 31st December 2020)

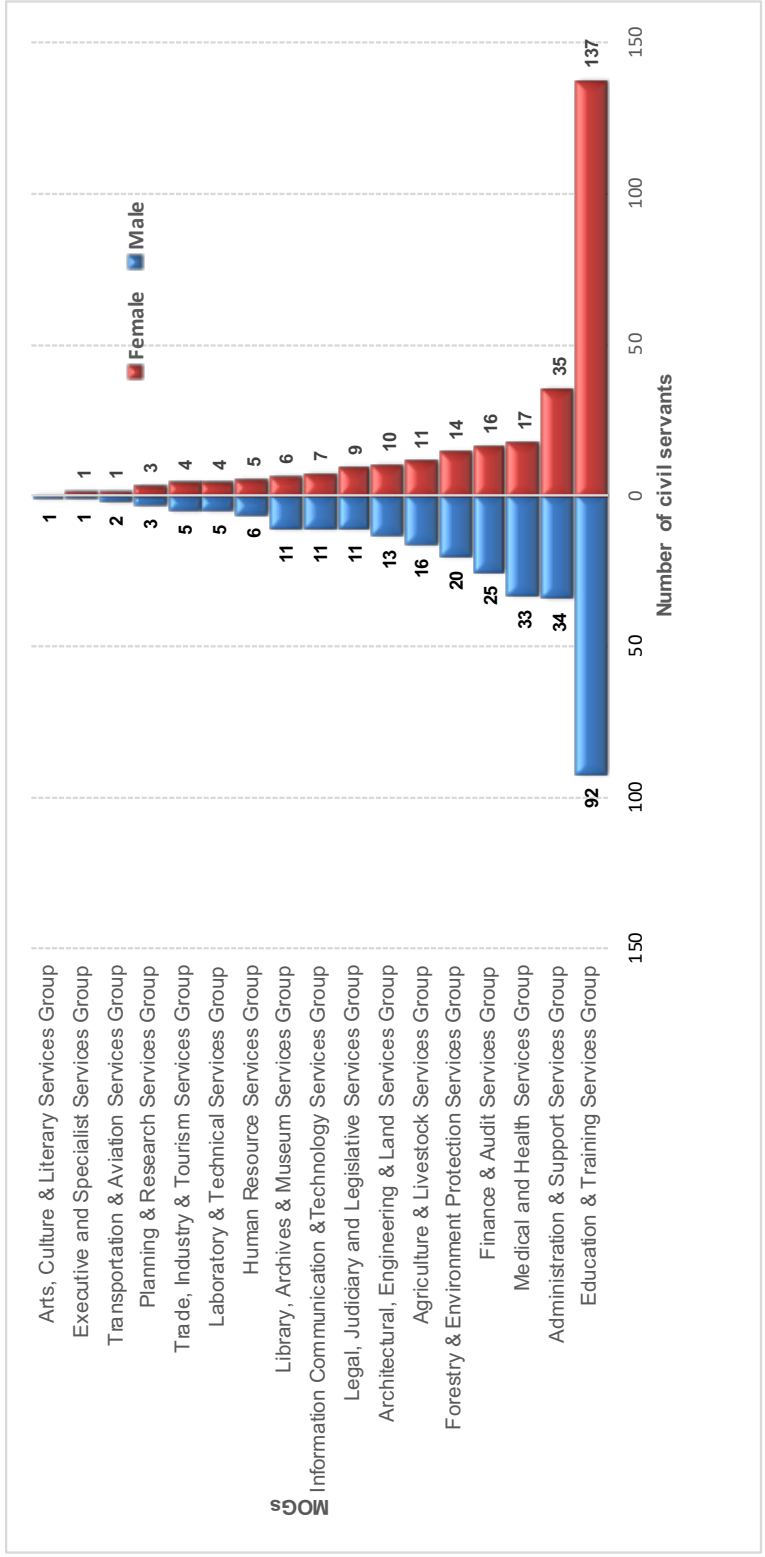


Table 49

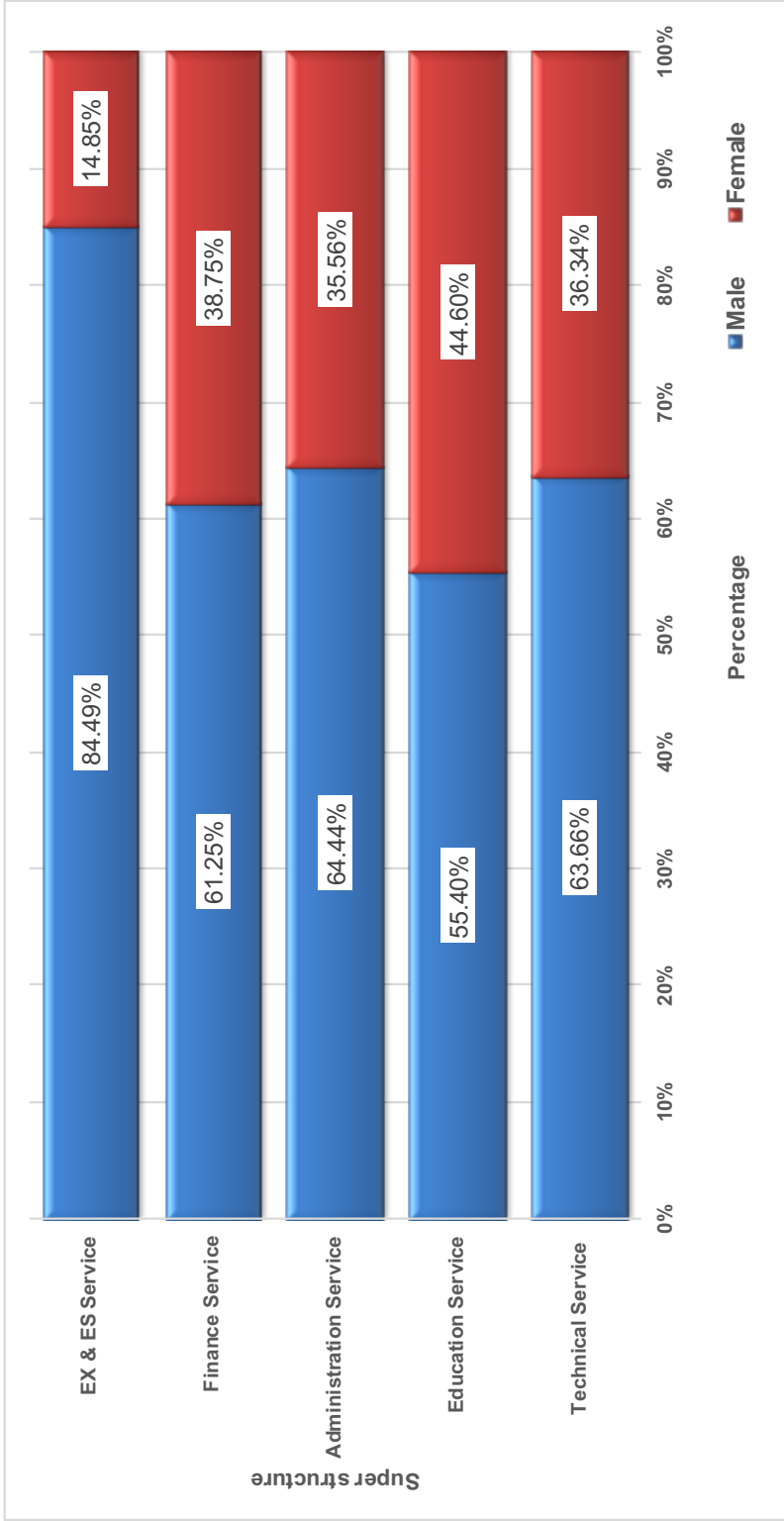
Civil Servants on Extraordinary Leave by Working Agency and Gender

Working Agency	Male	Female	Total
Judiciary			
Royal Court of Justice	2	8	10
Legislative			
National Assembly Secretariat	1	1	2
National Council Secretariat	1		1
Constitutional			
Anti-Corruption Commission	4	1	5
Royal Civil Service Commission	2		2
Ministry			
Ministry of Agriculture and Forests	34	14	48
Ministry of Economic Affairs	13	7	20
Ministry of Education	3	3	6
Ministry of Finance	18	9	27
Ministry of Foreign Affairs		3	3
Ministry of Health	11	12	23
Ministry of Home & Cultural Affairs	5	2	7
Ministry of Information & Communications	8	2	10
Ministry of Labour & Human Resources	4	6	10
Ministry of Works & Human Settlement	13	2	15
Dzongkhag			
Bumthang Dzongkhag	8	7	15
Chukha Dzongkhag	5	6	11
Dagana Dzongkhag	7	4	11
Gasa Dzongkhag	5		5
Haa Dzongkhag	4	3	7
Lhuntse Dzongkhag	2	4	6
Mongar Dzongkhag	6	10	16
Paro Dzongkhag	12	22	34
Pemagatsel Dzongkhag	1	1	2
Punakha Dzongkhag	9	16	25
Samdrup Jongkhar Dzongkhag	6	2	8
Samtse Dzongkhag	11	6	17
Sarpang Dzongkhag	8	8	16
Thimphu Dzongkhag	3	9	12
Trashigang Dzongkhag	2		2
Trashigang Dzongkhag	4	7	11
Trongsa Dzongkhag	4	2	6
Tsirang Dzongkhag	11	5	16
Wangdue Dzongkhag	7	10	17
Zhemgang Dzongkhag	1	3	4

Working Agency	Male	Female	Total
Autonomous			
Bhutan Council for School Examination and Assessment	1		1
Bhutan Information Communications & Media Authority	1	2	3
Bhutan Olympic Committee	1		1
Bhutan Standards Bureau	2	2	4
Cabinet Secretariat	2		2
Centre for Bhutan Studies and GNH Research	1	1	2
Construction Development Board	2		2
Dratshang Lhentshug		1	1
Drug Regulatory Authority	1		1
Dzongkha Development Commission		1	1
Gross National Happiness Commission	4	1	5
Jigme Dorji Wangchuck National Referral Hospital (JDWNRH)	4	9	13
National Center for Hydrology and Meteorology (NCHM)	4	1	5
National Commission for Women & Children	1		1
National Environment Commission	3	4	7
National Land Commission	3	1	4
National Statistics Bureau	2		2
Office of the Attorney General	3	1	4
Royal Institute of Management	1	1	2
Tourism Council of Bhutan	1	1	2
Thromde			
Gelephu Thromde	2	5	7
Phuentsholing Thromde	3	4	7
Samdrupjongkhar Thromde	2	1	3
Thimphu Thromde	11	48	59
Grand Total	290	279	569

Note: figure is as on 31st December, 2020

Graph 15
Percentage of Civil Servants within Superstructure by Gender



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

Table 50

Civil Servants by Age Group and Super Structure

Age Group	EX & ES Service		Administration Service			Education Service			Finance Service			Technical Service			Grand Total	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F		T
<20				1		1							1	2	3	5
20-24				166	192	358	138	319	457	27	63	90	302	349	651	1556
25-29				531	389	920	1167	1460	2627	128	141	269	1314	1185	2499	6315
30-34				828	495	1323	1458	1155	2613	256	211	467	1815	1121	2936	7339
35-39	1		1	824	452	1276	1363	910	2273	297	169	466	1408	877	2285	6301
40-44	11	3	14	639	279	918	1060	697	1757	175	91	266	1130	516	1646	4601
45-49	57	12	69	353	127	480	461	234	695	146	55	201	737	186	923	2368
50-54	88	14	102	273	103	376	348	118	466	138	25	163	668	105	773	1880
55-60	92	15	107	85	23	108	151	56	207	36	6	42	288	37	325	789
>60	8	2	10	35	1	36	2		2			13	4	17	65	
Grand Total	257	46	303	3,735	2,061	5,796	6,148	4,950	11,098	1,203	761	1,964	7,676	4,382	12,058	31,219

Note: Eminent Members of the National Council are included

M: Male, F: Female & T: Total

Table 51

Civil Servants by Super Structure and Position Category

Superstructure/MOG	ESC			PMC			SSC			OC			Grand Total	
	R	C	T	R	C	T	R	C	T	R	C	T		
EX & ES Service														
No level ¹	2		2											2
Executive and Specialist Services	283	18	301											301
Administration Service														
Administration & Support Services Group				459	94	553	1187	436	1623	1399	757	2156		4332
Planning & Research Services Group				206	61	267	253		253					490
Human Resource Services Group				232	5	237	6	1	7					274
Trade, Industry & Tourism Services Group				131	16	147	148		148					195
Foreign Services Group				87		87	19	4	23					170
Architectural, Engineering & Land Services Group				47		47	137	1	138					170
Transportation & Aviation Services Group				32		32								87
Information Communication & Technology Services Group				28	4	32								32

Superstructure/MOG	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Legal, Judiciary and Legislative Services Group				28		28							28
Finance & Audit Services Group				2	7	9			3				12
Arts, Culture & Literary Services Group	1		1	1		1		4					5
Education Service													
Education & Training Services Group				8361	1248	9609	161	48	209				9818
Administration & Support Services Group				32		32		639	639	1	182	183	854
Sports & Youth Services Group				167	5	172	4	234	238				410
Legal, Judiciary and Legislative Services Group				16		16							16
Finance Service													
Finance & Audit Services Group				514	1	515	995	4	999				1514
Administration & Support Services Group				100	3	103	243	97	340				443
Legal, Judiciary and Legislative Services Group				7		7							7

Superstructure/MOG	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Technical Service													
Medical and Health Services Group	740	165	905	2959	44	3003							3908
Architectural, Engineering & Land Services Group	667	16	683	1819	30	1849	135	31	166				2698
Forestry & Environment Protection Services Group	270	7	277	1171	50	1221							1498
Agriculture & Livestock Services Group	342	5	347	969		969	1		1				1317
Laboratory & Technical Services Group	72	6	78	775	169	944							1022
Legal, Judiciary and Legislative Services Group	181	8	189	332	1	333							522
Library, Archives & Museum Services Group	21		21	287	76	363							384
Information Communication & Technology Services Group	144	18	162	143	5	148							310
Transportation & Aviation Services Group	18	1	19	131	2	133							152
Administration & Support Services Group	87	5	92										92
Arts, Culture & Literary Services Group	45	4	49	19	10	29							78

Superstructure/MOG	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Planning & Research Services Group				32	3	35	27		27				62
Finance & Audit Services Group				9		9	5		5				14
Executive and Specialist Services Group	1												1
Grand Total	287	18	305	13,078	16,82	14,760	11,797	1,851	13,648	1,536	970	2,506	31,219

Note: ¹Eminent Members of the National Council are included

C: Contract, R: Regular & T: Total

Table 52

Civil Servants by Super Structure and Position Level

Position Level	EX & ES Service			Administration Service			Education Service			Finance Service			Technical Service			Grand Total
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	
No level	1	1	2													2
EX1	25		25													25
EX2	46	5	51													51
EX3	63	12	75	1												76
ES1	10	2	12													12
ES2	24	8	32													32
ES3	88	18	106													107
P1				151	42	193	394	290	684	49	14	63	274	74	348	1,288
P2				104	30	134	1,072	604	1,676	77	28	105	283	86	369	2,284
P3				190	79	269	1,521	1,073	2,594	73	40	113	590	198	788	3,764
P4				246	105	351	1,157	751	1,908	105	50	155	707	494	1,201	3,615
P5				235	258	493	1,598	1,369	2,967	103	86	189	88	72	160	3,809
SS1					1	1							74	49	123	124
SS2				6	1	7	5		5	20	2	22	300	75	375	409
SS3				4	9	13	26	3	29	101	32	133	639	292	931	1,106
SS4				49	40	89	34	15	49	233	155	388	743	416	1,159	1,685
S1				116	128	244	22	12	34	188	122	310	1,376	872	2,248	2,836
S2				112	126	238	43	30	73	114	100	214	1,232	861	2,093	2,618

Position Level	EX & ES Service			Administration Service			Education Service			Finance Service			Technical Service			Grand Total
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	
S3				140	245	385	4	2	6	57	33	90	801	552	1,353	1,834
S4				157	305	462	27	11	38	33	28	61	154	132	286	847
S5				397	363	760	173	679	852	50	71	121	253	203	456	2,189
O1				583	153	736							115	4	119	855
O2				269	72	341	62	97	159				14	1	15	515
O3				237	27	264							4		4	268
O4				738	77	815	10	14	24				28	1	29	868
Total	257	46	303	3,735	2,061	5,796	6,148	4,950	11,098	1,203	761	1,964	7,676	4,382	12,058	31,219

Note:

M: Male, F:Female & T: Total

Table 53
Civil Servants by Working Agency and Super Structure

Working Agency	EX & ES Service			Administration Service		
	M	F	T	M	F	T
His Majestys Secretariat	10	1	11	24	16	40
Secretariat of His Majesty The Fourth Druk Gyalpo	3		3	22		22
Judiciary						
Royal Court of Justice	1		1	88	68	156
Supreme Court of Bhutan				1		1
Legislative						
National Assembly Secretariat	2		2	35	25	60
National Council Secretariat	3	1	4	25	19	42
Constitutional						
Royal Audit Authority	4		4	26	29	55
Anti-Corruption Commission	4		4	36	25	61
Royal Civil Service Commission	4	1	5	39	34	73
Ministry						
Ministry of Agriculture and Forests	41	5	46	320	100	420
Ministry of Economic Affairs	12		12	140	92	232
Ministry of Education	5	4	9	53	50	103
Ministry of Finance	8	2	10	91	59	150
Ministry of Foreign Affairs	10	2	12	106	58	164
Ministry of Health	16	2	18	151	94	245
Ministry of Home & Cultural Affairs	9	2	11	280	152	432
Ministry of Information & Communications	3		3	180	81	261
Ministry of Labour & Human Resources	9	2	11	98	65	163
Ministry of Works & Human Settlement	7		7	104	36	140
Autonomous						
Bhutan Civil Aviation Authority	1		1	8	3	11
Bhutan Council for School Examination and Assessment		2	2	7	3	10
Bhutan Health Trust Fund	1		1		1	1
Bhutan Information Communications & Media Authority	1		1	4	9	13

Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
			5		5	6	4	10	66
			1		1	1		1	27
			13	15	28	154	170	324	509
			1		1	3	2	5	7
			1	2	3	10	6	16	81
			1	1	2	11	5	16	64
			127	40	167	19	9	28	254
14	2	16	5	4	9	31	20	51	141
			1	2	3	11	5	16	97
8	1	9	77	50	127	1,901	459	2,360	2,962
			12	13	25	178	64	242	511
43	9	52	8	9	17	20	17	37	218
2		2	445	243	688	83	24	107	957
2		2	15	4	19	7	4	11	208
			29	26	55	693	539	1,232	1,550
7	4	11	24	13	37	69	39	108	599
			10	13	23	184	56	240	527
129	59	188	18	8	26	16	18	34	422
			40	15	55	337	112	449	651
			1		1	10	3	13	26
9	8	17	3		3	1		1	33
			1		1		1	1	4
			1	1	2	5	5	10	26

Working Agency	EX & ES Service			Administration Service		
	M	F	T	M	F	T
Bhutan Medical Health Council	1		1	2	4	6
Bhutan Narcotic Control Authority	1		1	13	4	17
Bhutan National Legal Institute				1	5	6
Bhutan Olympic Committee	2		2	3	1	4
Bhutan Standards Bureau	1		1	5	2	7
Cabinet Secretariat	2		2	27	13	40
Centre for Bhutan Studies and GNH Research	1		1	10	7	17
Construction Development Board	1		1	4	4	8
Dratshang Lhentshog	1		1	72	3	75
Drug Regulatory Authority	1		1	2	5	7
Dzongkha Development Commission	1		1	10	3	13
Gross National Happiness Commission	2		2	41	24	65
Jigme Dorji Wangchuck National Referral Hospital (JDWRH)	16	10	26	28	64	92
Media Council					2	2
National Center for Hydrology and Meteorology (NCHM)	2		2	9	6	15
National Commission for Women & Children				7	11	18
National Environment Commission	3		3	9	7	16
National Film Commission				1	2	3
National Land Commission	7		7	76	44	120
National Statistics Bureau	2		2	6	3	9
Office of the Attorney General				5	5	10
Royal Education Council	8		8	3	10	13
Royal Institute of Management	6	1	7	13	9	22
Royal Privy Council				6	3	9
Tourism Council of Bhutan	1		1	26	23	49
Dzongkhag						
Bumthang Dzongkhag	1	1	2	40	32	72
Chukha Dzongkhag	2		2	91	49	140
Dagana Dzongkhag		1	1	80	34	114
Gasa Dzongkhag	1		1	31	11	42

Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
				1	1	4	2	6	14
11	17	28		3	3		5	5	54
			1	2	3	5	2	7	16
11		11	2		2				19
				1	1	25	21	46	55
			3	1	4	6	5	11	57
			1	1	2	4	2	6	26
				2	2	12	3	15	26
8	3	11	5		5	9	3	12	104
				1	1	16	7	23	32
			1	2	3	9	2	11	28
			2	2	4	3		3	74
1		1	6	12	18	498	648	1,146	1,283
				1	1	1		1	4
			1	2	3	116	56	172	192
1	1	2	1	2	3	2	2	4	27
			2	2	4	26	24	50	73
						1		1	4
			5	3	8	58	28	86	221
			1	3	4	20	14	34	49
				3	3	41	20	61	74
21	2	23	2		2	1	1	2	48
14	5	19	2	2	4	8	4	12	64
				1	1	1		1	11
8	9	17	4	3	7	10	5	15	89
186	113	299	14	4	18	85	68	153	544
384	306	690	12	18	30	157	137	294	1,156
246	179	425	22	7	29	153	80	233	802
64	33	97	5	6	11	55	19	74	225

Working Agency	EX & ES Service			Administration Service		
	M	F	T	M	F	T
Haa Dzongkhag	2		2	45	21	66
Lhuntse Dzongkhag	1		1	47	24	71
Mongar Dzongkhag	2		2	90	40	130
Paro Dzongkhag	3		3	60	54	114
Pemagatsel Dzongkhag	2		2	75	32	107
Punakha Dzongkhag	2		2	67	36	103
Samdrup Jongkhar Dzongkhag	1		1	91	30	121
Samtse Dzongkhag	2	1	3	108	50	158
Sarpang Dzongkhag	1		1	67	31	98
Thimphu Dzongkhag	4	2	6	46	34	80
Trashigang Dzongkhag	1		1	53	28	81
Trashigang Dzongkhag	2		2	146	65	211
Trongsa Dzongkhag	1		1	46	22	68
Tsirang Dzongkhag	2		2	68	32	100
Wangdue Dzongkhag	2		2	58	46	104
Zhemgang Dzongkhag				77	29	106
Thromde						
Gelephu Thromde	1	1	2	24	14	38
Phuentsholing Thromde	1	2	3	31	18	49
Samdrupjongkhar Thromde	1		1	23	12	35
Thimphu Thromde	7	3	10	56	35	91
Outside						
Corporations	1		1	1		1
Defence						
Non Governmental Organizations	1		1	1		1
Grand Total	257	46	303	3,735	2,061	5,796

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

Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
111	110	221	7	12	19	92	45	137	445
192	95	287	12	8	20	110	55	165	544
417	276	693	16	13	29	143	100	243	1,097
289	343	632	17	14	31	130	142	272	1,052
273	132	405	16	12	28	153	70	223	765
254	224	478	12	16	28	138	110	248	859
297	159	456	17	12	29	173	92	265	872
470	401	871	18	15	33	242	149	391	1,456
317	212	529	13	13	26	141	82	223	877
125	116	241	9	12	21	92	69	161	509
258	136	394	15	6	21	114	67	181	678
522	308	830	30	17	47	312	154	466	1,556
144	137	281	17	3	20	102	63	165	535
227	127	354	15	8	23	163	71	234	713
300	241	541	14	11	25	158	134	292	964
229	158	387	14	12	26	147	83	230	749
81	79	160	4	7	11	43	21	64	275
90	127	217	8	8	16	49	36	85	370
61	54	115	6	2	8	25	16	41	200
322	764	1,086	9	18	27	73	102	175	1,389
									2
			1		1				1
							1	1	3
6,148	4,950	11,098	1,203	761	1,964	7,676	4,382	12,058	31,219

Table 54
Civil Servants by Parent Agency and Super Structure

Parent Agency	EX & ES Service			Administration Service		
	M	F	T	M	F	T
His Majesty's Secretariat	6		6	22	15	37
Secretariat of His Majesty The Fourth Druk Gyalpo	3		3	22		22
Judiciary						
Royal Court of Justice	1		1	85	67	152
Supreme Court of Bhutan				1	1	2
Legislative						
National Assembly Secretariat	2		2	35	23	58
National Council Secretariat	3	1	2	20	18	38
Constitutional						
Anti-Corruption Commission	4		4	33	22	55
Royal Audit Authority	4		4	25	28	53
Royal Civil Service Commission	4	1	5	104	76	180
Ministry						
Ministry of Agriculture and Forests	41	5	46	329	96	425
Ministry of Economic Affairs	13		13	143	95	238
Ministry of Education	19	11	30	375	422	797
Ministry of Finance	9	2	11	85	55	140
Ministry of Foreign Affairs	11	2	13	101	57	158
Ministry of Health	41	15	56	292	210	502
Ministry of Home & Cultural Affairs	26	3	29	985	353	1,338
Ministry of Information & Communications	4		4	174	79	253
Ministry of Labour & Human Resources	9	2	11	89	61	150
Ministry of Works & Human Settlement	8		8	132	34	166
Autonomous						
Bhutan Civil Aviation Authority	1		1	8	3	11
Bhutan Council for School Examination and Assessment		2	2	7	3	10
Bhutan Health Trust Fund	1		1		1	1
Bhutan Information Communications & Media Authority	1		1	4	9	13
Bhutan Medical Health Council	1		1	2	4	6

Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
			1		1	3	2	5	49
									25
			1		1	146	163	309	465
			1		1	8	6	14	18
			1		1	3	2	5	66
						5	4	9	49
14	2	16	4	3	7	20	12	32	114
			122	40	162	11	5	16	235
						2		2	187
8	1	9	9	14	23	2,438	589	3,027	3,530
			2	2	4	163	58	221	476
5,902	4,816	10,718	88	101	189	298	567	865	12,599
2		2	901	554	1,455	62	9	71	1,679
			1		1				172
1		1	21	24	45	2,454	2,035	4,489	5,093
7	3	10	20	6	26	98	40	138	1,541
			2	1	3	323	151	474	734
129	59	188	8		8	8	16	24	381
			10	4	14	1,000	384	1,384	1,572
						11	2	13	25
9	7	16							28
									2
						4	4	8	22
						2	2	4	11

Parent Agency	EX & ES Service			Administration Service		
	M	F	T	M	F	T
Bhutan Narcotic Control Authority	1		1	13	3	16
Bhutan National Legal Institute				1	4	5
Bhutan Olympic Committee	1		1	3	1	4
Bhutan Standards Bureau	2		2	5	2	7
Cabinet Secretariat	2		2	26	13	39
Centre for Bhutan Studies and GNH Research	1		1	10	7	17
Construction Development Board	1		1	3	4	7
Dratshang Lhentshog	1		1	72	3	75
Drug Regulatory Authority	1		1	2	4	6
Dzongkha Development Commission	1		1	10	3	13
Gross National Happiness Commission	2		2	127	46	173
Jigme Dorji Wangchuck National Referral Hospital (JDWNRH)				24	46	70
Media Council					2	2
National Center for Hydrology and Meteorology (NCHM)	2		2	9	5	14
National Commission for Women & Children				7	10	17
National Environment Commission	3		3	9	6	15
National Film Commission				1	2	3
National Land Commission	7		7	174	84	258
National Statistics Bureau	2		2	4	2	6
Office of the Attorney General				5	5	10
Royal Education Council	8		8	3	9	12
Royal Institute of Management	6	1	7	12	9	21
Royal Privy Council				6	3	9
Tourism Council of Bhutan	1		1	26	21	47
Thromde						
Gelephu		1	1	20	8	28
Phuentsholing	1		1	25	9	34
Samdrupjongkhar	1		1	16	7	23
Thimphu	1		1	49	11	60
Grand Total	257	46	303	3,735	2,061	5,796

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

Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
11	17	28		1	1		2	2	48
				1	1	1		1	7
11		11							16
						24	20	44	53
			1		1	1	1	2	44
				1	1	3		3	22
						8	2	10	18
8	3	11				8	3	11	98
						15	7	22	29
				1	1	20	2	22	37
			1		1				176
				3	3	45	62	107	180
									2
			1		1	113	56	169	186
1	1	2	1		1				20
			1		1	43	30	73	92
									3
			2		2	155	40	195	462
						47	15	62	70
				1	1	105	69	174	185
18	2	20				1		1	41
14	5	19	1		1	7	3	10	58
									9
8	9	17	1		1	6	4	10	76
			1	2	3	2	1	3	35
						6	3	9	44
3	7	10	1		1	2	4	6	41
2	18	20		2	2	5	7	12	95
6,148	4,950	11,098	1,203	761	1,964	7,676	4,382	12,058	31,219

Table 55
International Volunteers by Parent Agency (31st December 2020)

Parent Agency	JICA	BCFV	AV	FFT	KOICA	Fulbright	Total
Ministry of Education	6	1	1		2		10
Ministry of Labour & Human Resources	1		2	1			4
Ministry of Health	3		1	3			7
Ministry of Agriculture & Forests	3			1			4
Ministry of Home & Cultural Affairs	1						1
Tourism Council of Bhutan	1				2		3
Bhutan Olympic Committee	1						1
Royal University of Bhutan						1	1
His Majesty's Secretariat				2			2
Royal Institute of Management			1				1
Non-Profit Organizations							3
Total	19	1	5	7	4	1	37

Note: JICA = Japan International Cooperation Agency; BCFV = Bhutan Canada Foundation Volunteer;
AV = Australian Volunteer; FFT = Friends From Thailand; KOICA = Korea International Cooperation Agency



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