

རྒྱལ་བཞུང་ཞི་གཡོག་ལྷན་ཚོགས།

Royal Civil Service Commission



## CIVIL SERVICE STATISTICS

2023



23,173

Regular



5,233

Contract

28,406

17,035



Male

11,371



Female



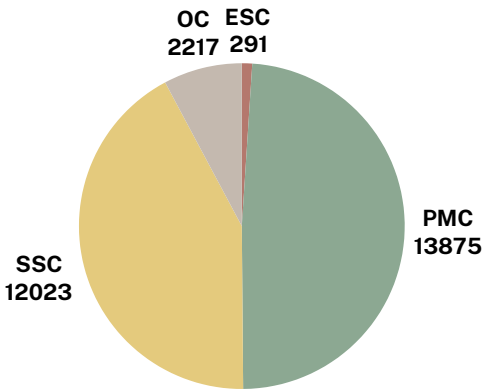
3,332

New Recruits

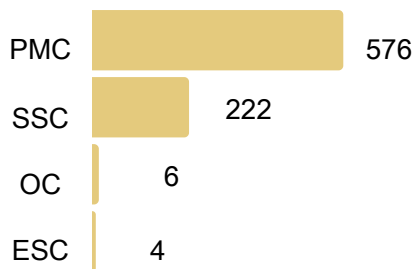


5,202

Separated



### Extraordinary leave



1:27

CS: Population Ratio

36

Median Age

*Excellence in Service*

**CIVIL SERVICE STATISTICS  
DECEMBER 2023**

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## Introduction

This Report presents an overview of the Civil Service statistics as on 31<sup>st</sup> December 2023. It includes data on civil servants recruited as regular and contract under Legislative, Constitutional bodies (except Election Commission of Bhutan), Ministries, Autonomous Agencies, Dzongkhags, Thromdes, and civil servants seconded to Non-Civil Service Agencies.

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

The information is organized and presented in 52 tables and 15 graphs. The number of civil servants is disaggregated by Position Category and Position Level, and Major Occupational Groups and Sub-groups which reflects the overview of the Civil Service structure.

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

The Report also contains information on human resource actions including recruitment, promotion, and separation. The trend in recruitment and separation provides an overview of the growth in Civil Service for the last five years.

This Report also includes data on civil servants by the level of qualification and breakdown of the civil servants by sex and age groups.

## Part I – Overview of the Report

### General

The size of the Civil Service as on 31<sup>st</sup> December 2023 is 28,406, consisting of 23,173 regular civil servants and 5,233 contract civil servants. Civil Service has grown steadily in size over the past decade. Compared to the size in 2013, It has grown by over 12.25% as of December 2023. However, the size in 2023 fell by over 6% as compared to the previous year.

Overall, the civil servants in the Dzongkhag and Thromde administrations have been 59.15% on an average for the last five years from 2018 to 2022. The growth in the Civil Service under the Dzongkhag and Thromde administrations was 58.84% in 2019, 59.68% in 2020, 60.71% in 2021, 61.89% in 2022, and 54.64% in 2023 (Table 12).

As on 31<sup>st</sup> December 2023, the number of civil servants constitutes 3.69% of the total population of the country (Table 2). The ratio of civil servants to population is 1:27 compared to 1:25 in 2022. Female civil servants constitute 40.03% which is an increase of 0.04% from 2022.

From January to December 2023, a total of 3,332 civil servants were recruited, 4,741 promoted, and 5,202 separated with a net decrease of 1,870 Civil Servants (Graph 10).

### Position Category and Position Level

As on 31<sup>st</sup> December 2023, there are 291 (1.02%) civil servants in the Executive and Specialist positions, 13,875 (48.85%) civil servants in the Professional and Management position category, 12,023 (42.33%) in the Supervisory and Support position category, and 2,217 (7.8%) in Operational position category (Table 3).

### Employment Type

There are 23,173 regular civil servants equivalent to 81.58% and 5,233 on contract equivalent to 18.42% (Table 1). By Parent Agency, the Ministry of Education and Skills Development has the highest number of contract employees with 3,234 followed by the National Medical Services with 535 (Table 7). Similarly, by the Working Agency, National Medical Services has the highest regular number of employees with 4,524 followed by the Ministry of Energy and Natural Resources with 1,488 employees (Table 6).

Besides regular and contract civil servants, there are 3,490 ESP and 2,599 GSP, who are not considered civil servants and therefore kept outside the total strength of the Civil Service.

## **Agency**

By Working Agency, National Medical Services has the highest number of civil servants with 5,083, constituting 17.89% of the total strength of the Civil Service followed by the Ministry of Energy and Natural Resources with 1,570, constituting 5.53%, Thimphu Thromde with 1,372, constituting 4.83% and Samtse Dzongkhag with 1,209, constituting 4.26% (Table 6).

By Parent Agency, the Ministry of Education and Skills Development has the highest number of civil servants with 12,190, constituting 42.69% of the total strength of the Civil Service followed by the National Medical Services with 4,933, constituting 17.28%, and the Ministry of Infrastructure and Transport with 1,806, constituting 6.33% (Table 7).

## **Location**

Civil servants by location refer to civil servants located within the perimeter of a Dzongkhag but not necessarily under a particular Dzongkhag administration. By location, Thimphu Dzongkhag has 7,706 servants which includes civil servants of all central agencies located within the perimeter of Thimphu Dzongkhag followed by Chhukha with 2,023, and Sarpang with 1,953. Gasa Dzongkhag has the lowest number of civil servants with 247 civil servants (Table 15).

As on 31<sup>st</sup> December 2023, 54.64% of the civil servants are working under the Dzongkhag and Thromde administrations (Table 14). Although by location, Thimphu Dzongkhag has the highest number with 7,706 civil servants, of which only 435 are under the Dzongkhag administration, 1,372 under Thimphu Thromde and the remaining are under the Ministries and Central Agencies (Table 14).

Under the Dzongkhag administration, the highest number of civil servants is in Samtse Dzongkhag with 1,209, followed by Trashigang Dzongkhag with 1,198, and Mongar with 948 civil servants. Gasa Dzongkhag administration has the least number of civil servants at 169. The average number of civil servants in the Dzongkhag administration is 669 (Table 15).

## **Major Occupational Groups**

Amongst the 19 Major Occupational Groups, Education and Training Services have the highest number of civil servants with 10,717, constituting 37.72%. It is followed by the Administration and Support Services with 3,972, constituting 13.98%, and Medical and Health Services with 3,951, constituting 13.9% of the civil servants. The Arts, Culture and Literacy Services, and Foreign Services have the least number with 138, constituting 0.49% of the total strength (Table 17 and Graph 4).

## **Sex**

Out of the total of 28,406 civil servants, 11,371 are female, constituting 40.03% of the total strength of the Civil Service. Among the Major Occupational Groups, the highest number of female civil servants are in the Education and Training Services with 4,930, constituting 17.36% of the total strength of the Civil Service, and 46% within the Education and Training Services. It is followed by Medical and Health Services with 1,840, and Administration and Support Services with 1,358 (Table 21).

## **Age Groups**

By age groups, about 73.08% of the civil servants are below the age of 42 years as on 31<sup>st</sup> December 2023 and around 23% of civil servants are younger than 30 years of age. The median age of civil servants is 36 years. A total of 5,927 civil servants equivalent to 20.87% fall under the 30-34 years age group, followed by 5,579 civil servants equivalent to 19.64% under the 35-39 years age group (Graph 7).

## **Recruitment**

From January to December 2023, a total of 3,332 civil servants were recruited, the highest number being in the Education and Training Services Group with 1,607, followed by the Medical and Health Services Group with 549, and the Administration and Support Services Group with 373 new recruits (Table 25).

## **Promotion**

A total of 4,741 civil servants were promoted from January to December 2023. It includes 48 in the Executive and Specialist Categories, 2,176 in the Professional and Management Category, 2,374 in the Supervisory and Support Category, and 143 in the Operational Category (Table 28).

## **Separation**

From January to December 2023, a total of 5,202 civil servants were separated of which 28 were from the Executive and Specialist Categories, 2,810 from the Professional and Management Category, 2,065 from the Supervisory and Support Category, and 299 from the Operational Category (Table 32). The attrition rate for the year 2023 is 17.75% compared to 8.62% in 2022.

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

Of the total 23,173 regular civil servants, 30 have Ph.D., 2,459 have Master's Degrees, 2,503 have Post Graduate, 9,307 have Bachelor's Degrees while 14,107 have Diploma and lower qualifications (Table 35).

### **Long-Term Training**

From January to December 2023, a total of 221 civil servants availed long-term training. Out of 221, 171 are undergoing Master's Degrees (Table 37).

### **Secondment**

As on 31<sup>st</sup> December 2023, there are five civil servants on Secondment in non-Civil Service agencies (Table 44).

### **Extra Ordinary Leave**

A total of 808 civil servants availed Extra Ordinary Leave as of December 2023. The highest number is at the P3 position level which accounted for 235 civil servants, followed by 139 civil servants at P4 (Table 45).

### **Super Structure**

Amongst the five Super Structure groups, Education Services has the highest number of civil servants with 11,067 and the lowest number in Executive and Specialist Services with 289 (Table 47).

### **Volunteers**

There are 42 international volunteers out of which 29 are Japan International Cooperation Agency (JICA) volunteers, six are Friends From Thailand (FFT) volunteers, six from Fulbright Scholars/Specialists, and one is an Australian Volunteer who has been providing the services through remote volunteering (Table 52).



## Part II - Detailed Statistics

### General

**Table 1**  
**Summary**

<b>Category</b>	<b>Numbers of 31st December 2023</b>	<b>% of Total</b>
Regular (Bhutanese)	23,172	81.57%
Regular (Non-Bhutanese)	1	0.00%
Contract (Bhutanese)	5,185	18.25%
Contract (Non-Bhutanese)	48	0.17%
<b>Total Civil Service Strength</b>	<b>28,406</b>	<b>100%</b>
Total Regular	23,173	81.58%
Total Contract	5,233	18.42%
Total Female Civil Servants	11,371	40.03%
Total Male Civil Servants	17,035	59.97%
Total Civil Servants located in Thimphu	7,706	27.13%
Total Civil Servants outside Thimphu	20,611	72.56%
Total Civil Servants located outside the Country	89	0.31%
Total Civil Servants under Dzongkhag Administration &	15,522	54.64%
Total Expatriates in the Civil Service	49	0.17%
International Volunteers	42	0.15%
Substitute Teachers, Substitute for EOL, Substitute for	187	0.66%

**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
2021	31,177	756,129	4.12%	1:24
2022	30,194	763,249	3.96%	1:25
2023	28,406	770,276	3.69%	1:27

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

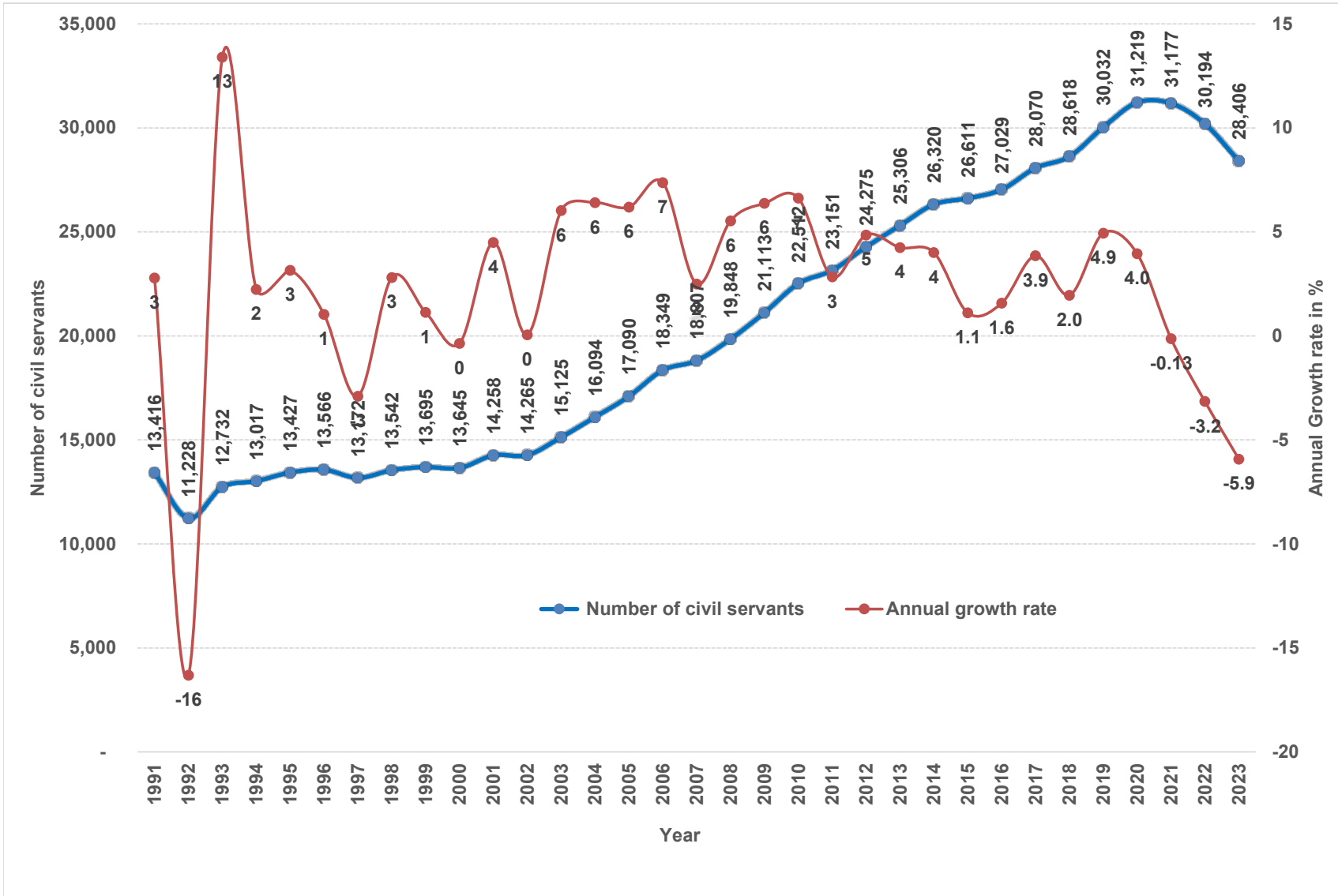
**Table 3**  
**Civil Servants by Position Category and Years of Service**

Position Category	<10 years	10-19 years	20-29 years	> 30 years	Total
Executive and Specialists	24	27	162	78	291
Professional & Management	7,355	4,107	1,922	491	13,875
Supervisory & Support	4,895	3,933	2,379	816	12,023
Operational Staff	1,037	690	413	77	2,217
<b>Total</b>	<b>13,311</b>	<b>8,757</b>	<b>4,876</b>	<b>1,462</b>	<b>28,406</b>

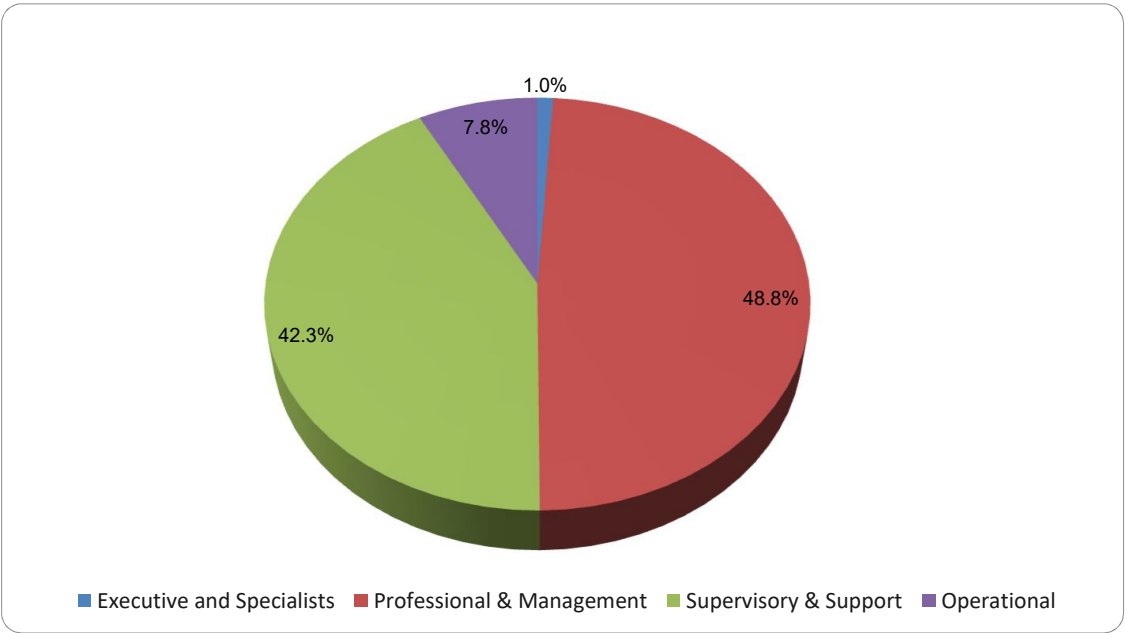
**Table 4**  
**Number of Civil/Public Servants Conferred the Royal Civil Service Award 2023**

Category of Awards	Civil Service	Public Service	Total
10 Years and above (Bronze)	1,652	581	2,233
20 Years and above (Silver)	949	308	1,257
30 Years and above (Gold)	201	96	297
Lifetime Services (Gold)	85	100	185
<b>Total</b>	<b>2,887</b>	<b>1,085</b>	<b>3,972</b>

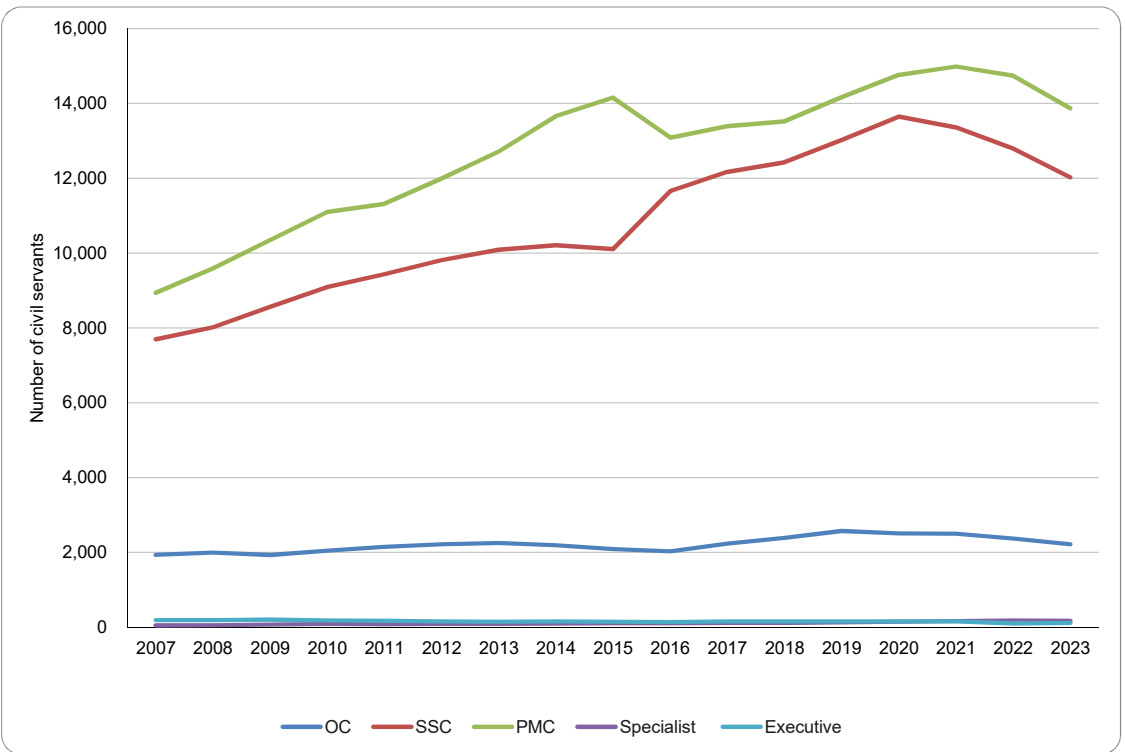
**Graph 1**  
**Civil Service Staffing Trend ( 1991 -2023)**



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



**Graph 3**  
**Civil Servants by Position Category (2007 -2023)**



Note: PMC: Professional & Management Category, SSC: Supervisory & Support Category, OC: Operational Category

**Table 5**  
**Civil Servants by Position Category and Employment Type**

Position Category & Position Level	2018			2019			2020			2021			2022			2023		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
<b>Executive</b>																		
EX1	23		23	22	1	23	25		25	24	1	25	15	3	18	19	3	22
EX2	51	2	53	52	3	55	49	2	51	51	1	52	23	0	23	23		23
EX3	70	4	74	74	4	78	72	4	76	75	4	78	57	3	60	67	3	70
No Level <sup>1</sup>	3		3	3		3	2		2	2		2	2		2	2		2
<b>Total</b>	<b>147</b>	<b>6</b>	<b>153</b>	<b>151</b>	<b>8</b>	<b>159</b>	<b>148</b>	<b>6</b>	<b>154</b>	<b>152</b>	<b>6</b>	<b>157</b>	<b>97</b>	<b>6</b>	<b>103</b>	<b>111</b>	<b>6</b>	<b>117</b>
<b>Specialist</b>																		
ES1	4	1	5	3		3	6	6	12	7	9	16	9	10	19	10	11	21
ES2	40	2	42	36	1	37	30	2	32	29	3	32	23	2	25	20	1	21
ES3	70	1	71	85	2	87	103	4	107	117	3	120	130	3	133	130	2	132
<b>Total</b>	<b>114</b>	<b>4</b>	<b>118</b>	<b>124</b>	<b>3</b>	<b>127</b>	<b>139</b>	<b>12</b>	<b>151</b>	<b>153</b>	<b>15</b>	<b>168</b>	<b>162</b>	<b>15</b>	<b>177</b>	<b>160</b>	<b>14</b>	<b>174</b>
<b>Professional &amp; Management Category</b>																		
P1	1,037	19	1,056	1,142	17	1,159	1,265	23	1,288	1,405	22	1,427	1541	19	1560	1725	27	1752
P2	1,900	28	1,928	2,057	35	2,092	2,248	36	2,284	2,636	36	2,672	3033	30	3063	3039	34	3073
P3	3,735	75	3,810	3,829	62	3,891	3,721	43	3,764	3,610	35	3,645	3087	29	3116	2500	28	2528
P4	3,430	163	3,593	3,397	236	3,633	3,385	230	3,615	2,999	194	3,193	2737	167	2904	2020	177	2197
P5	2,225	914	3,139	2,146	1,240	3,386	2,459	1,350	3,809	2,532	1,521	4,053	2378	1728	4106	2612	1713	4325
<b>Total</b>	<b>12,327</b>	<b>1,199</b>	<b>13,526</b>	<b>12,571</b>	<b>1,590</b>	<b>14,161</b>	<b>13,078</b>	<b>1,682</b>	<b>14,760</b>	<b>13,182</b>	<b>1,808</b>	<b>14,990</b>	<b>12776</b>	<b>1973</b>	<b>14749</b>	<b>11896</b>	<b>1979</b>	<b>13875</b>
<b>Supervisory &amp; Support Category</b>																		
SS1	61		61	110		110	2,778	58	2,836	148		148	155	0	155	256	1	257
SS2	301	2	303	350	3	353	2,557	61	2,618	623	2	625	674	4	678	679	6	685
SS3	950		950	1,054		1,054	1,814	20	1,834	980		980	953	0	953	1013	1	1014
SS4	1,533	14	1,547	1,576	16	1,592	799	48	847	1,908	13	1,921	1988	9	1997	1766	12	1778
S1	2,570	48	2,618	2,646	60	2,706	545	1,644	2,189	2,506	70	2,576	2441	58	2499	2106	146	2252
S2	2,011	67	2,078	2,146	58	2,204	124		124	2,520	84	2,604	2582	66	2648	2501	223	2724
S3	2,173	16	2,189	2,028	17	2,045	406	3	409	1,713	21	1,734	1404	20	1424	953	28	981
S4	1,135	18	1,153	955	31	986	1,104	2	1,106	477	55	532	415	79	494	254	304	558
S5	546	987	1,533	520	1,445	1,965	1,670	15	1,685	509	1,735	2,244	323	1622	1945	253	1521	1774
<b>Total</b>	<b>11,280</b>	<b>1,152</b>	<b>12,432</b>	<b>11,385</b>	<b>1,630</b>	<b>13,015</b>	<b>11,797</b>	<b>1,851</b>	<b>13,648</b>	<b>11,384</b>	<b>1,980</b>	<b>13,364</b>	<b>10935</b>	<b>1858</b>	<b>12793</b>	<b>9781</b>	<b>2242</b>	<b>12023</b>
<b>Operational Category</b>																		
O1	839	4	843	849	4	853	852	3	855	872	6	878	896	4	900	886	5	891
O2	325	168	493	354	174	528	354	161	515	372	174	546	334	167	501	276	156	432
O3	383	1	384	325	3	328	262	6	268	158	10	168	76	25	101	14	79	93
O4	116	553	669	92	769	861	68	800	868	49	856	905	65	805	870	49	752	801
<b>Total</b>	<b>1,663</b>	<b>726</b>	<b>2,389</b>	<b>1,620</b>	<b>950</b>	<b>2,570</b>	<b>1,536</b>	<b>970</b>	<b>2,506</b>	<b>1,451</b>	<b>1,046</b>	<b>2,497</b>	<b>1371</b>	<b>1001</b>	<b>2372</b>	<b>1225</b>	<b>992</b>	<b>2217</b>
<b>Grand Total</b>	<b>25,531</b>	<b>3,087</b>	<b>28,618</b>	<b>25,851</b>	<b>4,181</b>	<b>30,032</b>	<b>26,698</b>	<b>4,521</b>	<b>31,219</b>	<b>26,322</b>	<b>4,855</b>	<b>31,176</b>	<b>25,341</b>	<b>4,853</b>	<b>30,194</b>	<b>23,173</b>	<b>5,233</b>	<b>28,406</b>

Note: R= Regular, C=Contract  
1: Eminent Members of the National Council

**Table 6**  
**Civil Servants by Working Agency and Employment Type**

<b>Working Agency</b>	<b>Regular</b>	<b>Contract</b>	<b>Total</b>	<b>% against Total</b>
<b>Majesty Secretariat</b>	<b>55</b>	<b>52</b>	<b>107</b>	
His Majesty's Secretariat	44	19	63	<b>0.22%</b>
Secretariat of His Majesty The Fourth Druk Gyalpo	8	15	23	<b>0.08%</b>
The Pema	3	18	21	<b>0.07%</b>
<b>Legislative</b>	<b>51</b>	<b>9</b>	<b>60</b>	
National Assembly Secretariat	28	8	36	<b>0.13%</b>
National Council Secretariat	23	1	24	<b>0.08%</b>
<b>Constitutional</b>	<b>395</b>	<b>36</b>	<b>431</b>	
Royal Audit Authority	193	4	197	<b>0.69%</b>
Anti-Corruption Commission	114	29	143	<b>0.50%</b>
Royal Civil Service Commission	88	3	91	<b>0.32%</b>
<b>Executive-Ministries</b>	<b>5,887</b>	<b>371</b>	<b>6,258</b>	
Ministry of Agriculture and Livestock	770	74	844	<b>2.97%</b>
Ministry of Education and Skills Development	446	23	469	<b>1.65%</b>
Ministry of Energy and Natural Resources	1488	82	1570	<b>5.53%</b>
Ministry of Finance	857	60	917	<b>3.23%</b>
Ministry of Foreign Affairs and External Trade	170	5	175	<b>0.62%</b>
Ministry of Health	359	15	374	<b>1.32%</b>
Ministry of Home Affairs	463	35	498	<b>1.75%</b>
Ministry of Industry Commerce and Employment	359	15	374	<b>1.32%</b>
Ministry of Infrastructure and Transport	975	62	1037	<b>3.65%</b>
<b>Dzongkhag</b>	<b>9,502</b>	<b>3,873</b>	<b>13,375</b>	
Samtse Dzongkhag	837	372	1209	<b>4.26%</b>
Trashigang Dzongkhag	849	349	1198	<b>4.22%</b>
Mongar Dzongkhag	652	296	948	<b>3.34%</b>
Chukha Dzongkhag	651	273	924	<b>3.25%</b>
Paro Dzongkhag	753	134	887	<b>3.12%</b>
Wangdue Dzongkhag	523	237	760	<b>2.68%</b>
Sarpang Dzongkhag	556	179	735	<b>2.59%</b>
Punakha Dzongkhag	555	179	734	<b>2.58%</b>
Samdrup Jongkhar Dzongkhag	451	226	677	<b>2.38%</b>
Pema Gatshel Dzongkhag	455	206	661	<b>2.33%</b>
Dagana Dzongkhag	417	207	624	<b>2.20%</b>
Trashigang Dzongkhag	404	182	586	<b>2.06%</b>
Zhemgang Dzongkhag	363	218	581	<b>2.05%</b>
Tsirang Dzongkhag	414	166	580	<b>2.04%</b>
Lhuntse Dzongkhag	304	144	448	<b>1.58%</b>
Bumthang Dzongkhag	351	90	441	<b>1.55%</b>
Thimphu Dzongkhag	344	91	435	<b>1.53%</b>
Trongsa Dzongkhag	260	142	402	<b>1.42%</b>
Haa Dzongkhag	253	123	376	<b>1.32%</b>
Gasa Dzongkhag	110	59	169	<b>0.59%</b>

**Table 6 Continuation**  
**Civil Servants by Working Agency and Employment Type**

<b>Working Agency</b>	<b>Regular Contract</b>		<b>Total inst Total</b>	
<b>Thromde</b>	<b>1,939</b>	<b>208</b>	<b>2,147</b>	
Thimphu Thromde	1276	96	1372	<b>4.83%</b>
Phuentsholing Thromde	254	52	306	<b>1.08%</b>
Gelephu Thromde	253	29	282	<b>0.99%</b>
Samdrup Jongkhar Thromde	156	31	187	<b>0.66%</b>
<b>Autonomous &amp; Other Agencies</b>	<b>5,341</b>	<b>684</b>	<b>6,025</b>	
National Medical Services	4,524	559	5,083	<b>17.89%</b>
National Land Commission	197	6	203	<b>0.71%</b>
National Center for Hydrology and Meteorology (NCHM)	165	2	167	<b>0.59%</b>
Government Technology (GovTech)	131	24	155	<b>0.55%</b>
Dratshang Lhentshog	31	62	93	<b>0.33%</b>
Office of the Attorney General	58	11	69	<b>0.24%</b>
Centre for Bhutan Studies and GNH Research	64	3	67	<b>0.24%</b>
Royal Institute of Management	58	5	63	<b>0.22%</b>
Cabinet Secretariat	52	6	58	<b>0.20%</b>
National Statistics Bureau	40	3	43	<b>0.15%</b>
Bhutan Olympic Committee	14	2	16	<b>0.06%</b>
Royal Privy Council	7	1	8	<b>0.03%</b>
<b>Non-Civil Service</b>	<b>3</b>		<b>3</b>	
Non Governmental Organizations	3		3	<b>0.01%</b>
<b>Grand Total</b>	<b>23,173</b>	<b>5,233</b>	<b>28,406</b>	<b>100.00%</b>

**Table 7**  
**Civil Servants by Parent Agency and Employment Type**

Parent Agency	Regular	Contract	Total	%
His Majesty's Secretariat	25	15	40	0.14%
Secretariat of His Majesty The Fourth Druk Gyalpo	6	14	20	0.07%
The Pema		12	12	0.04%
<b>Legislative</b>	<b>25</b>	<b>8</b>	<b>33</b>	
National Assembly Secretariat	13	8	21	0.07%
National Council Secretariat	12		12	0.04%
<b>Constitutional</b>	<b>1,226</b>	<b>252</b>	<b>1,478</b>	
Royal Civil Service Commission	963	224	1187	4.18%
Royal Audit Authority	168	4	172	0.61%
Anti-Corruption Commission	95	24	119	0.42%
<b>Ministry</b>	<b>16,224</b>	<b>4,139</b>	<b>20,363</b>	
Ministry of Education and Skills Development	8956	3234	12190	42.69%
Ministry of Infrastructure and Transport	1704	102	1806	6.33%
Ministry of Finance	1454	159	1613	5.65%
Ministry of Energy and Natural Resources	1426	85	1511	5.29%
Ministry of Agriculture and Livestock	1201	97	1298	4.55%
Ministry of Home Affairs	794	432	1226	4.29%
Ministry of Health	342	14	356	1.25%
Ministry of Industry Commerce and Employment	235	13	248	0.87%
Ministry of Foreign Affairs and External Trade	112	3	115	0.40%
<b>Autonomous Agency</b>	<b>5,579</b>	<b>714</b>	<b>6,293</b>	
National Medical Services	4398	535	4933	17.28%
National Land Commission	395	24	419	1.47%
Government Technology (GovTech)	216	62	278	0.97%
National Center for Hydrology and Meteorology (NCHM)	155	1	156	0.55%
Office of the Attorney General	123	15	138	0.48%
Cabinet Secretariat	130	5	135	0.47%
Dratshang Lhentshög	25	59	84	0.29%
National Statistics Bureau	64	4	68	0.24%
Royal Institute of Management	42	4	46	0.16%
Centre for Bhutan Studies and GNH Research	13	3	16	0.06%
Bhutan Olympic Committee	11	1	12	0.04%
Royal Privy Council	5	1	6	0.02%
Bhutan Civil Aviation Authority	1		1	0.00%
Bhutan Standards Bureau	1		1	0.00%
<b>Thromde</b>	<b>88</b>	<b>79</b>	<b>167</b>	
Thimphu Thromde	40	42	82	0.29%
Phuentsholing Thromde	24	12	36	0.13%
Samdrup Jongkhar Thromde	11	14	25	0.09%
Gelephu Thromde	13	11	24	0.08%
<b>Grand Total</b>	<b>23,173</b>	<b>5,233</b>	<b>28,406</b>	<b>100%</b>



**Table 8**  
**Civil Servants by Working Agency and Position Level**

Working Agency	ES1	ES2	ES3	EX1	EX2	EX3	NA	P1	P2	P3	P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Grand Total	
<b>Majesty Secretariat</b>				<b>3</b>	<b>1</b>	<b>7</b>			<b>7</b>	<b>9</b>	<b>6</b>	<b>3</b>	<b>11</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>9</b>		<b>5</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>9</b>	<b>3</b>	<b>3</b>	<b>9</b>	<b>107</b>
His Majesty's Secretariat				2	1	6			6	5	5	2	2	1		5	2		2	4	4	2	8	2	3	1	63
Secretariat of His Majesty The Fourth Druk Gyalpo				1		1			1	4	1				1	1	7		1	1	1		1	1		1	23
The Pema												1	9						2			2				7	21
<b>Legislative</b>				<b>2</b>				<b>2</b>	<b>2</b>	<b>1</b>	<b>7</b>	<b>4</b>	<b>7</b>			<b>2</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>11</b>	<b>1</b>		<b>5</b>	<b>1</b>		<b>5</b>	<b>60</b>
National Assembly Secretariat				1				2	2	1	4	2	6			1	1	1	2	6	1		3			5	36
National Council Secretariat				1			2				3	2	1			1	3	1	2	5			2	1		1	24
<b>Constitutional</b>				<b>1</b>		<b>1</b>	<b>7</b>		<b>18</b>	<b>35</b>	<b>51</b>	<b>69</b>	<b>75</b>	<b>4</b>	<b>9</b>	<b>20</b>	<b>22</b>	<b>26</b>	<b>31</b>	<b>16</b>	<b>3</b>	<b>3</b>	<b>24</b>	<b>9</b>	<b>1</b>	<b>6</b>	<b>431</b>
Anti-Corruption Commission				1		1	2		6	4	20	43	21				7	6	14	2	1	1	11	3			143
Royal Audit Authority							3		9	25	23	16	30	3	9	17	10	17	12	5			9	5		4	197
Royal Civil Service Commission							2		3	6	8	10	24	1		3	5	3	5	9	2	2	4	1	1	2	91
<b>Executive-Ministries</b>	<b>1</b>	<b>12</b>	<b>50</b>	<b>9</b>	<b>15</b>	<b>32</b>		<b>352</b>	<b>459</b>	<b>422</b>	<b>385</b>	<b>249</b>	<b>115</b>	<b>275</b>	<b>386</b>	<b>558</b>	<b>685</b>	<b>806</b>	<b>404</b>	<b>126</b>	<b>248</b>	<b>380</b>	<b>92</b>	<b>9</b>	<b>188</b>	<b>6258</b>	
Ministry of Agriculture and Livestock	1	9	21	1	1	2		38	64	58	50	13	23	71	32	76	99	71	33	3	7	82	25	4	60	844	
Ministry of Education and Skills Development			14	1	1	2		65	45	22	28	39	2	13	47	43	28	48	24	2	4	24	7		10	469	
Ministry of Energy and Natural Resources			1	5	1	1	4	48	81	75	76	12	48	94	82	98	243	379	125	7	101	56	6		27	1570	
Ministry of Finance			1	1	1	3		42	67	68	54	81	3	18	121	145	133	80	16	4	12	47	10		9	917	
Ministry of Foreign Affairs and External Trade				1	3	8		18	33	13	14	12		1	6	5	9	10	8			17	6		11	175	
Ministry of Health			2	1		2		21	44	40	18	14	7	45	36	30	22	29	20	3	4	20	5		11	374	
Ministry of Home Affairs			4	1	1	4		29	34	25	15	22	4	4	12	28	34	47	48	85	61	25	5		10	498	
Ministry of Industry Commerce and Employment			1	1	5	3		36	42	43	44	31	2	6	4	20	31	17	40	5	1	26	7	2	7	374	
Ministry of Infrastructure and Transport			1	2	1	2	4	55	49	78	86	25	26	23	46	113	86	125	90	17	58	83	21	3	43	1037	
<b>Dzongkhag</b>			<b>19</b>	<b>2</b>	<b>4</b>	<b>14</b>		<b>871</b>	<b>1830</b>	<b>1344</b>	<b>1013</b>	<b>3624</b>	<b>43</b>	<b>126</b>	<b>176</b>	<b>342</b>	<b>444</b>	<b>716</b>	<b>256</b>	<b>365</b>	<b>1380</b>	<b>187</b>	<b>206</b>	<b>60</b>	<b>353</b>	<b>13375</b>	
Bumthang Dzongkhag			2			1		34	97	64	39	55	3	4	5	11	12	30	8	10	42	7	2	5	10	441	
Chukha Dzongkhag						1		60	134	78	58	300	5	6	6	15	28	41	16	16	113	13	14		20	924	
Dagana Dzongkhag						1		19	50	43	64	216	2	3	8	14	25	37	8	22	69	8	11	7	17	624	
Gasa Dzongkhag						1		6	10	8	15	54		2	1	6	4	11	4	9	19	3	3	3	10	169	
Haa Dzongkhag			1			1		22	48	37	32	107	2	4	10	12	5	20	7	13	30	4	5		16	376	
Lhuntse Dzongkhag			2			1		21	36	35	46	126		1	7	15	19	19	10	17	55	6	16		16	448	
Mongar Dzongkhag						1		54	113	92	54	297	7	15	11	21	31	40	13	27	114	12	23	1	22	948	
Paro Dzongkhag			3			1		130	206	130	53	96	3	13	13	21	28	49	28	14	54	9	11	5	20	887	
Pema Gatshel Dzongkhag						1		27	94	60	49	184	1	7	3	15	29	43	12	23	70	6	17	3	17	661	
Punakha Dzongkhag			2	1				74	133	105	63	113	3	8	16	18	11	51	20	15	68	11	4	1	17	734	
Samdrup Jongkhar Dzongkhag						1		24	59	73	53	202	3	1	11	18	22	43	8	30	83	13	12		21	677	
Samtse Dzongkhag			2	1				69	137	85	101	468	2	9	15	27	43	46	14	29	112	15	9	3	22	1209	
Sarpang Dzongkhag			1		1			68	129	64	46	180	4	9	10	19	36	36	14	11	76	13	2		16	735	
Thimphu Dzongkhag			1			1		40	80	48	27	54	2	8	7	28	17	23	10	16	40	12	4	6	11	435	
Trashi Yangtse Dzongkhag			2			1		20	65	64	48	175		2	7	17	20	35	11	24	55	10	12	7	11	586	
Trashigang Dzongkhag			1		1			59	165	116	105	318	1	4	10	23	49	69	28	40	132	15	23	5	34	1198	
Trongsa Dzongkhag						1		23	39	33	21	129		3	5	10	15	26	9	10	51	4	8	5	10	402	
Tsirang Dzongkhag						1		49	90	84	42	103	3	12	13	24	16	24	9	13	58	6	8	4	21	580	
Wangdue Dzongkhag			2		1			52	108	90	50	223	1	12	10	16	15	45	15	9	68	11	6	3	23	760	
Zhemgang Dzongkhag						1		20	37	35	47	224	1	3	8	12	19	28	12	17	71	9	16	2	19	581	

**Table 8 Continuation**  
**Civil Servants by Working Agency and Position Level**

Working Agency	ES1	ES2	ES3	EX1	EX2	EX3	NA	P1	P2	P3	P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Grand Tot	
<b>Thromde</b>			<b>12</b>				<b>3</b>		<b>370</b>	<b>521</b>	<b>326</b>	<b>175</b>	<b>212</b>	<b>5</b>	<b>12</b>	<b>21</b>	<b>44</b>	<b>58</b>	<b>140</b>	<b>62</b>	<b>15</b>	<b>57</b>	<b>39</b>	<b>29</b>	<b>4</b>	<b>42</b>	<b>2147</b>
Gelephu Thromde			1				1		39	56	38	23	35	4	4	9	10	8	14	10	2	7	7	5	4	5	282
Phuentsholing Thromde			2				1		33	62	39	19	53		2	2	12	8	32	8	2	9	5	8		9	306
Samdrup Jongkhar Thromde									14	32	20	18	39			1	5	8	11	13		10	3	5		8	187
Thimphu Thromde			9				1		284	371	229	115	85	1	6	9	17	34	83	31	11	31	24	11	20	1372	
<b>Autonomous &amp; Other Agencies</b>	<b>20</b>	<b>9</b>	<b>50</b>	<b>6</b>	<b>2</b>		<b>7</b>		<b>132</b>	<b>218</b>	<b>372</b>	<b>548</b>	<b>147</b>	<b>89</b>	<b>262</b>	<b>403</b>	<b>799</b>	<b>1037</b>	<b>1022</b>	<b>227</b>	<b>43</b>	<b>82</b>	<b>247</b>	<b>92</b>	<b>16</b>	<b>198</b>	<b>6028</b>
Bhutan Olympic Committee							1			6	2					2	1					1	2			16	
Cabinet Secretariat				1			1		6	4	5	10	2			1	2	2	4	3			8	3		6	58
Centre for Bhutan Studies and GNH Research				1					1	5	16	19	18				1	3						1		2	67
Dratshang Lhentshog				1					2	2	2		3				3	6	2	2	2	12	8	5	45	93	
Government Technology (GovTech)				1					9	25	15	11	50		6	7	4	1	15	1		2	4	1		5	155
National Center for Hydrology and Meteorology (NCHM)			1	1			1		5	3	9	7		2	1	1	6	14	47	38	14	8	6	2		1	167
National Land Commission			1	2	2		2		10	8	16	13	16		5	2	30	9	22	13	13	7	23	8		1	203
National Medical Services	18	5	43			1			80	146	278	455	49	87	247	385	748	994	922	166	9	60	184	61	11	134	5083
National Statistics Bureau			1						5	4	5	9	4		1	5		1			3	3	1	1			43
Non Governmental Organizations					1		1		1																		3
Office of the Attorney General									2	11	18	22					1	7	1			2	2	1		2	69
Royal Institute of Management	2	2	3						11	4	6	2	5		2	2	5	2	5	4	1		5	1		1	63
Royal Privy Council							1			2													1	3		1	8
<b>Grand Total</b>	<b>21</b>	<b>21</b>	<b>132</b>	<b>22</b>	<b>23</b>		<b>70</b>	<b>2</b>	<b>1752</b>	<b>3073</b>	<b>2528</b>	<b>2197</b>	<b>4325</b>	<b>257</b>	<b>685</b>	<b>1014</b>	<b>1778</b>	<b>2252</b>	<b>2724</b>	<b>981</b>	<b>558</b>	<b>1774</b>	<b>891</b>	<b>432</b>	<b>93</b>	<b>801</b>	<b>28406</b>

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

Parent Agency	ES1	ES2	ES3	EX1	EX2	EX3	NA <sup>1</sup>	P1	P2	P3	P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
His Majesty's Secretariat				2	1	3		4	4	4	2	2						2	2		1	8	1	3	1	40
Secretariat of His Majesty The Fourth Druk Gyalpo				1		1			3	1				1	1	7		1	1			1	1		1	20
The Pema												6													6	12
<b>Legislative</b>																										
National Assembly Secretariat				1				2	1	2	1	4						1	1			3			5	21
National Council Secretariat				1			2			2	1	1						1	1			2	1			12
<b>Constitutional</b>																										
Anti-Corruption Commission			1		1	2		6	2	16	37	18				6	4	11	1			11	3			119
Royal Audit Authority						4		9	20	23	15	29	3	8	15	8	11	9				9	5		4	172
Royal Civil Service Commission						2		10	25	18	30	56	1	1	22	78	145	194	319	99	174	8	2	1	2	1187
<b>Ministry</b>																										
Ministry of Agriculture and Livestock	1	9	21	1	2	2		45	89	69	65	18	44	154	102	154	179	126	13	3	3	84	25	6	83	1298
Ministry of Education and Skills Development			44	1	1	2		1226	2289	1557	1052	3671	2	8	40	31	111	366	111	188	1212	46	173	11	48	12190
Ministry of Energy and Natural Resources	1	5	1	1	4			44	74	80	74	22	47	94	82	80	237	367	108	6	95	56	6		27	1511
Ministry of Finance	1	1	2	1	4			54	82	74	80	98	7	35	184	329	231	156	68	56	79	50	10		11	1613
Ministry of Foreign Affairs and External Trade				1	3	8		14	20	10	15	13					2					13	6		10	115
Ministry of Health			2	1		3		20	50	40	17	12	7	47	41	25	15	23	10		4	22	5		12	356
Ministry of Home Affairs			4	3	5	18		51	55	76	39	172		1	5	18	40	59	55	83	61	133	37	43	268	1226
Ministry of Industry Commerce and Employment	1	1	5	3				25	32	32	30	31			1	5	12	7	19	1	1	26	7	2	7	248
Ministry of Infrastructure and Transport	1	3	1	2	4			98	73	119	163	20	49	61	86	209	211	319	82	10	60	137	30	6	62	1806
<b>Autonomous Agency</b>																										
Bhutan Civil Aviation Authority													1													1
Bhutan Olympic Committee									5	2						1				1		1	2			12
Bhutan Standards Bureau											1															1
Cabinet Secretariat						2		19	25	27	27	18					1		1			7	3		5	135
Centre for Bhutan Studies and GNH Research				1				1	1	3	3	2				1	1						1		2	16
Dratshang Lhentshog				1				2									3	3	2	1	2	12	8	5	45	84
Government Technology (GovTech)				1		1		10	38	11	9	66	4	20	30	20	7	51				4	1		5	278
National Center for Hydrology and Meteorology (NCHM)	1	1		1				5	2	8	6		2	1	1	6	14	44	33	14	8	6	2		1	156
National Land Commission	1	2	2			2		9	8	25	20	13	4	3	4	55	25	53	34	89	14	28	11	1	16	419
National Medical Services	18	5	43		1			76	143	274	451	45	86	248	383	736	986	911	111	4	23	184	60	11	134	4933
National Statistics Bureau			1					7	6	6	14	2			1	15	1	1		3	2	7	1	1		68
Office of the Attorney General								5	24	41	41				1	7	13	1				2	1		2	138
Royal Institute of Management	2	2	3					10	2	5	2	6		2	1			2	2			5	1		1	46
Royal Privy Council						1																1	3		1	6
<b>Thromde</b>																										
Gelephu Thromde						1											1	1			2	6	4	4	5	24
Phuentsholing Thromde						1				1	1						1	8			4	4	7		9	36
Samdrup Jongkhar Thromde										1	1						1	1			6	2	5		8	25
Thimphu Thromde						1				1						1		7	4	1	18	19	10		20	82
<b>Grand Total</b>	<b>21</b>	<b>21</b>	<b>132</b>	<b>22</b>	<b>23</b>	<b>70</b>	<b>2</b>	<b>1752</b>	<b>3073</b>	<b>2528</b>	<b>2197</b>	<b>4325</b>	<b>257</b>	<b>685</b>	<b>####</b>	<b>1778</b>	<b>2252</b>	<b>2724</b>	<b>981</b>	<b>558</b>	<b>1774</b>	<b>891</b>	<b>432</b>	<b>93</b>	<b>801</b>	<b>28406</b>

Note: 1 Eminent Member of National Council

**Table 10**  
**Contract Employees by Working Agency and Position Category**

<b>Working Agency</b>	<b>ESC</b>	<b>PMC</b>	<b>SSC</b>	<b>OC</b>	<b>Total</b>
<b>Majesty Secretariat</b>	<b>2</b>	<b>22</b>	<b>15</b>	<b>13</b>	<b>52</b>
His Majesty's Secretariat	1	9	4	5	19
Secretariat of His Majesty The Fourth Druk Gyalpo	1	4	9	1	15
The Pema		9	2	7	18
<b>Legislative</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>5</b>	<b>9</b>
National Assembly Secretariat		3		5	8
National Council Secretariat			1		1
<b>Constitutional</b>	<b>0</b>	<b>27</b>	<b>2</b>	<b>7</b>	<b>36</b>
Anti-Corruption Commission		27	2		29
Royal Audit Authority				4	4
Royal Civil Service Commission				3	3
<b>Executive-Ministries</b>	<b>3</b>	<b>45</b>	<b>140</b>	<b>183</b>	<b>371</b>
Ministry of Energy and Natural Resources		6	50	26	82
Ministry of Agriculture and Livestock	1	3	5	65	74
Ministry of Infrastructure and Transport		7	11	44	62
Ministry of Finance	1	11	40	8	60
Ministry of Home Affairs		4	21	10	35
Ministry of Education and Skills Development		7	6	10	23
Ministry of Health		3	1	11	15
Ministry of Industry Commerce and Employment		4	3	8	15
Ministry of Foreign Affairs and External Trade	1		3	1	5
<b>Dzongkhag</b>	<b>0</b>	<b>1,617</b>	<b>1,694</b>	<b>562</b>	<b>3,873</b>
Samtse Dzongkhag		204	137	31	372
Trashigang Dzongkhag		123	168	58	349
Mongar Dzongkhag		115	138	43	296
Chukha Dzongkhag		111	129	33	273
Wangdue Dzongkhag		132	76	29	237
Samdrup Jongkhar Dzongkhag		89	107	30	226
Zhemgang Dzongkhag		101	84	33	218
Dagana Dzongkhag		86	89	32	207
Pema Gatshel Dzongkhag		84	90	32	206
Trashigang Dzongkhag		73	80	29	182
Punakha Dzongkhag		75	85	19	179
Sarpang Dzongkhag		79	83	17	179
Tsirang Dzongkhag		70	66	30	166
Lhuntse Dzongkhag		48	67	29	144
Trongsa Dzongkhag		63	60	19	142
Paro Dzongkhag		39	67	28	134
Haa Dzongkhag		61	43	19	123
Thimphu Dzongkhag		21	51	19	91
Bumthang Dzongkhag		25	49	16	90
Gasa Dzongkhag		18	25	16	59

**Table 10 Continuation**  
**Contract Employees by Working Agency and Position Category**

<b>Working Agency</b>	<b>ESC</b>	<b>PMC</b>	<b>SSC</b>	<b>OC</b>	<b>Total</b>
<b>Thromde</b>	<b>1</b>	<b>87</b>	<b>75</b>	<b>45</b>	<b>208</b>
Thimphu Thromde	1	35	41	19	96
Phuentsholing Thromde		31	12	9	52
Samdrup Jongkhar Thromde		12	11	8	31
Gelephu Thromde		9	11	9	29
<b>Autonomous &amp; Other Agencies</b>	<b>14</b>	<b>178</b>	<b>315</b>	<b>177</b>	<b>684</b>
National Medical Services	11	149	291	108	559
Dratshang Lhentshög	1	3	8	50	62
Government Technology (GovTech)		9	10	5	24
Office of the Attorney General		8	1	2	11
Cabinet Secretariat				6	6
National Land Commission		3	2	1	6
Royal Institute of Management	1	1	2	1	5
Centre for Bhutan Studies and GNH Research	1			2	3
National Statistics Bureau		3			3
Bhutan Olympic Committee		2			2
National Center for Hydrology and Meteorology (NCHM)			1	1	2
Royal Privy Council				1	1
<b>Grand Total</b>	<b>20</b>	<b>1,979</b>	<b>2,242</b>	<b>992</b>	<b>5,233</b>

Note: ESC: Executive & Specialists Category, PMC: Professional & Management Category, SSC: Supervisory & Support

**Table 11**  
**Civil Servants under Dzongkhag/Thromde Administration by Position Category**

Dzongkhag/Thromde	ESC	PMC	SSC	OC	Total
<b>Dzongkhag</b>	<b>39</b>	<b>8,682</b>	<b>3,848</b>	<b>806</b>	<b>13,375</b>
Samtse Dzongkhag	3	860	297	49	1,209
Trashigang Dzongkhag	2	763	356	77	1,198
Mongar Dzongkhag	1	610	279	58	948
Chukha Dzongkhag	1	630	246	47	924
Paro Dzongkhag	4	615	223	45	887
Wangdue Dzongkhag	3	523	191	43	760
Sarpang Dzongkhag	2	487	215	31	735
Punakha Dzongkhag	3	488	210	33	734
Samdrup Jongkhar Dzongkhag	1	411	219	46	677
Pema Gatshel Dzongkhag	1	414	203	43	661
Dagana Dzongkhag	1	392	188	43	624
Trashigang Dzongkhag	3	372	171	40	586
Zhemgang Dzongkhag	1	363	171	46	581
Tsirang Dzongkhag	1	368	172	39	580
Lhuntse Dzongkhag	3	264	143	38	448
Bumthang Dzongkhag	3	289	125	24	441
Thimphu Dzongkhag	2	249	151	33	435
Trongsa Dzongkhag	1	245	129	27	402
Haa Dzongkhag	2	246	103	25	376
Gasa Dzongkhag	1	93	56	19	169
<b>Thromde</b>	<b>15</b>	<b>1,604</b>	<b>414</b>	<b>114</b>	<b>2,147</b>
Thimphu Thromde	10	1,084	223	55	1,372
Phuentsholing Thromde	3	206	75	22	306
Gelephu Thromde	2	191	68	21	282
Samdrup Jongkhar Thromde		123	48	16	187
<b>Grand Total</b>	<b>54</b>	<b>10,286</b>	<b>4,262</b>	<b>920</b>	<b>15,522</b>

ESC: Executive & Specialists Category, PMC: Professional & Management Category, SSC: Supervisory & Support Category, OC: Operational Category

**Table 12**  
**Civil Servants under Dzongkhag/Thromde Administration by Position Level**

Position Category and Position Level	Under Dzongkhag & Thromde Administration as on 31st December 2023	Total Strength as on 31st December 2023	% of the total
<b>Executive and Specialists</b>	<b>54</b>	<b>291</b>	<b>18.56%</b>
EX1	2	22	9.09%
EX2	4	23	17.39%
EX3	17	70	24.29%
ES1		21	0.00%
ES2		21	0.00%
ES3	31	132	23.48%
No level	0	2	0.00%
<b>Professional &amp; Management</b>	<b>10,286</b>	<b>13,875</b>	<b>74.13%</b>
P1	1241	1752	70.83%
P2	2351	3073	76.51%
P3	1670	2528	66.06%
P4	1188	2197	54.07%
P5	3836	4325	88.69%
<b>Supervisory &amp; Support</b>	<b>4,262</b>	<b>12,023</b>	<b>35.45%</b>
SS1	48	257	18.68%
SS2	138	685	20.15%
SS3	197	1014	19.43%
SS4	386	1778	21.71%
S1	502	2252	22.29%
S2	856	2724	31.42%
S3	318	981	32.42%
S4	380	558	68.10%
S5	1437	1774	81.00%
<b>Operational Staff</b>	<b>920</b>	<b>2,217</b>	<b>41.50%</b>
O1	226	891	25.36%
O2	235	432	54.40%
O3	64	93	68.82%
O4	395	801	49.31%
<b>Grand Total</b>	<b>15,522</b>	<b>28,406</b>	<b>54.64%</b>

Note: No level: Eminent Members of National Council

**Table 13**  
**Civil Servants by Location, Position Category and Employment Type**

Location	ESC			PMC			SSC			OC		Grand Total	
	R	C	T	R	C	T	R	C	T	R	C		T
Thimphu	191	15	206	3,414	250	3,664	2,783	276	3,059	546	231	777	7,706
Chukha	5		5	838	154	992	691	196	887	83	56	139	2,023
Sarpang	10		10	759	103	862	797	153	950	82	49	131	1,953
Trashigang	2	1	3	722	125	847	576	188	764	55	70	125	1,739
Samtse	3	1	4	717	217	934	482	158	640	39	35	74	1,652
Mongar	8	2	10	616	118	734	589	164	753	54	69	123	1,620
Samdrupjongkhar	2		2	523	108	631	556	144	700	59	52	111	1,444
Paro	9		9	669	43	712	502	73	575	58	51	109	1,405
Wangdue Phodrang	5		5	453	138	591	378	89	467	39	35	74	1,137
Punakha	3		3	451	76	527	262	87	349	24	23	47	926
Zhemgang	2		2	296	104	400	304	93	397	36	50	86	885
Bumthang	8		8	345	26	371	354	53	407	32	26	58	844
Dagana	1		1	327	86	413	231	99	330	19	36	55	799
Tsirang	2		2	332	77	409	248	76	324	17	39	56	791
Pema Gatshel	1		1	343	87	430	219	91	310	16	33	49	790
Trashiyangtse	4		4	316	73	389	215	82	297	16	33	49	739
Trongsa	1		1	208	63	271	191	69	260	18	29	47	579
Lhuentse	3		3	222	51	273	151	75	226	15	32	47	549
Haa	2		2	207	62	269	135	47	182	11	25	36	489
Gasa	1		1	84	18	102	92	29	121	6	17	23	247
Outside Bhutan	8	1	9	54	0	54	25	0	25	0	1	1	89
<b>Total</b>	<b>271</b>	<b>20</b>	<b>291</b>	<b>11,896</b>	<b>1,979</b>	<b>13,875</b>	<b>9,781</b>	<b>2,242</b>	<b>12,023</b>	<b>14,265</b>	<b>992</b>	<b>2,217</b>	<b>28,406</b>

Note: Eminent members of the National Council are reflected under Executive Services R: Regular, C: Contract & T: Total  
 ESC: Executive & Specialists Category, PMC: Professional & Management Category, SSC: Supervisory & Support Category, OC: Operational Category



**Table 14**  
**Civil Servants by Location and Dzongkhag/Thromde Administration**

<b>Dzongkhag</b>	<b>Civil Servants under Dzongkhag/Thromde Administration</b>	<b>Civil Servants by Location<sup>1</sup></b>
<b>Dzongkhag</b>	<b>13,375</b>	
Samtse Dzongkhag	1,209	1,652
Trashigang Dzongkhag	1,198	739
Mongar Dzongkhag	948	1,620
Chukha Dzongkhag	924	2,023
Paro Dzongkhag	887	1,405
Wangdue Dzongkhag	760	1,137
Sarpang Dzongkhag	735	1,953
Punakha Dzongkhag	734	926
Samdrup Jongkhar Dzongkhag	677	1,444
Pema Gatshel Dzongkhag	661	790
Dagana Dzongkhag	624	799
Trashigang Dzongkhag	586	1,739
Zhemgang Dzongkhag	581	885
Tsirang Dzongkhag	580	791
Lhuntse Dzongkhag	448	549
Bumthang Dzongkhag	441	844
Thimphu Dzongkhag	435	7,706
Trongsa Dzongkhag	402	579
Haa Dzongkhag	376	489
Gasa Dzongkhag	169	247
<b>Thromde</b>	<b>2,147</b>	
Gelephu Thromde	282	
Phuentsholing Thromde	306	
Samdrup Jongkhar Thromde	187	
Thimphu Thromde	1,372	
Outside Bhutan		89
<b>Grand Total</b>	<b>15,522</b>	<b>28,406</b>

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

**Table 15**  
**Civil Servants under Dzongkhag/Thromde Administration by Major Occupational Groups**

Location	Education & Training Services Group	Administration & Support Services Group	Medical and Health Services Group	Architectural, Engineering & Land Services Group	Others	Total
<b>Dzongkhag</b>						
Samtse Dzongkhag	887	113	4	52	153	1,209
Trashigang Dzongkhag	821	130	2	62	183	1,198
Mongar Dzongkhag	659	94	1	56	138	948
Chukha Dzongkhag	651	96	1	39	137	924
Paro Dzongkhag	623	95	2	42	125	887
Wangdue Dzongkhag	532	90	2	34	102	760
Sarpang Dzongkhag	486	75	3	47	124	735
Punakha Dzongkhag	496	75	1	39	123	734
Samdrup Jongkhar Dzongkhag	424	86	2	43	122	677
Pema Gatshel Dzongkhag	430	77	1	41	112	661
Dagana Dzongkhag	398	75	2	43	106	624
Trashi Yangtse Dzongkhag	392	60	1	40	93	586
Zhemgang Dzongkhag	383	66	2	37	93	581
Tsirang Dzongkhag	366	70	2	44	98	580
Lhuntse Dzongkhag	284	56	1	32	75	448
Bumthang Dzongkhag	293	47	1	29	71	441
Thimphu Dzongkhag	242	65	1	46	81	435
Trongsa Dzongkhag	256	46	2	27	71	402
Haa Dzongkhag	241	47	3	25	60	376
Gasa Dzongkhag	89	32	2	12	34	169
<b>Thromde</b>						
Thimphu Thromde	1042	97	5	97	131	1,372
Phuentsholing Thromde	183	36	1	45	41	306
Gelephu Thromde	170	33		45	34	282
Samdrup Jongkhar Thromde	113	28		26	20	187
<b>Total</b>	<b>10,461</b>	<b>1,689</b>	<b>42</b>	<b>1,003</b>	<b>2,327</b>	<b>15,522</b>

**Table 16**  
**Trend in the Civil Service by Location**

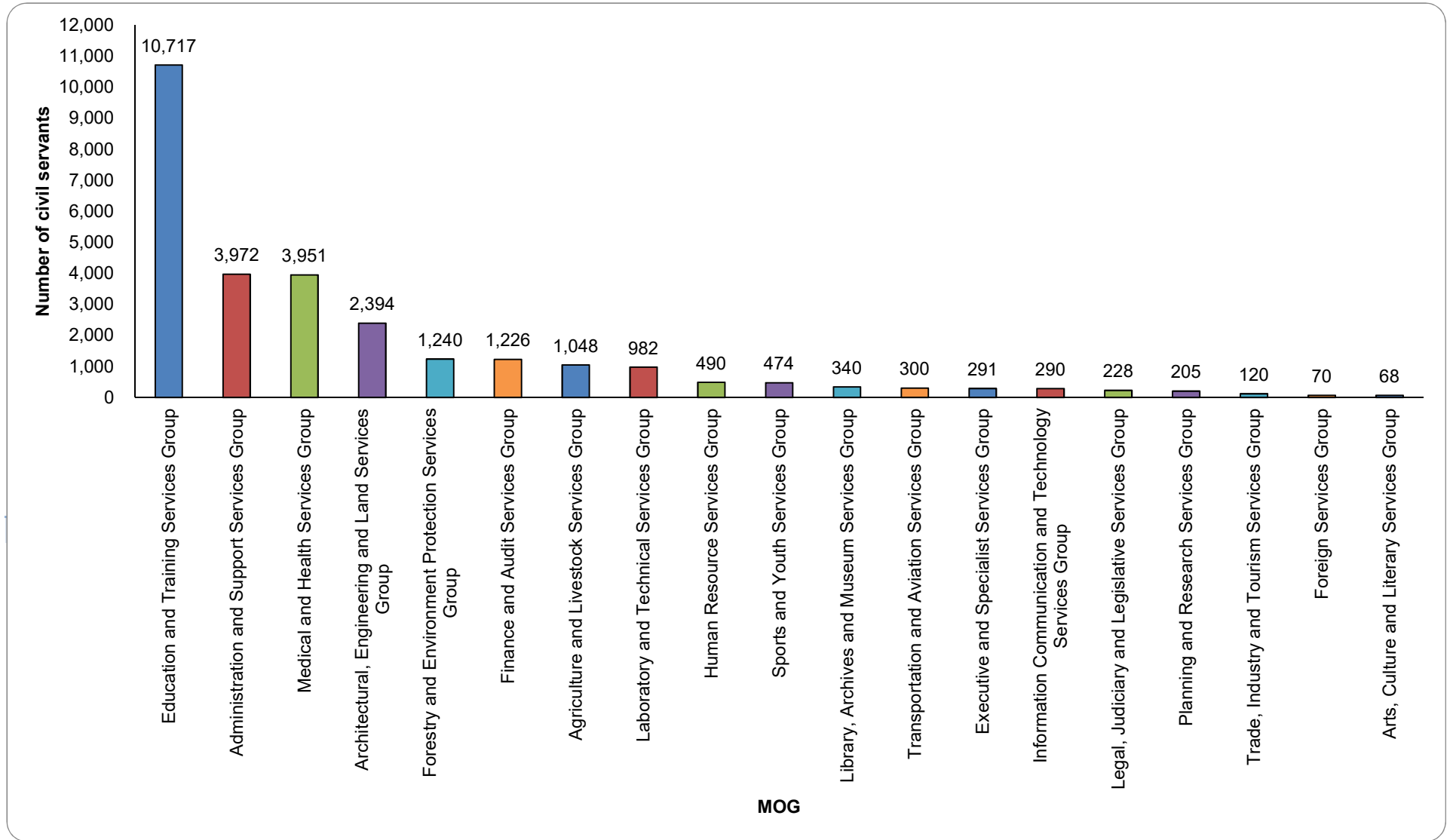
Location	Year					
	2018	2019	2020	2021	2022	2023
Bumthang	950	1,043	1,046	1,034	1005	844
Chhukha	2,095	2,141	2,267	2,245	2176	2023
Dagana	854	883	892	911	855	799
Gasa	300	312	309	303	289	247
Haa	470	479	513	527	505	489
Lhuentse	528	552	568	592	610	549
Mongar	1,518	1,640	1,741	1,740	1747	1620
Paro	1,620	1,712	1,727	1,721	1603	1405
Pemagatshel	787	836	834	857	869	790
Punakha	827	880	952	930	1020	926
Samdrup Jongkhar	1,319	1,412	1,455	1,482	1480	1444
Samtse	1,519	1,537	1,679	1,685	1694	1652
Sarpang	1,843	2,003	2,159	2,109	2047	1953
Thimphu	8,282	8,607	8,785	8,693	8109	7706
Trashigang	1,698	1,766	1,845	1,858	1832	1739
Trashiyangtse	699	740	759	771	764	739
Trongsa	567	587	640	658	638	579
Tsirang	710	762	803	805	803	791
Wangdue Phodrang	1,117	1,174	1,242	1,191	1080	1137
Zhemgang	826	870	912	970	979	885
Outside Bhutan	89	96	91	95	89	89
<b>Total</b>	<b>28,618</b>	<b>30,032</b>	<b>31,219</b>	<b>31,177</b>	<b>30,194</b>	<b>28,406</b>

**Table 17**  
**Civil Servants by Major Occupational Groups and Position Category**

MOG	ESC	PMC	SSC	OC	Total
Education and Training Services Group		9,560	1,004	153	10,717
Administration and Support Services Group		620	1,394	1,958	3,972
Medical and Health Services Group		943	3,008		3,951
Architectural, Engineering and Land Services Group		609	1,680	105	2,394
Forestry and Environment Protection Services Group		227	1,013		1,240
Finance and Audit Services Group		393	833		1,226
Agriculture and Livestock Services Group		267	780	1	1,048
Laboratory and Technical Services Group		73	909		982
Human Resource Services Group		201	289		490
Sports and Youth Services Group		189	285		474
Library, Archives and Museum Services Group		17	323		340
Transportation and Aviation Services Group		46	254		300
Executive and Specialist Services Group	291				291
Information Communication and Technology Services Group		153	137		290
Legal, Judiciary and Legislative Services Group		186	42		228
Planning and Research Services Group		174	31		205
Trade, Industry and Tourism Services Group		106	14		120
Foreign Services Group		70			70
Arts, Culture and Literary Services Group		41	27		68
<b>Grand Total</b>	<b>291</b>	<b>13,875</b>	<b>12,023</b>	<b>2,217</b>	<b>28,406</b>

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

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



**Table 18**  
**Civil Servants by Sub Groups and Position Level**

MOG/Subgroup	EX1	EX2	EX3	ES1	ES2	ES3	NA <sup>1</sup>	P1	P2	P3	P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
<b>Education &amp; Training Services Group</b>																										<b>10,717</b>
Teaching Services								954	1,924	1,516	996	3,531									643					9,564
Education Management & Administration Services								185	305	4																494
Education Support Services								47	23	1											182		153			406
Training/Tertiary Teaching Services								16	8	14	9	22	2	10	43	30	38	40	5	2	9					248
Vocational Education & Management Services								5																		5
<b>Administration &amp; Support Services Group</b>																										<b>3,972</b>
Administration Services								30	25	60	33	143			2	1	4	6	7	2	2	795	274	93	765	2,242
Secretarial Services									2	1	3	4	1	1	20	78	145	190	317	99	175	4				1,040
Property and Management Services								5	6	6	23	20			2	13	29	70	64	53	72	5			2	370
Program Services								63	56	49	36	51														255
Palace Services										1				1	1	12	16	1	3		1	1	1			38
Stand Alone Positions								1													6				18	25
Secondment Services								2																		2
<b>Medical and Health Services Group</b>																										<b>3,951</b>
Nursing Services								16	22	48	182		73	69	163	394	582	15	4	1						1,569
Public Health Services								3	20	10	3	26	13	87	99	134	144	217	7							763
Medical and Dental Services								46	85	142	145															418
Medical Technical Services									4	5	15			35	43	65	71	139	1							378
Pharmaceutical Services									9	25	30		24	23	28	38	102		1							280
Traditional Medicine Services								8	6	18	22		9	17	28	43	37									188
Radiology & Technical Services										6	8		8	16	19	29	66									152
Physiotherapy & Rehabilitation Services								2	3	8	18	6	3	9	16	15	37				5					122
Emergency Medical Services											2										79					81
<b>Architectural, Engineering &amp; Land Services Group</b>																										<b>2,394</b>
Engineering Services								84	77	91	131		55	59	66	124	92	46								825
Technical Support Services															14	80	129	333	131	12	6	86	4	15		810
Land Services								1	1	18	10	13			2	15	15	14	11	63	13					176
Survey Engineering Services								8	6	5	9		4	3	2	31	9	32	22	25	1					157
Meteorology/Hydrology Services								5	2	7	6				6	13	42	31	13	8						133
Geology and Mines Services									5	8	13				3	18	22	9	4	13						95
Architectural Services								4	4	11	14			2	7	7					1					50
Urban Planning Services								5	6	24	14															49
Urban Development Control Services								1			9			3		7	7	18	1							46
Map Production Services									2							8	1	7	1	1						20
Geographic Information System Services									1	3	6				1	1		1								13
Sanitary Services																			3							11
Farm Mechanization Services											1	3	1	2			1				6					8
Heritage Sites Conservation Services												1														1
<b>Forestry and Environment Protection Services Group</b>																										<b>1,240</b>
Forestry Services								36	48	58	44		45	91	82	72	211	330	95	1	81					1,194
Environment Services								3	4	8	4	22					1	3	1							46
<b>Finance &amp; Audit Services Group</b>																										<b>1,226</b>
Finance, Accounting & Budgets Services								26	32	19	18	19	7	31	93	233	98	16		1						593
Revenue Services								17	30	33	35	54		4	86	74	71	65	1							470
Audit Services								9	20	20	15	29	3	8	15	8	11	8								146
Internal Audit Services								2	3	10	1	1														17

Table 18 Continuation  
Civil Servants by Sub Groups and Position Level

MOG/Subgroup	EX1	EX2	EX3	ES1	ES2	ES3	NA <sup>1</sup>	P1	P2	P3	P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
<b>Agriculture &amp; Livestock Services Group</b>																										1,048
Extension Services								10	20	1			23	89	62	67	87	47		1						407
Livestock Production Services								6	18	28	9		2	9	15	32	25	11	1	1	2					159
Agriculture Regulatory Services								2	10	7	1	4	6	34	25	18	8	13								128
Agriculture Production Services								10	12	10	18		7	16	12	10	15	8								118
Livestock Health Services								3	12	4	14		4	11	5	12	5	7	2							79
Horticulture Development Services								3	4	8	5			1	1	1	2	4								29
Post Production Services									5			3	1	4	2	4	6									25
Biodiversity Services								3	3	1	5		3	2		1	1	4	1							24
Livestock Services													1			1	1	15								18
Plant Protection Services								1	2	3	2			1		2	5									16
Soil Survey & Land Evaluation Services								1	1	2	1			2		1	3					2			1	14
Feed & Fodder Development Services								2	1	3					1	1	3									11
Mushroom Development Services									3						2	3	1									10
Soil Fertility & Plant Nutrition Services								1	1	2			1	1	1	1	1									8
Dairy Development Services											2															2
<b>Laboratory and Technical Services Group</b>																										982
Laboratory Support Services													1	40	28	55	112	352	84	56	181					909
Diagnostic Services								2	19	25	17	6														69
Analytical Services								2			1	1														4
<b>Human Resource Services Group</b>																										490
Immigration Services								6	6	4	2	6				5	14	24	24	81	54					223
HR Management & Development Services								10	28	25	35	56														154
Civil Registration & Census Services								1	6	1	2	13				8	12	24	21							88
Industrial Relations Services																1	9	3	11		1					25
<b>Sports &amp; Youth Services Group</b>																										474
Sports Services								1	6	2	1					1					100	184				295
Counselling Services								5	11	18	36	109														179
<b>Library, Archives &amp; Museum Services Group</b>																										340
Library Services								3	3	1						4	41	121	46	33	60					312
Archives & Cultural Properties Services								3	4		2	1		1			5	3	6		3					28
<b>Transportation &amp; Aviation Services Group</b>																										300
Aviation Safety Services								3	2	1	5	4				1	11	37	52	7	52					175
Land Transport Services								2	1	1	5	14		1	5	15	21	16	8							89
Aviation Communication & Navigation Services								2	1	1	4					9	1	18								36
<b>Executive and Specialist Services Group</b>																										291
Specialist Services																										174
Executive Services	22	23	70	21	21	132	2																			117
<b>Information Communication &amp; Technology Services Group</b>																										290
ICT Services								10	38	11	9	63	4	20	30	20	7	49								261
Media Services								1	3	2	4	6														16
Development Communication Services									1	1	4						1	5								13
<b>Legal, Judiciary and Legislative Services Group</b>																										228
Legal Services								5	24	40	40				1	7	12	1								130
Integrity & Promotion Services								6	2	14	35	16				6	4	11								94
Registration Services								1			1	1														3
Legislative Service										1																1
<b>Planning and Research Services Group</b>																										205
Planning Services								14	24	23	20	17														98
Statistical Services								5	4	5	13	2			1	14	1	1		3	2	7				58
Research Services								3	7	14	13	10				1		1								49
<b>Trade, Industry &amp; Tourism Services Group</b>																										120
Economic and Marketing Services								3	5	6	3	10		2	1	1		4								35
Trade Services								8	9	9	3	4														33
Industries Services								6	5	2	4	7														24
Tourism Services								2	3	1	4	4					2	1	3							16
Intellectual Property Services								2	2	4	4															12
<b>Foreign Services Group</b>																										70
Embassy, Missions & Secretariat Services								12	18	8	13	6														57
Protocol Services								1	1	1		5														8
Consular Services								1			2	2														5
<b>Arts, Culture &amp; Literary Services Group</b>																										68
Arts & Culture Services								4	6	4	2	8		2	2	8	3	4			8					51
Literary and Translation Services								2	3	4	3	5														17
	22	23	70	21	21	132	2	1,752	3,073	2,528	2,197	4,325	257	685	1,014	1,778	2,252	2,724	981	558	1,774	891	432	93	801	28,406

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

**Table 19**  
**Progressive Growth of Civil Service Strength by Major Occupational Groups**

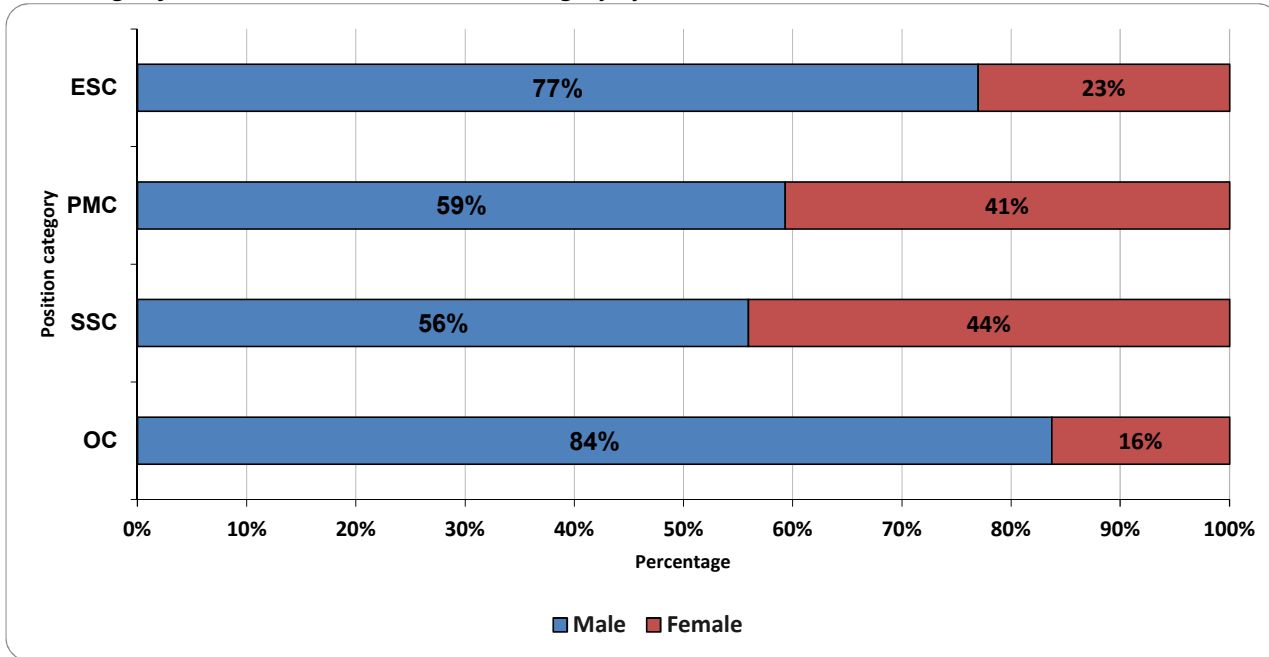
Major Occupational Groups	1st July 2008	Dec-23	% Growth
Education and Training Services Group	6,257	10,717	71.28%
Administration and Support Services Group	3,259	3,972	21.88%
Medical and Health Services Group	1,700	3,951	132.41%
Architectural, Engineering and Land Services Group	2,152	2,394	11.25%
Forestry and Environment Protection Services Group	1,192	1,240	4.03%
Finance and Audit Services Group	1,230	1,226	-0.33%
Agriculture and Livestock Services Group	1,018	1,048	2.95%
Laboratory and Technical Services Group	509	982	92.93%
Human Resource Services Group	287	490	70.73%
Sports and Youth Services Group	393	474	20.61%
Library, Archives and Museum Services Group	323	340	5.26%
Transportation and Aviation Services Group	154	300	94.81%
Executive and Specialist Services Group	22	291	1222.73%
Information Communication and Technology Services Gr	293	290	-1.02%
Legal, Judiciary and Legislative Services Group	318	228	-28.30%
Planning and Research Services Group	186	205	10.22%
Trade, Industry and Tourism Services Group	86	120	39.53%
Foreign Services Group	55	70	27.27%
Arts, Culture and Literary Services Group	82	68	-17.07%
<b>Total</b>	<b>19,516</b>	<b>28,406</b>	<b>45.55%</b>

**Table 20**  
**Civil Servants by Position Level and Sex**

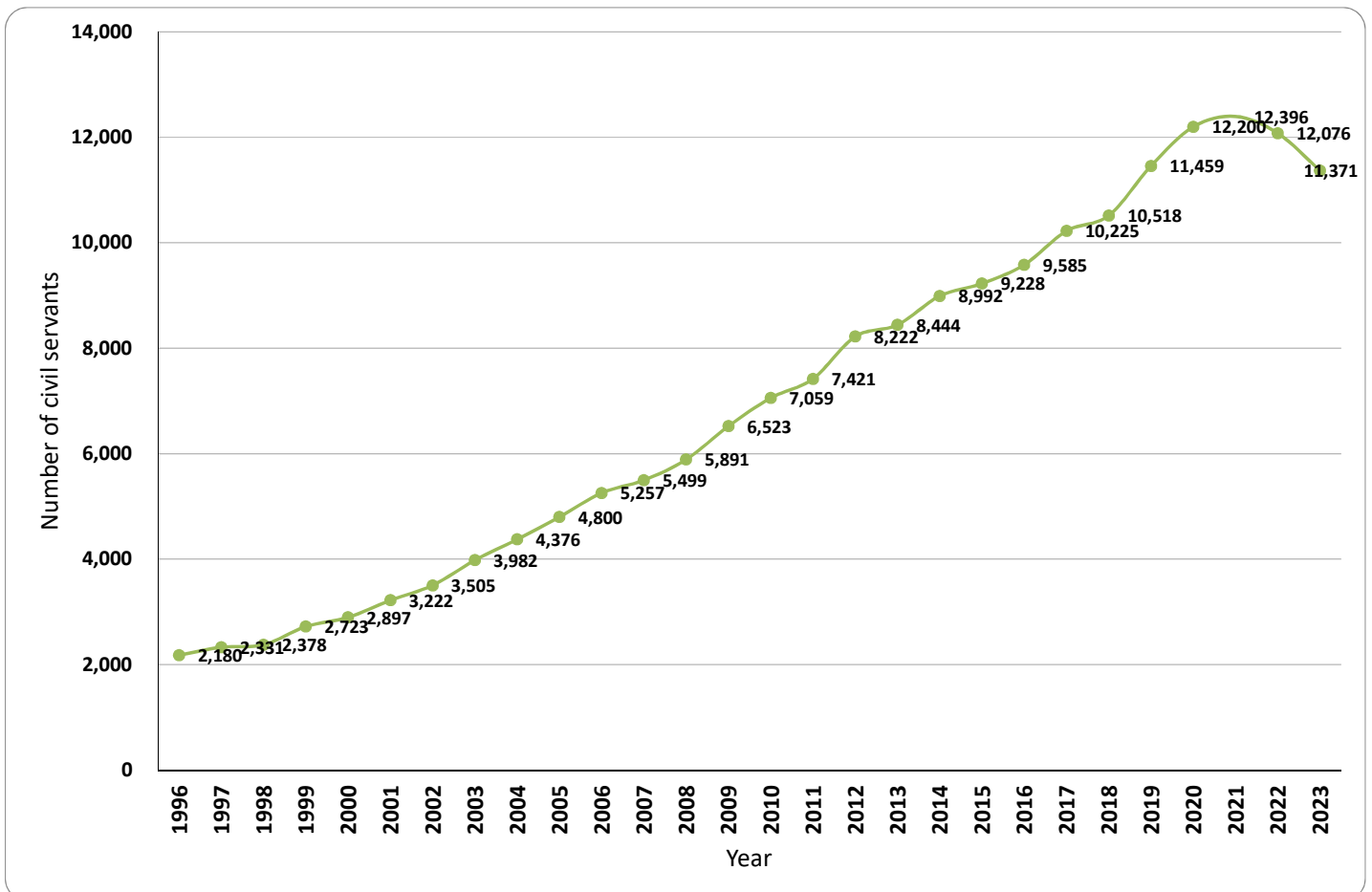
Position Category and Position Levels	Female	Male	Grand Total
<b>Executive and Specialists</b>	<b>67</b>	<b>224</b>	<b>291</b>
EX1	4	18	22
EX2	4	19	23
EX3	17	53	70
ES1	5	16	21
ES2	4	17	21
ES3	33	99	132
NA <sup>1</sup>	0	2	2
<b>Professional &amp; Management</b>	<b>5,646</b>	<b>8,229</b>	<b>13,875</b>
P1	629	1123	1752
P2	1058	2015	3073
P3	871	1657	2528
P4	947	1250	2197
P5	2141	2184	4325
<b>Supervisory &amp; Support</b>	<b>5,297</b>	<b>6,726</b>	<b>12,023</b>
SS1	80	177	257
SS2	178	507	685
SS3	331	683	1014
SS4	694	1084	1778
S1	895	1357	2252
S2	1244	1480	2724
S3	491	490	981
S4	256	302	558
S5	1128	646	1774
<b>Operational Staff</b>	<b>361</b>	<b>1,856</b>	<b>2,217</b>
O1	181	710	891
O2	111	321	432
O3	5	88	93
O4	64	737	801
<b>Grand Total</b>	<b>11,371</b>	<b>17,035</b>	<b>28,406</b>

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

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



**Graph 6**  
**Female Civil Servants (1996 - 2023)**





**Table 21**  
**Civil Servants by Major Occupational Groups and Sex**

MOG	Male	Female	Total	% of	% of Female to Total CS
Education and Training Services Group	5,787	4,930	10,717	46.00%	17.36%
Administration and Support Services Group	2,614	1,358	3,972	34.19%	4.78%
Medical and Health Services Group	2,111	1,840	3,951	46.57%	6.48%
Architectural, Engineering and Land Services Group	1,719	675	2,394	28.20%	2.38%
Forestry and Environment Protection Services Group	1,044	196	1,240	15.81%	0.69%
Finance and Audit Services Group	737	489	1,226	39.89%	1.72%
Agriculture and Livestock Services Group	800	248	1,048	23.66%	0.87%
Laboratory and Technical Services Group	472	510	982	51.93%	1.80%
Human Resource Services Group	294	196	490	40.00%	0.69%
Sports and Youth Services Group	310	164	474	34.60%	0.58%
Library, Archives and Museum Services Group	96	244	340	71.76%	0.86%
Transportation and Aviation Services Group	223	77	300	25.67%	0.27%
Executive and Specialist Services Group	224	67	291	23.02%	0.24%
Information Communication and Technology Services Group	158	132	290	45.52%	0.46%
Legal, Judiciary and Legislative Services Group	134	94	228	41.23%	0.33%
Planning and Research Services Group	138	67	205	32.68%	0.24%
Trade, Industry and Tourism Services Group	71	49	120	40.83%	0.17%
Foreign Services Group	45	25	70	35.71%	0.09%
Arts, Culture and Literary Services Group	58	10	68	14.71%	0.04%
<b>Grand Total</b>	<b>17,035</b>	<b>11,371</b>	<b>28,406</b>	<b>40.03%</b>	<b>40.03%</b>

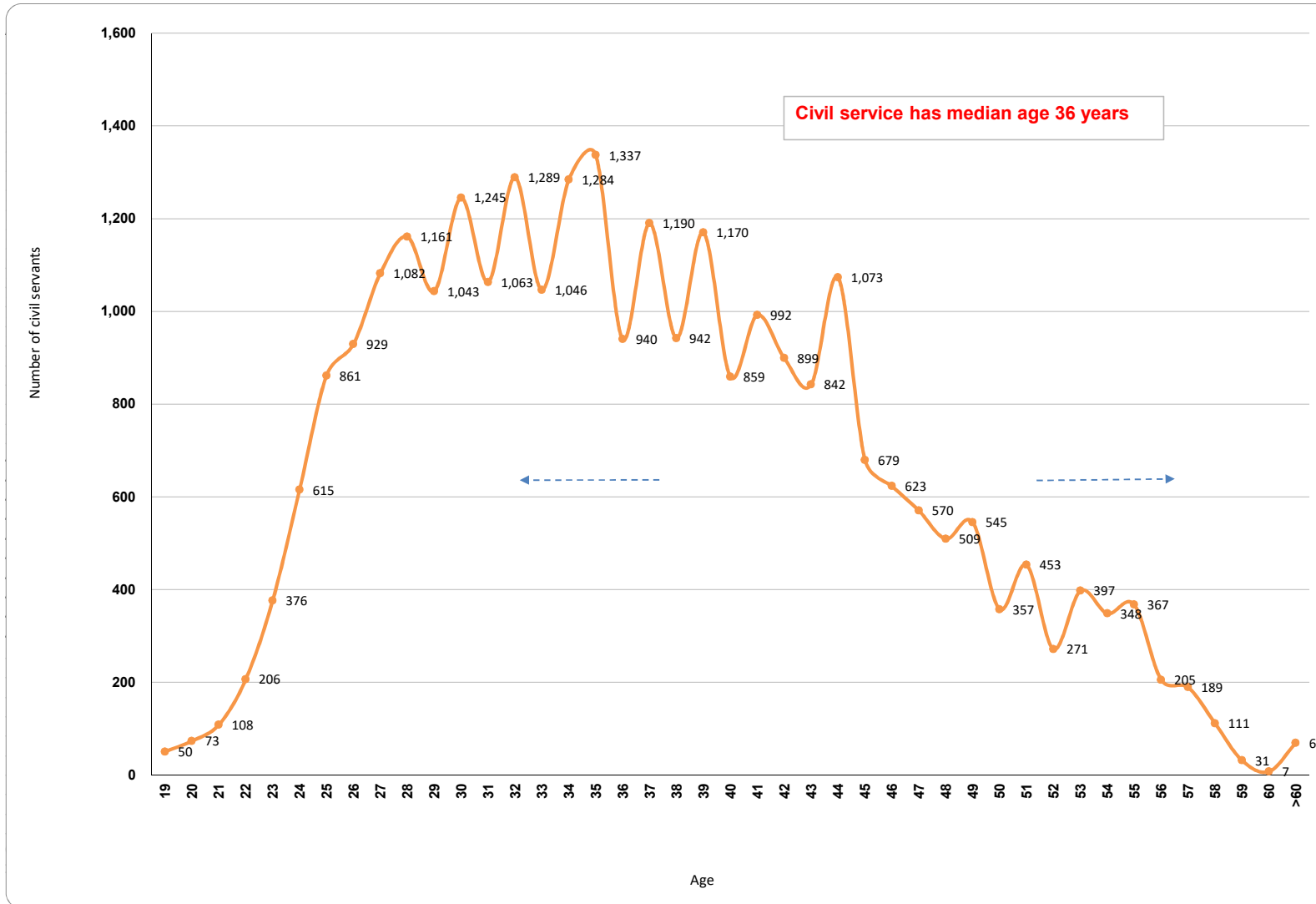
**Table 22**  
**Civil Servants by Position Level and Age Groups**

Position Level	>20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-60	>60	Total
ES1							1	3	7	10	21
ES2								4	16	1	21
ES3						3	41	55	32	1	132
EX1						2	1	9	7	3	22
EX2							2	14	7		23
EX3					1	11	27	18	11	2	70
NA								1	1		2
P1					37	446	554	448	263	4	1,752
P2				67	738	1,289	688	203	79	9	3,073
P3			44	750	1,237	382	88	14	9	4	2,528
P4		81	608	1,115	317	53	13	4	6		2,197
P5		467	2,446	1,126	212	44	19	6	4	1	4,325
SS1						15	100	118	24		257
SS2					19	141	243	175	105	2	685
SS3				22	239	449	161	72	70	1	1,014
SS4			31	374	580	300	167	191	127	8	1,778
S1		111	259	583	445	338	261	189	52	14	2,252
S2		266	532	485	630	552	182	57	19	1	2,724
S3		18	137	284	274	175	55	24	11	3	981
S4		1	142	248	112	34	8	11	2		558
S5	46	384	627	451	171	57	11	16	10	1	1,774
O1			2	41	176	217	233	173	45	4	891
O2	2	20	62	104	157	54	26	5	2		432
O3			12	24	27	19	6	5			93
O4	2	30	174	253	207	84	39	11	1		801
<b>Grand Total</b>	<b>50</b>	<b>1,378</b>	<b>5,076</b>	<b>5,927</b>	<b>5,579</b>	<b>4,665</b>	<b>2,926</b>	<b>1,826</b>	<b>910</b>	<b>69</b>	<b>28,406</b>

Note: Qualifying age for Civil Service is 18 yrs

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

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

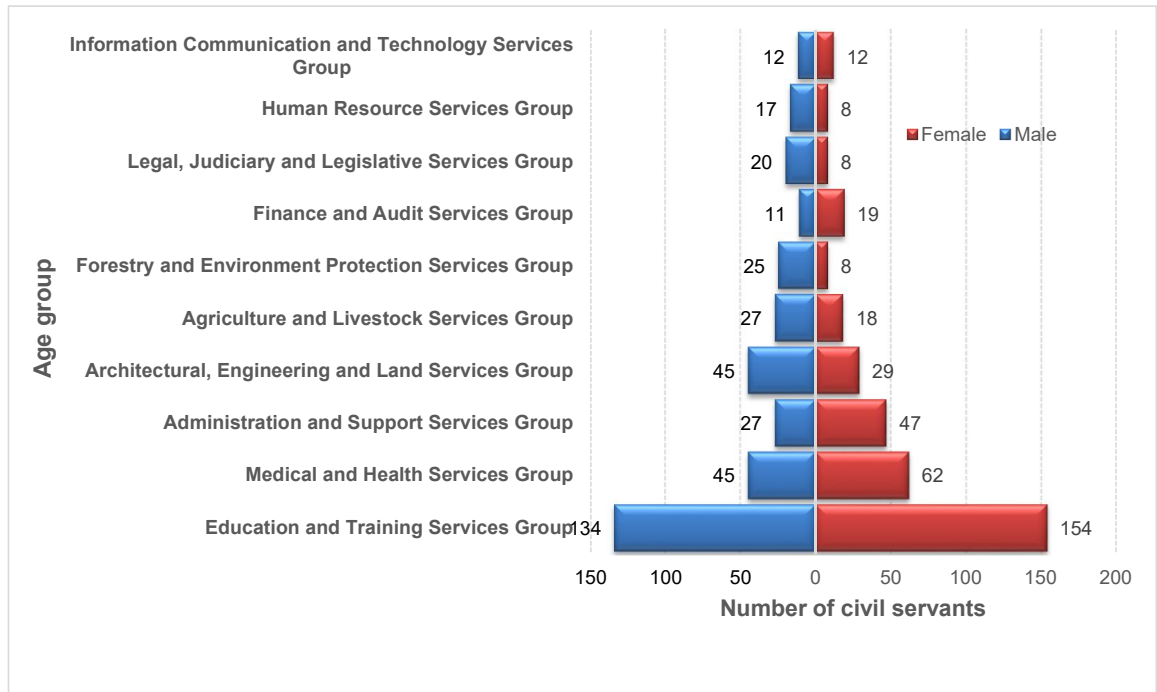


**Table 23**  
**Civil Servants by Age Groups and Sex**

Age Group	Male			Female			Grand Total
	R	C	T	R	C	T	
< 20	1	7	8	1	41	42	50
20 - 24	228	320	548	294	536	830	1,378
25 - 29	1,579	796	2,375	1,708	993	2,701	5,076
30 - 34	2,572	810	3,382	1,911	634	2,545	5,927
35 - 39	3,078	458	3,536	1,864	179	2,043	5,579
40 - 44	2,780	179	2,959	1,677	29	1,706	4,665
45 - 49	1,940	81	2,021	896	9	905	2,926
50 - 54	1,366	42	1,408	416	2	418	1,826
55 - 60	693	41	734	165	11	176	910
> 60	4	60	64	0	5	5	69
<b>Grand Total</b>	<b>14,241</b>	<b>2,794</b>	<b>17,035</b>	<b>8,932</b>	<b>2,439</b>	<b>11,371</b>	<b>28,406</b>

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

**Graph 8**  
**Distribution of Civil Servants by Age & Sex**



**Table 24**  
**Civil Servants Recruited by Parent Agency from January - December 2023**

Parent Agency	ES3	P1	P2	P3	P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O2	O3	O4	Grand Total
<b>Legislative</b>						18													<b>18</b>
National Assembly Secretariat						17													17
National Council Secretariat						1													1
<b>Constitutional</b>					15	35						1		2	24			2	<b>79</b>
Anti-Corruption Commission					15	5						1							21
Royal Audit Authority						12													12
Royal Civil Service Commission						18									2	24		2	46
<b>Ministry</b>	1	9	3	4	46	1656		1			6	117	8	5	449	11	1	96	<b>2413</b>
Ministry of Agriculture and Livestock					10	3		1				47		1	2			9	73
Ministry of Education and Skills Development	1	8	3	3	1	1448						1			351	10		8	1834
Ministry of Energy and Natural Resources		1			6	16									25			6	54
Ministry of Finance					1	40						28			28			4	101
Ministry of Foreign Affairs and External Trade						3													3
Ministry of Health						6					5	6			1			2	20
Ministry of Home Affairs						109					1		1		39	1		59	210
Ministry of Industry Commerce and Employment				1		21							1				1		24
Ministry of Infrastructure and Transport					28	10						35	6	4	3			8	94
<b>Autonomous</b>		1		1	215	72	1	1	1	3	153	297	16		23	1		37	<b>822</b>
Cabinet Secretariat						7												1	8
Centre for Bhutan Studies and GNH Research																		1	1
Dratshang Lhentshog		1															1	6	8
Government Technology (GovTech)						32						45						4	81
National Center for Hydrology and Meteorology (NCHM)					2								10						12
National Environment Commission												1							1
National Land Commission					3	5						18			6				32
National Medical Services				1	180	19	1	1	1	3	153	233	6		9			18	625
National Statistics Bureau					2	1									6				9
Office of the Attorney General					28														28
Royal Institute of Management						2													2
Royal Privy Council																		1	1
The Pema						6									2			6	14
<b>Grand Total</b>	<b>1</b>	<b>10</b>	<b>3</b>	<b>5</b>	<b>276</b>	<b>1781</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>159</b>	<b>415</b>	<b>24</b>	<b>7</b>	<b>496</b>	<b>12</b>	<b>1</b>	<b>135</b>	<b>3332</b>

**Table 25**  
**Civil Servants Recruited by MOG from January to December 2023**

MOG	Regular			Contract			Grand Total
	Female	Male	Total	Female	Male	Total	
Education and Training Services Group	313	274	587	552	468	1,020	1,607
Medical and Health Services Group	132	104	236	156	157	313	549
Administration and Support Services Group	19	19	38	138	197	335	373
Architectural, Engineering and Land Services Group	35	68	103	18	27	45	148
Sports and Youth Services Group	24	14	38	14	54	68	106
Laboratory and Technical Services Group	10	10	20	42	40	82	102
Information Communication and Technology Services Group	13	14	27	35	16	51	78
Human Resource Services Group	16	12	28	24	21	45	73
Finance and Audit Services Group	45	23	68				68
Agriculture and Livestock Services Group	23	32	55		1	1	56
Legal, Judiciary and Legislative Services Group	11	7	18	16	14	30	48
Planning and Research Services Group	11	6	17	8	7	15	32
Forestry and Environment Protection Services Group	2	13	15	4	9	13	28
Library, Archives and Museum Services Group				14	9	23	23
Trade, Industry and Tourism Services Group	11	5	16	1	2	3	19
Transportation and Aviation Services Group	3	7	10	2	3	5	15
Arts, Culture and Literary Services Group		2	2		1	1	3
Foreign Services Group	1	2	3				3
Executive and Specialist Services Group					1	1	1
<b>Grand Total</b>	<b>669</b>	<b>612</b>	<b>1,281</b>	<b>1,024</b>	<b>1,027</b>	<b>2,051</b>	<b>3,332</b>

**Table 26**  
**Civil Servants Recruited by Position Level (2018-2023)**

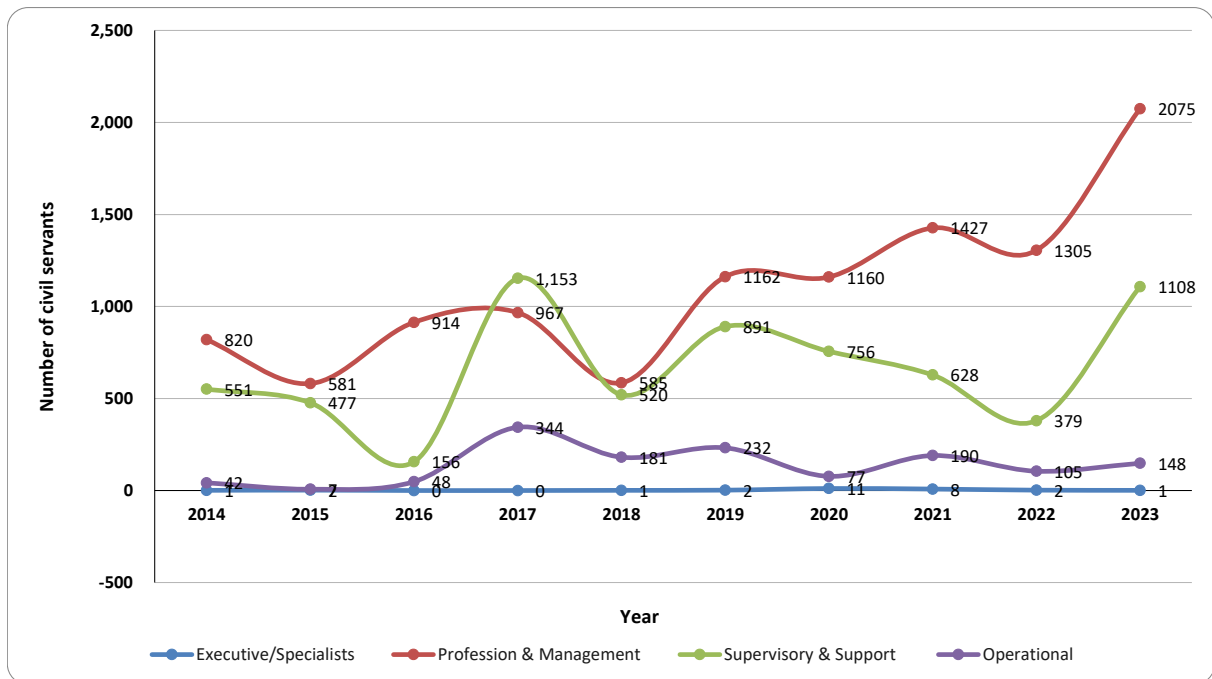
Position Level	2018			2019			2020			2021			2022			2023		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
EX1/ES1								7	7	1	4	5		2	2			
EX2/ES2			1	1	2	2		1	1		2	2						
EX3/ES3								3	3		1	1						
P1		4	4			0	1	4	5		2	2					10	10
P2								1	1				2		2		3	3
P3										1	2	2	4		4		5	5
P4	159	66	225	152	99	251	188	78	266	153	26	179	123	58	181	160	116	276
P5	214	142	356	461	450	911	672	216	888	612	632	1,244	417	701	1,118	800	981	1781
SS1																	1	1
SS2														2	2		2	2
SS3																	1	1
SS4					1	1					1	1					3	3
S1	78	17	95	101	26	127	169	28	197	82	39	121	39	2	41	57	102	159
S2	150	12	162	174	15	189	203	11	214	150	48	198	124	35	159	212	203	415
S3	38	3	41	34	1	35	81	2	83	66	2	68	25	3	28	11	13	24
S4								2	2	1	1	2				3	4	7
S5	99	123	222	97	442	539	75	185	260	10	228	238	2	147	149	33	463	496
O1				2		2		1	1		1	1						
O2		27	27		18	18		1	1		21	21		16	16	1	11	12
O3											1	1					1	1
O4	5	149	154	6	206	212	1	74	75	3	164	167	28	61	89	4	131	135
<b>Total</b>	<b>743</b>	<b>544</b>	<b>1,287</b>	<b>1,029</b>	<b>1,258</b>	<b>2,287</b>	<b>1,390</b>	<b>614</b>	<b>2,004</b>	<b>1,079</b>	<b>1,174</b>	<b>2,253</b>	<b>764</b>	<b>1,027</b>	<b>1,791</b>	<b>1,281</b>	<b>2,051</b>	<b>3,332</b>

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

**Table 27**  
**Civil Servants Recruited by Position Level and Sex**

Position Level	Regular			Contract			Grand Total
	Female	Male	Total	Female	Male	Total	
ES3					1	1	1
P1				2	8	10	10
P2				1	2	3	3
P3				1	4	5	5
P4	84	76	160	74	42	116	276
P5	443	357	800	482	499	981	1,781
SS1					1	1	1
SS2					2	2	2
SS3					1	1	1
SS4					3	3	3
S1	32	25	57	53	49	102	159
S2	95	117	212	88	115	203	415
S3	3	8	11	5	8	13	24
S4	1	2	3	2	2	4	7
S5	11	22	33	295	168	463	496
O2		1	1	10	1	11	12
O3					1	1	1
O4		4	4	11	120	131	135
<b>Grand Total</b>	<b>669</b>	<b>612</b>	<b>1,281</b>	<b>1,024</b>	<b>1,027</b>	<b>2,051</b>	<b>3,332</b>

**Graph 9**  
**Civil Servants Recruited by Position Category**



**Table 28**  
**Civil Servants Promoted (2018-2023)**

Position Category/Position Level	2018	2019	2020	2021	2022	2023
<b>Executive &amp; Specialist Category</b>						
EX1	2	4	5	7	7	5
EX2	8	4	8	6	1	3
EX3	13	9	9	14	10	18
ES1	1	2	4	4	4	4
ES2	11	3	3	7	2	2
ES3	14	20	28	30	26	16
<b>Total</b>	<b>49</b>	<b>42</b>	<b>57</b>	<b>68</b>	<b>50</b>	<b>48</b>
<b>Professional &amp; Management Category</b>						
P1	184	221	224	218	346	402
P2	457	477	664	748	975	809
P3	1,150	999	812	802	692	724
P4	623	702	481	424	461	234
P5	55	34	16	18	2	7
<b>Total</b>	<b>2,469</b>	<b>2,433</b>	<b>2,197</b>	<b>2,210</b>	<b>2,476</b>	<b>2,176</b>
<b>Supervisory &amp; Support Category</b>						
SS1	45	56	22	27	20	111
SS2	130	122	110	264	129	160
SS3	205	290	212	196	166	352
SS4	479	436	388	502	366	481
S1	524	540	415	336	418	501
S2	288	441	647	353	454	519
S3	402	536	207	307	191	187
S4	216	209	43	12	168	55
S5	24	12	29	2	12	8
<b>Total</b>	<b>2,313</b>	<b>2,642</b>	<b>2,073</b>	<b>1,999</b>	<b>1,924</b>	<b>2,374</b>
<b>Operational Category</b>						
O1	65	39	48	68	84	86
O2	100	94	75	107	66	55
O3	79	56	6	8		2
<b>Total</b>	<b>244</b>	<b>189</b>	<b>129</b>	<b>183</b>	<b>150</b>	<b>143</b>
<b>Grand Total</b>	<b>5,075</b>	<b>5,306</b>	<b>4,456</b>	<b>4,406</b>	<b>4,600</b>	<b>4,741</b>

**Table 29**

**Civil Servants Separated by Parent Agency and Position Level (January - December 2023)**

Parent Agency	EX1	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Grand Total
Secretariat of His Majesty The Fourth Druk Gyalpo		1													1								1	3
<b>Legislative</b>																								
National Assembly Secretariat	1							1	2	46					1								2	53
National Council Secretariat							2		2	11														15
<b>Constitutional</b>																								
Anti-Corruption Commission						3	2	2	7	1				2	2	1								20
Royal Audit Authority				1		2	6	4	5	9		1	4		3	1					5			41
Royal Civil Service Commission		2			1	4	4	5	3	13		1	5	4	15	24	57	27	55	1			1	222
<b>Ministry</b>																								
Ministry of Agriculture and Livestock			1		9	5	22	30	11	5	1	12	40	33	47	20	14	1	3	20	3	1	20	298
Ministry of Education and Skills Development					4	104	236	267	181	1010			1	2	12	46	10	46	194	3	18	2	5	2141
Ministry of Energy and Natural Resources					1	10	13	13	16	10		5	17	18	36	32	17		1	3	1		4	197
Ministry of Finance		1				11	22	33	25	30		1	16	52	36	11	2	1	1	7			1	250
Ministry of Foreign Affairs and External Trade							3	1		1							1			1			1	8
Ministry of Health					2	9	7	23	40	13	1	8	18	58	68	49	8		2	9	3	2	14	334
Ministry of Home Affairs						8	8	23	14	51			1	1	3	5	4	15	26	8	4	1	32	204
Ministry of Industry Commerce and Employment						3	5	10	5	8			2	4		1	5		1		1			45
Ministry of Infrastructure and transport						14	16	23	33	3	2	7	12	38	30	38	7	1	8	7	2		4	245
<b>Autonomous</b>																								
Cabinet Secretariat						3	12	10	7	5							2				1		1	41
Centre for Bhutan Studies and GNH Research								2	1	2						1					1			7
Construction Development Board																							1	1
Dratshang Lhentshog										1					1	1				1			5	9
Dzongkha Development Commission									2															2
Government Technology (GovTech)						2	9	10	9	20		2	3	18	5	37		1	1				3	120
National Center for Hydrology and Meteorology (NCHM)						1	1	2	4			1		1	2	7	2	3					1	25
National Land Commission							6	7	3	2		1	2	7	4	11	1	4	2	1				51
National Medical services			2	1		2	3	11	64	6	5	2	7	26	121	149	3		3	5			7	417
National Statistics Bureau						2	2	4	3	1			1	1	1	1			1					17
Office of the Attorney General							10	17	18					3	3	1								52
Royal Institute of Management										2														3
Royal Privy Council										1														1
<b>Grand Total</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>17</b>	<b>185</b>	<b>387</b>	<b>499</b>	<b>455</b>	<b>1251</b>	<b>9</b>	<b>41</b>	<b>129</b>	<b>269</b>	<b>390</b>	<b>436</b>	<b>133</b>	<b>99</b>	<b>298</b>	<b>72</b>	<b>33</b>	<b>6</b>	<b>103</b>	<b>4822</b>

\* 380 from Royal Court of Justice has been delinked



**Table 30**  
***Civil Servants Separated by MOG (January - December 2023)***

MOG	Regular			Contract			Grand Total
	M	F	T	M	F	T	
Administration and Support Services Group	258	185	443	159	107	266	709
Agriculture and Livestock Services Group	130	60	190	1		1	191
Architectural, Engineering and Land Services Group	235	113	348	30	9	39	387
Arts, Culture and Literary Services Group	5	1	6	1		1	7
Education and Training Services Group	498	496	994	412	478	890	1,884
Executive and Specialist Services Group	19	5	24	4		4	28
Finance and Audit Services Group	127	93	220	1	6	7	227
Foreign Services Group	4		4				4
Forestry and Environment Protection Services Group	127	31	158	2		2	160
Human Resource Services Group	38	32	70	12	12	24	94
Information Communication and Technology Services Group	39	30	69	15	37	52	121
Laboratory and Technical Services Group	29	38	67	26	37	63	130
Legal, Judiciary and Legislative Services Group	157	182	339	7	8	15	354
Library, Archives and Museum Services Group	8	20	28	4	10	14	42
Medical and Health Services Group	131	181	312	137	151	288	600
Planning and Research Services Group	36	13	49	36	28	64	113
Sports and Youth Services Group	12	24	36	36	17	53	89
Trade, Industry and Tourism Services Group	16	7	23	2	3	5	28
Transportation and Aviation Services Group	26	7	33	1		1	34
<b>Grand Total</b>	<b>1,895</b>	<b>1,518</b>	<b>3,413</b>	<b>886</b>	<b>903</b>	<b>1,789</b>	<b>5,202</b>

**Table 31**

*Civil Servants Separated by Category of Separation, Position Levels and Employment Type (January - December 2023)*

PositionLevel	By Order	Compulsory Retirement	Contract Completion	Contract Termination On Regularization	Death		Delink		Superannuation		Termination		Voluntary Resignation		Withdrawal/Cancellation of Appt.		Grand Total	
	R	R	C	C	C	R	C	R	C	R	C	R	C	R	C	R		
EX1																	1	1
EX3						1			1								3	5
ES1				1													2	3
ES2				1													1	2
ES3										1	3						13	17
P1	1			1			4			1	20			1			157	185
P2			1	1			4		6		3						374	389
P3				2					13		3		3	4			481	508
P4			4	13	20		1		26		1			69			342	477
P5			2	355	151		3		3		1	1		394	331	7	3	1251
SS1							1					1					7	9
SS2							1					11					29	41
SS3							3				10						116	130
SS4			1			1	5		82		13		3				245	350
S1				4	83		3	1	113		12		1	11			273	503
S2			1	3	147	1	4	2	64		6		1	37			226	496
S3			1	2					34		2			5			93	137
S4				4		2	1		4					60			29	100
S5			1	25	4	1	1	1	10		1	1		219	33	2		299
O1	1						4		23		15						52	95
O2			2						15		1			16	13	1		48
O3				1					6					3	2			12
O4				11				28	13	1		5		82	4			144
<b>Grand Total</b>	<b>2</b>	<b>13</b>	<b>424</b>	<b>405</b>	<b>6</b>	<b>35</b>	<b>32</b>	<b>414</b>	<b>3</b>	<b>103</b>	<b>7</b>	<b>8</b>	<b>901</b>	<b>2827</b>	<b>14</b>	<b>8</b>	<b>5202</b>	

Note: R: Regular, C: Contract

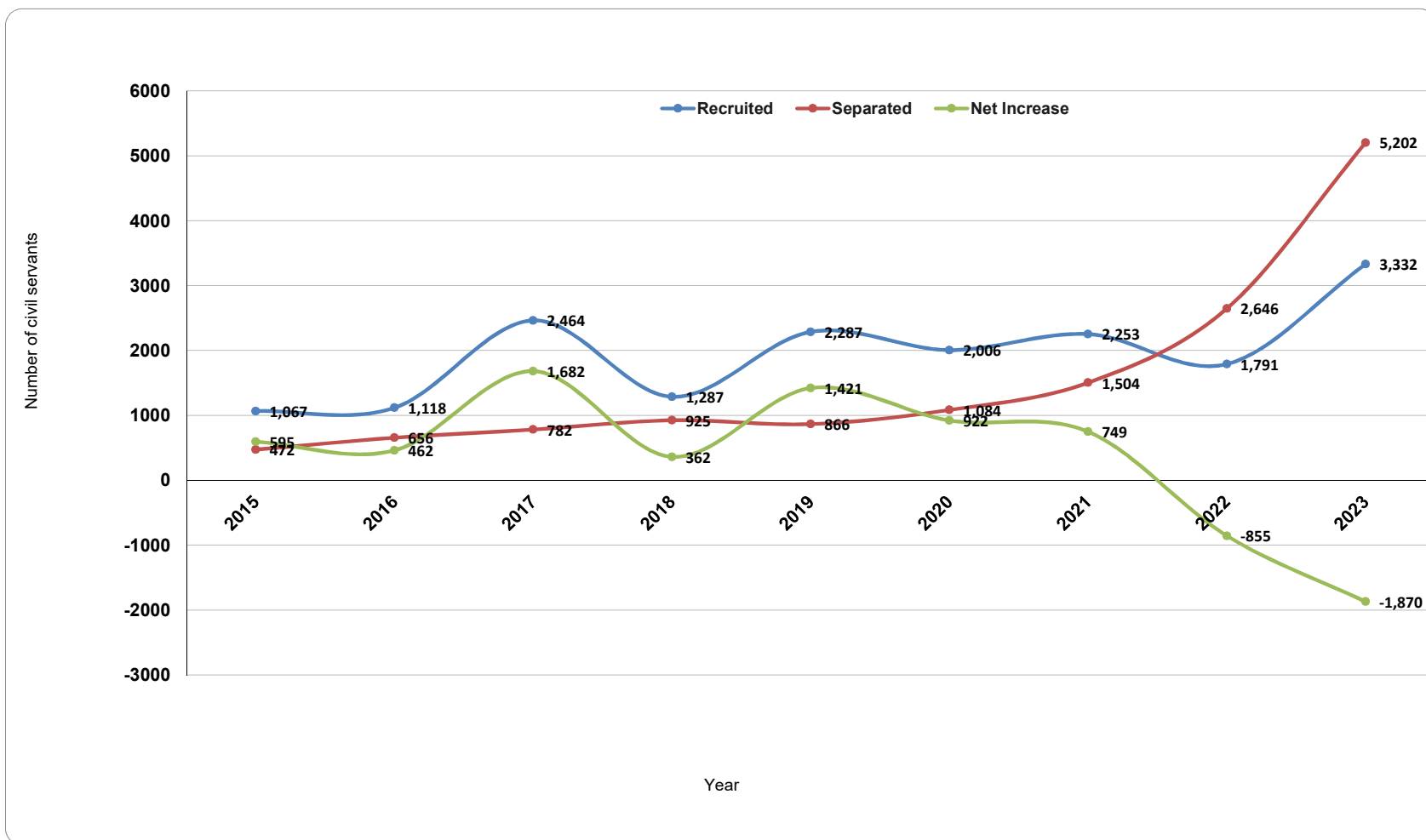
**Table 32**  
**Civil Servants Separated by Position Level and Employment Type**

Position Level	2018			2019			2020			2021			2022			2023		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
EX1/ES1	5		5	7	1	8	3		3	12		12	13		13	3	1	4
EX2/ES2	16		16	9		9	9		9	5	1	6	29	3	32	1	1	2
EX3/ES3	7		7	2		2	10	1	11	5	1	6	32		32	20	2	22
NA													3		3			
P1	65	2	67	51	4	55	64	2	66	79	3	82	168	7	175	182	3	185
P2	54	1	55	42	1	43	41	2	43	60	5	65	236	7	243	388	1	389
P3	86	4	90	94	1	95	80	9	89	149	5	154	230	4	234	501	7	508
P4	79	16	95	59	15	74	80	29	109	102	60	162	140	76	216	376	101	477
P5	35	58	93	33	100	133	32	159	191	31	261	292	101	543	644	343	908	1251
SS1							6		6	4		4	8		8	9		9
SS2	9		9	4		4				13	1	14	55		55	41		41
SS3	35		35	26		26	29		29	40	1	41	63		63	130		130
SS4	26		26	30		30	38		38	54	3	57	118	3	121	349	1	350
S1	60	35	95	50	2	52	64	68	132	84	41	125	133	14	147	404	99	503
S2	40	19	59	35	10	45	28	43	71	52	28	80	94	36	130	305	191	496
S3	32		32	23		23	33	33	66	41	1	42	71	3	74	130	7	137
S4	34	15	49	16		16	23	1	24	20	1	21	39	3	42	34	66	100
S5	25	61	86	13	161	174	8	97	105	14	149	163	22	186	208	46	253	299
O1	40	1	41	17		17	21	1	22	34		34	53	2	55	95		95
O2	10	5	15	3	13	16	2	12	14	15	14	29	16	23	39	31	17	48
O3	10	1	11	5		5	4		4	4	1	5	11	2	13	8	4	12
O4	4	35	39	1	38	39	1	51	52	10	100	110	8	91	99	17	127	144
<b>Total</b>	<b>672</b>	<b>253</b>	<b>925</b>	<b>520</b>	<b>346</b>	<b>866</b>	<b>576</b>	<b>508</b>	<b>1,084</b>	<b>828</b>	<b>676</b>	<b>1,504</b>	<b>1,643</b>	<b>1,003</b>	<b>2,646</b>	<b>3,413</b>	<b>1,789</b>	<b>5,202</b>

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

NA: Not Applicable Position level (Election Commission)

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



**Table 33**  
**Civil Servants Separated by Position Levels and Sex (Jan - Dec 2023)**

Position Level	Regular			Contract			Grand Total
	Male	Female	Total	Male	Female	Total	
EX1	1		1				1
EX3	2	2	4	1		1	5
ES1	2		2	1		1	3
ES2	1		1	1		1	2
ES3	13	3	16	1		1	17
P1	116	66	182	3		3	185
P2	256	132	388	1		1	389
P3	298	203	501	4	3	7	508
P4	205	171	376	30	71	101	477
P5	138	205	343	445	463	908	1,251
SS1	6	3	9				9
SS2	30	11	41				41
SS3	86	44	130				130
SS4	200	149	349	1		1	350
S1	196	208	404	47	52	99	503
S2	130	175	305	108	83	191	496
S3	54	76	130	5	2	7	137
S4	16	18	34	27	39	66	100
S5	28	18	46	93	160	253	299
O1	72	23	95				95
O2	25	6	31	4	13	17	48
O3	3	5	8	3	1	4	12
O4	17		17	111	16	127	144
<b>Grand Total</b>	<b>1,895</b>	<b>1,518</b>	<b>3,413</b>	<b>886</b>	<b>903</b>	<b>1,789</b>	<b>5,202</b>

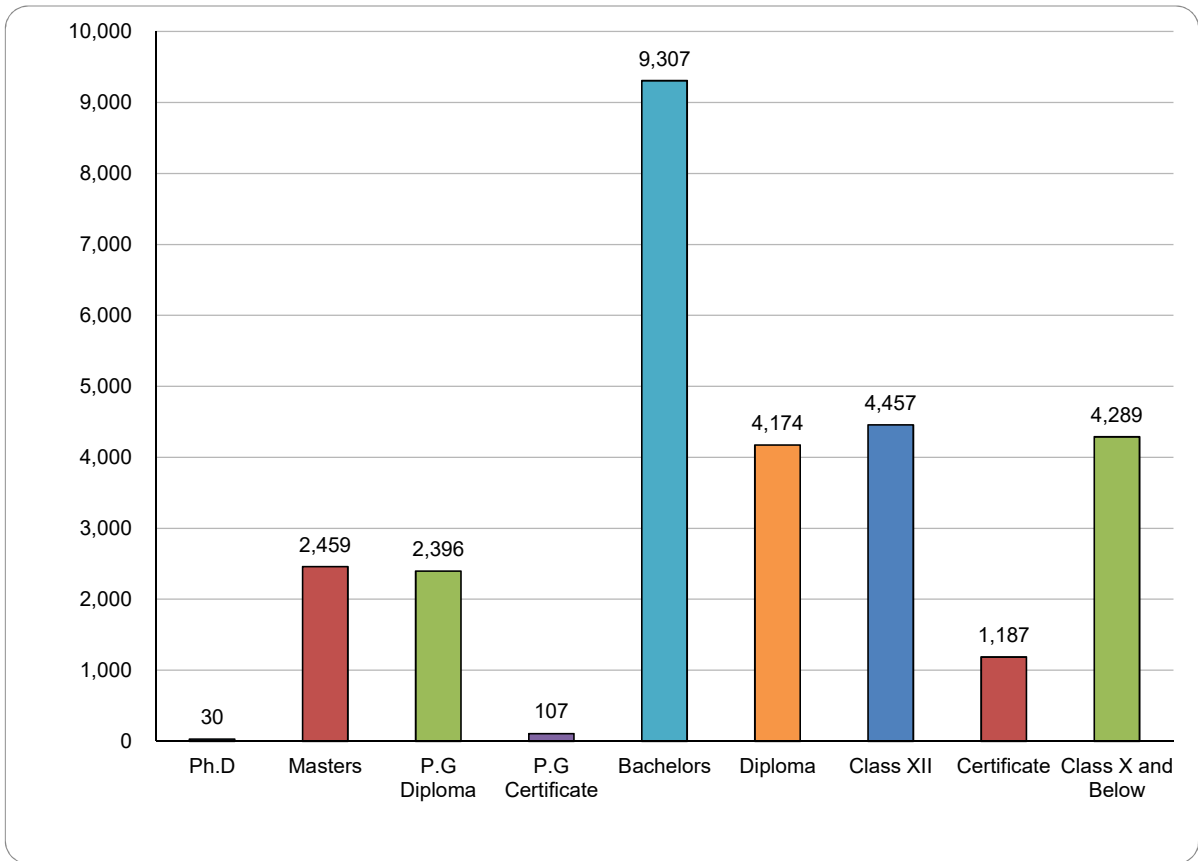
**Table 34**  
**Projection of Superannuation of Regular Civil Servants**

Position Level	2024	2025	2026	2027
EX1	1			2
EX3		1		1
ES1	3	2	1	2
ES2	1		1	5
ES3			3	9
P1	3	42	72	62
P2	1	9	16	16
P3		3		1
P4			2	
P5		1		
SS1	1	9	7	7
SS2	17	24	29	33
SS3	10	22	12	33
SS4	16	18	32	47
S1	17	30	33	36
S2	5	9	17	13
S3	1	5	7	3
S4		3	3	1
S5	3	5	3	3
O1	8	26	30	35
O2	2			
O4		1		
<b>Grand Total</b>	<b>89</b>	<b>210</b>	<b>268</b>	<b>309</b>

**Table 35**  
**Qualification of Regular Civil Servants as on 31st December 2023 - Summary**

Educational Qualific	Male	Female	Total	% of the Total
Ph.D	21	9	30	0.11%
Masters	1,785	674	2,459	8.66%
P.G Diploma	1,375	1,021	2,396	8.43%
P.G Certificate	56	51	107	0.38%
Bachelors	5,377	3,930	9,307	32.76%
Diploma	2,630	1,544	4,174	14.69%
Class XII	1,939	2,518	4,457	15.69%
Certificate	848	339	1,187	4.18%
Class X and Below	3,004	1,285	4,289	15.10%
<b>Grand Total</b>	<b>17,035</b>	<b>11,371</b>	<b>28,406</b>	<b>100.00%</b>

**Graph 11**  
**Regular Civil Servants by Qualification Levels**



**Table 36**  
**Regular Civil Servants by Parent Agency and Qualification Level**

Parent Agency	Ph.D	Masters	P.G	P.G	Bachelors	Diploma	Certificate	Class XII	Basic	Grand
<b>His Majesty's Secretariat</b>										
His Majesty's Secretariat		6	2		4			3	10	25
Secretariat of His Majesty The Fourth Druk Gyalpo		1							5	6
<b>Legislative</b>										
National Assembly Secretariat		4	3		1		1	1	3	13
National Council Secretariat		3	2		2			2	3	12
<b>Constitutional</b>										
Anti-Corruption Commission		17	24	1	22	16		4	11	95
Royal Audit Authority		21	57	2	31	27	6	3	21	168
Royal Civil Service Commission	1	28	81		58	38	49	366	342	963
<b>Ministry</b>										
Ministry of Agriculture and Livestock	9	98	37		322	501	62	14	158	1,201
Ministry of Education and Skills Development	3	1,160	1,589	74	4,737	152	186	634	421	8,956
Ministry of Energy and Natural Resources	4	129	32		254	225	215	200	367	1,426
Ministry of Finance	1	133	182	7	141	513	60	135	282	1,454
Ministry of Foreign Affairs and External Trade		41	29	1	11			4	26	112
Ministry of Health	1	48	10		120	101	7	17	38	342
Ministry of Home Affairs	2	121	53	2	175	29	24	147	241	794
Ministry of Industry Commerce and Employment	1	58	48	1	50	5	3	24	45	235
Ministry of Infrastructure and Transport	3	100	27		392	413	92	178	499	1,704
<b>Autonomous</b>										
Bhutan Civil Aviation Authority						1				1
Bhutan Olympic Committee						1	4	3	3	11
Bhutan Standards Bureau		1								1
Cabinet Secretariat		61	44		13	1		2	9	130
Centre for Bhutan Studies and GNH Research		4	5		2				2	13
Dratshang Lhentshög		1					2	3	19	25
Government Technology (GovTech)		30	4		104	64	3	2	9	216
National Center for Hydrology and Meteorology (NCHM)	1	10	1		17	6	13	57	50	155
National Land Commission		22	14	1	60	63	21	135	79	395
National Medical Services	1	218	5		775	1,555	254	771	819	4,398
National Statistics Bureau		14	1		20	19		8	2	64
Office of the Attorney General		16	64		22	17		1	3	123
Royal Institute of Management	1	16	8		2	4	2		9	42
Royal Privy Council					1			1	3	5
<b>Thromde</b>										
Gelephu Thromde		1						1	11	13
Phuentsholing Thromde		1			2	1	1	2	17	24
Samdrup Jongkhar Thromde					2			1	8	11
Thimphu Thromde		1			1		3	5	30	40
<b>Grand Total</b>	<b>28</b>	<b>2,364</b>	<b>2,322</b>	<b>89</b>	<b>7,341</b>	<b>3,752</b>	<b>1,008</b>	<b>2,724</b>	<b>3,545</b>	<b>23,173</b>

**Table 37*****Long-Term Implementation Status***

Type of Training	Approved (Jan - Dec 2022)	Undergoing LTT as on 31st Dec, 2023
Ph.D	4	4
Specialization	0	3
Sub Specialisation	10	7
Masters	171	423
Bachelors	2	56
Non-Degree/Visiting Fellowship	3	2
Diploma	10	10
Certificate	21	17
<b>Total</b>	<b>221</b>	<b>522</b>

**Table 38*****Long-Term Training by Mode of Study (Jan - Dec 2023)***

Level of Study	Full Time	Mixed Mode	Grand Total
Ph.D	4	0	4
Sub Specialisation	10	0	10
Masters	171	0	171
Bachelors	2	0	2
Visiting Fellowship	3	0	3
Diploma	10	0	10
Certificate	21	0	21
<b>Grand Total</b>	<b>221</b>	<b>0</b>	<b>221</b>



**Table 39**

**Long-Term Training Implemented by Country (Jan - Dec 2023)**

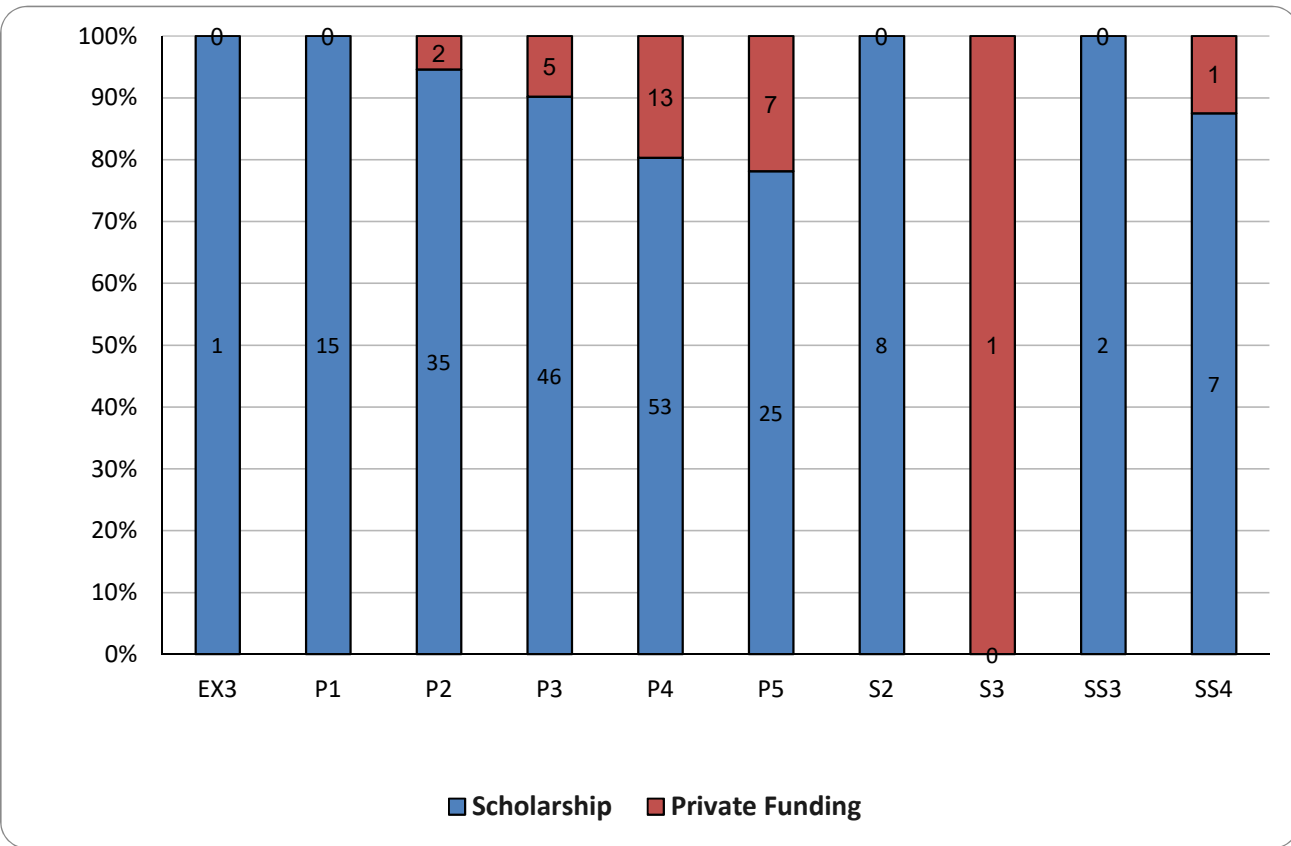
Country	Ph.D	Sub	Masters	Bachelors	Visiting Fellowship	Diploma	Certificate	Grand
Australia		1		30	2			33
Bangladesh				1				1
Bhutan				84				84
Canada			1	1				2
China	2			1				3
India			1	18			11	30
Japan				13			1	14
Malaysia			3					3
Singapore			1	1		1		3
South Korea						1		1
Switzerland						1		1
Taiwan			1					1
Thailand			3	13			10	34
United Kingdom		1		5				4
United States of America				4			1	5
<b>Total</b>	<b>4</b>	<b>4</b>	<b>10</b>	<b>171</b>	<b>2</b>	<b>3</b>	<b>10</b>	<b>221</b>

**Table 40**

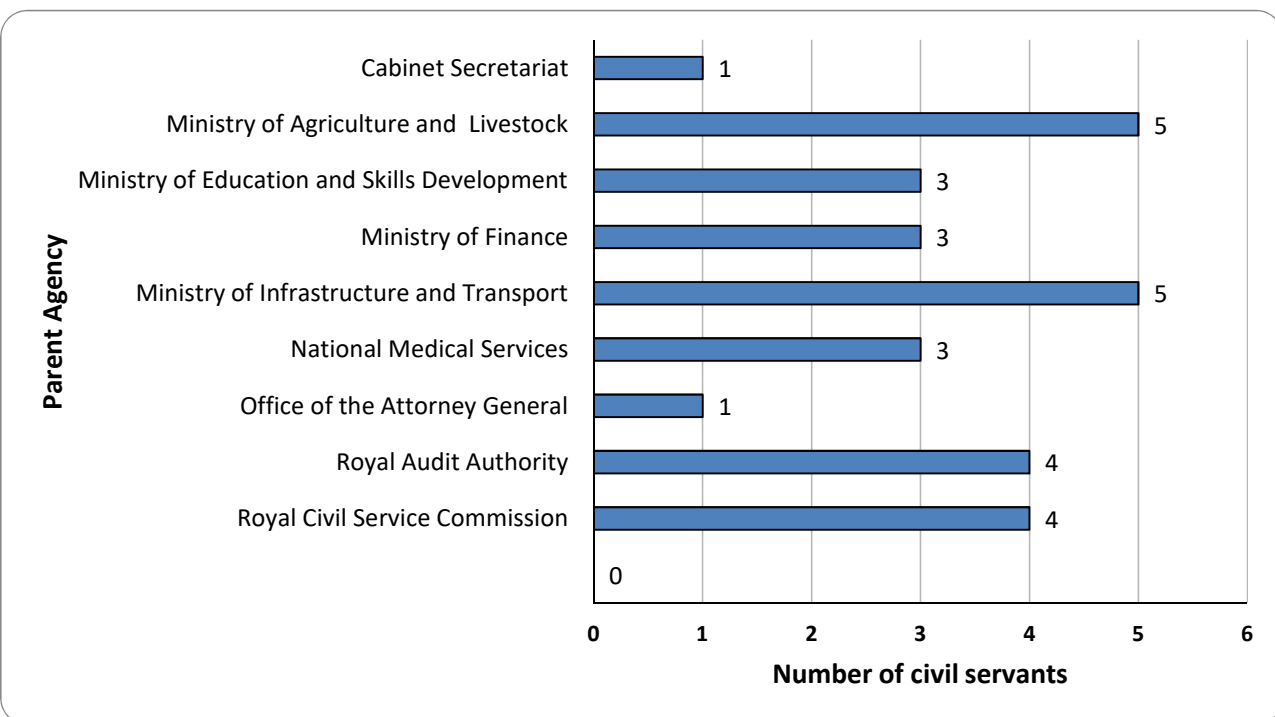
**Civil Servants Undergoing Long-Term Training as of December 2023**

Country	Ph.D	Sub	Specializati	Masters	Diploma	Bachelors	Fellowship	Certificate	Total
Australia	2			1					61
Austria							1		1
Bangladesh									4
Bhutan				232					287
Canada		1		3			55		4
China									2
Finland									1
India			1	1				13	63
Japan								2	31
Malaysia			1						6
Nepal				1					2
Singapore			1					1	4
Taiwan			1						1
Thailand			2						1
United Kingdom		1				10		1	40
United States of America		1							7
United States of America		1						1	8
<b>Grand Total</b>	<b>4</b>	<b>7</b>	<b>3</b>	<b>423</b>	<b>10</b>	<b>56</b>	<b>2</b>	<b>17</b>	<b>522</b>

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



**Graph 13**  
**Undergoing Long-Term Training by Parent Agency through Private Funding (Jan - Dec 2023)**



**Table 41**  
**Long-Term Training Implemented by Parent Agency (Jan - Dec 2023)**

Parent Agency	Ph.D	Sub	Masters	Bachelors	Diploma	Fellowship	Certificate	Total
His Majesty's Secretariat							1	1
<b>Constitutional</b>			<b>10</b>	<b>1</b>			<b>2</b>	<b>13</b>
Royal Audit Authority			6				2	8
Royal Civil Service Commission			4	1				5
<b>Ministry</b>	<b>3</b>		<b>124</b>	<b>1</b>		<b>2</b>	<b>18</b>	<b>148</b>
Ministry of Agriculture and Livestock			7	1				8
Ministry of Education and Skills Development	2		86				1	89
Ministry of Energy and Natural Resources	1		5			1		7
Ministry of Finance			6				7	13
Ministry of Foreign Affairs and External Trade			4				2	6
Ministry of Health			2					2
Ministry of Home Affairs			4					4
Ministry of Industry Commerce and Employment						1		1
Ministry of Infrastructure and Transport			10				8	18
<b>Autonomous</b>	<b>1</b>	<b>10</b>	<b>37</b>		<b>10</b>	<b>1</b>		<b>59</b>
Cabinet Secretariat			7					7
Government Technology (GovTech)			1					1
National Medical Services	1	10	27		10	1		49
Office of the Attorney General			2					2
<b>Grand Total</b>	<b>4</b>	<b>10</b>	<b>171</b>	<b>2</b>	<b>10</b>	<b>3</b>	<b>21</b>	<b>221</b>

**Table 42**  
**Long-Term Training by Source of Funding (Jan - Dec 2023)**

Source of Funding	Sub					Visiting Fellowship	Certificate	Grand Total
	Ph.D	Specialisation	Masters	Bachelors	Diploma			
RGoB		9	91		10	1		111
Private Funding			27	2				29
Asian Development Bank			3				8	11
Government of India			2				9	11
Australia Awards Scholarship (AAS)			7					7
Nehru-Wangchuck Scholarship			7					7
TCS Colombo Plan			5				2	7
JDS Scholarship			5					5
Trongsa Penlop Scholarship			5					5
JICA			4					4
Chevening Scholarship			3					3
Mext Scholarship			2				1	3
Jinan University, China, and Queensland University of Technology	2							2
University Scholarship			2					2
AFoCO Secretariat						1		1
Chinese Govt. Scholarship			1					1
Chulabhorn Graduate Institute (CGI) Scholarship			1					1
Commonwealth Australian Government Research Training Program	1							1
Foreign Commonwealth and Development Office (FCDO)			1					1
Institute Scholarship			1					1
Joint Japan/World Bank Graduate Scholarship Program			1					1
Liber Foundation: Anne Reece Foundation and Oxford University	1							1
Princess Maha Chakri Sirindhorn scholarship			1					1
SAARC Development Fund			1					1
University of Toronto Scholarship		1						1
US-Fulbright Scholarship			1					1
US-Humphry Scholarship							1	1
WTO						1		1
<b>Grand Total</b>	<b>4</b>	<b>10</b>	<b>171</b>	<b>2</b>	<b>10</b>	<b>3</b>	<b>21</b>	<b>221</b>

**Table 43**  
**Long-Term Training Availed by Civil Servants (2018 - 2023)**

Qualification	2018	2019	2020	2021	2022	2023
Ph.D	9	5	4	1	1	4
Masters	292	285	311	255	286	171
Sub Specialization/Non-Degree/Fellowship/Internship/ Attachment	8	5	2	2	6	13
P.G Dip. /P.G Cert.	27	2		1		
Bachelors	103	91	52	81	41	2
Diploma	7	2		3	1	10
Certificate	23	23	39	8	31	21
<b>Total</b>	<b>469</b>	<b>413</b>	<b>408</b>	<b>351</b>	<b>366</b>	<b>221</b>

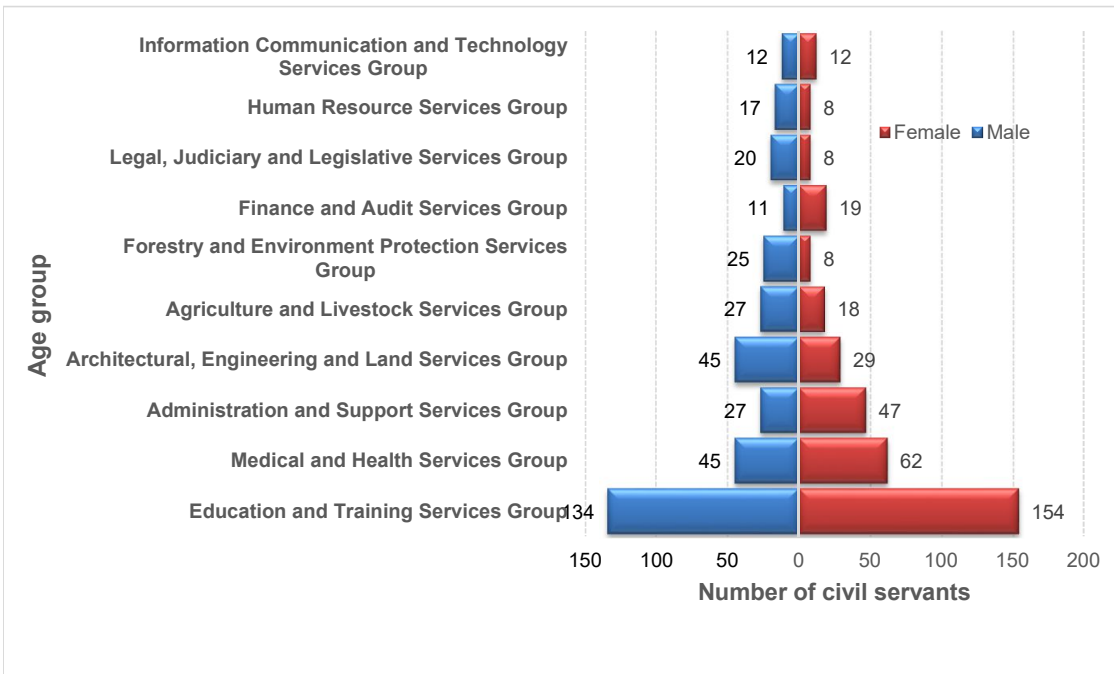
**Table 44**  
**Civil Servants on Secondment**

Non-civil Service Agency	No. of civil servants as on 31 Dec, 2023
Army Welfare Project	1
World Bank	1
Bhutan Agro Industries Ltd	1
Punatshangchu Hydroelectric Project Authority	2
<b>Total</b>	<b>5</b>

**Table 45**  
**Civil Servants on Extraordinary Leave by Position Levels and Gender**

Position Level	Female	Male	Grand Total
<b>Executive &amp; Specialists</b>			
ES3	2	2	4
<b>Professional &amp; Management</b>	<b>255</b>	<b>321</b>	<b>576</b>
P1	23	32	55
P2	63	75	138
P3	95	140	235
P4	67	72	139
P5	7	2	9
<b>Supervisory &amp; Support</b>	<b>139</b>	<b>83</b>	<b>222</b>
SS1	5	2	7
SS2	8	9	17
SS3	13	13	26
SS4	42	24	66
S1	22	18	40
S2	27	12	39
S3	16	2	18
S4	6	1	7
S5	0	2	2
<b>Operational Staff</b>	<b>6</b>	<b>0</b>	<b>6</b>
O1	6	0	6
<b>Grand Total</b>	<b>402</b>	<b>406</b>	<b>808</b>

**Graph 14**  
**Civil Servants on Extraordinary Leave by MOGs and Gender (as on 31st December 2023)**



**Table 46**  
**Civil Servants on Extraordinary Leave by Working Agency and Sex**

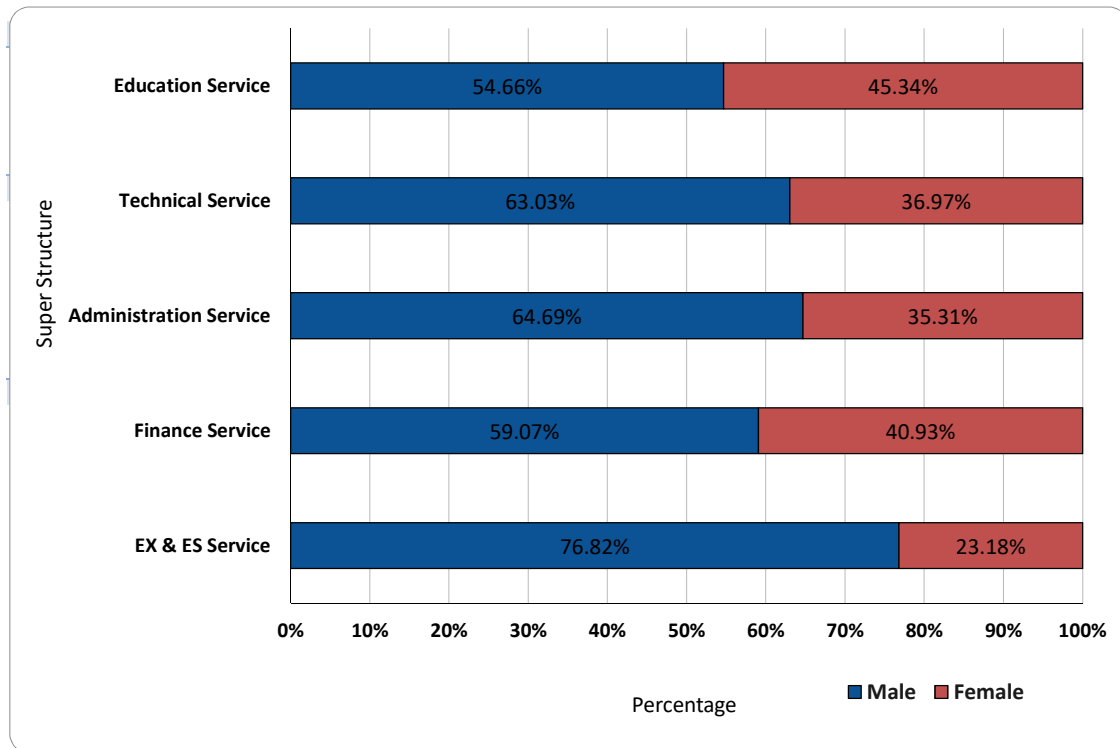
<b>Working Agency</b>	<b>Male</b>	<b>Female</b>	<b>Grand Total</b>
<b>Majesty Secretariat</b>	<b>1</b>		<b>1</b>
His Majesty's Secretariat	1	0	1
<b>Legislative</b>	<b>1</b>	<b>3</b>	<b>4</b>
National Assembly Secretariat	0	2	2
National Council Secretariat	1	1	2
<b>Constitutional</b>	<b>9</b>	<b>3</b>	<b>12</b>
Anti-Corruption Commission	2	0	2
Royal Audit Authority	0	1	1
Royal Civil Service Commission	7	2	9
<b>Executive-Ministries</b>	<b>131</b>	<b>86</b>	<b>217</b>
Ministry of Agriculture and Livestock	20	13	33
Ministry of Education and Skills Development	18	11	29
Ministry of Energy and Natural Resources	31	16	47
Ministry of Finance	8	7	15
Ministry of Health	18	11	29
Ministry of Home Affairs	6	5	11
Ministry of Industry Commerce and Employment	13	13	26
Ministry of Infrastructure and Transport	17	10	27
<b>Dzongkhag</b>	<b>129</b>	<b>143</b>	<b>272</b>
Bumthang Dzongkhag	9	5	14
Chukha Dzongkhag	6	7	13
Dagana Dzongkhag	1	2	3
Gasa Dzongkhag	2	1	3
Haa Dzongkhag	13	14	27
Lhuntse Dzongkhag	2	3	5
Mongar Dzongkhag	0	2	2
Paro Dzongkhag	9	21	30
Pema Gatshel Dzongkhag	6	3	9
Punakha Dzongkhag	20	25	45
Samdrup Jongkhar Dzongkhag	7	4	11
Samtse Dzongkhag	2	5	7
Sarpang Dzongkhag	7	4	11
Thimphu Dzongkhag	8	9	17
Trashigang Dzongkhag	5	5	10
Trashigang Dzongkhag	12	5	17
Trongsa Dzongkhag	1	1	2
Tsirang Dzongkhag	12	12	24
Wangdue Dzongkhag	5	11	16
Zhemgang Dzongkhag	2	4	6
<b>Thromde</b>	<b>35</b>	<b>72</b>	<b>107</b>
Gelephu Thromde	3	4	7
Phuentsholing Thromde	1	0	1
Samdrup Jongkhar Thromde	1	1	2
Thimphu Thromde	30	67	97
<b>Autonomous &amp; Other Agencies</b>	<b>100</b>	<b>95</b>	<b>195</b>
Cabinet Secretariat	5	1	6
Centre for Bhutan Studies and GNH Research	2	3	5
Dratshang Lhentshög	0	2	2
Government Technology (GovTech)	7	5	12
National Center for Hydrology and Meteorology (NCHM)	7	1	8
National Environment Commission	0	1	1
National Land Commission	15	8	23
National Medical Services	49	70	119
National Statistics Bureau	2	0	2
Office of the Attorney General	10	4	14
Royal Institute of Management	2	0	2
Royal Privy Council	1	0	1
<b>Grand Total</b>	<b>406</b>	<b>402</b>	<b>808</b>

**Table 47**  
**Civil Servants by Age Group and Super Structure**

Age Group	EX & ES Service	Administration	Education	Finance Service	Technical	Grand Total
< 20		12	19	5	14	50
20 - 24		241	457	92	588	1378
25 - 29		635	2546	184	1711	5076
30 - 34		909	2478	227	2313	5927
35 - 39	1	1091	1971	373	2143	5579
40 - 44	16	909	1766	284	1690	4665
45 - 49	71	527	1091	195	1042	2926
50 - 54	103	377	475	155	716	1826
55 - 60	81	117	261	82	369	910
> 60	17	31	3	1	17	69
<b>Grand Total</b>	<b>289</b>	<b>4849</b>	<b>11067</b>	<b>1598</b>	<b>10603</b>	<b>28406</b>

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

**Graph 15**  
**Percentage of Civil Servants within Super Structure by Sex**





**Table 48**  
**Civil Servants by Super Structure and Major Occupational Group**

<b>Super Structure/MOG</b>	<b>Executive &amp; Specialists</b>	<b>Professional &amp; Management</b>	<b>Supervisory &amp; Support</b>	<b>Operational Staff</b>	<b>Grand Total</b>
<b>EX &amp; ES Service</b>	<b>291</b>				<b>291</b>
Executive and Specialist Services Group	291				291
<b>Administration Service</b>	-	<b>1,077</b>	<b>1,832</b>	<b>1,940</b>	<b>4,849</b>
Administration and Support Services Group		432	1,090	1,940	3,462
Human Resource Services Group		201	289		490
Education and Training Services Group			182		182
Architectural, Engineering and Land Services Group		43	133		176
Planning and Research Services Group		145	2		147
Transportation and Aviation Services Group		29	116		145
Trade, Industry and Tourism Services Group		103	14		117
Foreign Services Group		70			70
Legal, Judiciary and Legislative Services Group		36			36
Information Communication and Technology Services Group		16			16
Finance and Audit Services Group		1	4		5
Agriculture and Livestock Services Group			2		2
Arts, Culture and Literary Services Group		1			1
<b>Education Service</b>		<b>9,789</b>	<b>1,107</b>	<b>171</b>	<b>11,067</b>
Education and Training Services Group		9,560	822	153	10,535
Sports and Youth Services Group		189	285		474
Administration and Support Services Group		25		18	43
Legal, Judiciary and Legislative Services Group		15			15
<b>Finance Service</b>		<b>468</b>	<b>1,130</b>		<b>1,598</b>
Finance and Audit Services Group		385	827		1,212
Administration and Support Services Group		74	303		377
Legal, Judiciary and Legislative Services Group		9			9
<b>Technical Service</b>		<b>2,541</b>	<b>7,954</b>	<b>106</b>	<b>10,601</b>
Medical and Health Services Group		943	3,008		3,951
Architectural, Engineering and Land Services Group		566	1,547	105	2,218
Forestry and Environment Protection Services Group		227	1,013		1,240
Agriculture and Livestock Services Group		267	778	1	1,046
Laboratory and Technical Services Group		73	909		982
Library, Archives and Museum Services Group		17	323		340
Information Communication and Technology Services Group		137	137		274
Legal, Judiciary and Legislative Services Group		126	42		168
Transportation and Aviation Services Group		17	138		155
Administration and Support Services Group		89	1		90
Arts, Culture and Literary Services Group		40	27		67
Planning and Research Services Group		29	29		58
Finance and Audit Services Group		7	2		9
Trade, Industry and Tourism Services Group		3			3
<b>Grand Total</b>	<b>291</b>	<b>13,875</b>	<b>12,023</b>	<b>2,217</b>	<b>28,406</b>

**Table 49**  
***Civil Servants by Super Structure and Position Level***

Position Category and Level	EX & ES Service	Administratio n Service	Education Service	Finance Service	Technical Service	Grand Total
<b>Executive &amp; Specialists</b>						
EX1	22					22
EX2	23					23
EX3	70					70
ES1	21					21
ES2	21					21
ES3	130				2	132
NA	2					2
<b>Professional &amp; Management</b>						
P1		141	1,222	62	327	1,752
P2		169	2,291	94	519	3,073
P3		209	1,566	88	665	2,528
P4		199	1,048	93	857	2,197
P5		359	3,662	131	173	4,325
<b>Supervisory &amp; Support</b>						
SS1		1	2	10	244	257
SS2		4	10	43	628	685
SS3		26	43	196	749	1,014
SS4		122	31	328	1,297	1,778
S1		230	38	203	1,781	2,252
S2		286	40	159	2,239	2,724
S3		427	5	65	484	981
S4		249	102	54	153	558
S5		487	836	72	379	1,774
<b>Operational Staff</b>						
O1		805			86	891
O2		275	153		4	432
O3		93				93
O4		767	18		16	801
<b>Grand Total</b>	<b>289</b>	<b>4,849</b>	<b>11,067</b>	<b>1,598</b>	<b>10,603</b>	<b>28,406</b>

**Table 50**  
**Civil Servants by Working Agency and Super Structure**

<b>Working Agency</b>	<b>EX &amp; ES</b>	<b>Administr</b>	<b>Education</b>	<b>Finance</b>	<b>Technical</b>	<b>Grand</b>
<b>Majesty Secretariat</b>	<b>11</b>	<b>67</b>	<b>10</b>	<b>9</b>	<b>10</b>	<b>107</b>
His Majesty's Secretariat	9	38	1	7	8	63
Secretariat of His Majesty The Fourth Druk Gyalpo	2	19		1	1	23
The Pema		10	9	1	1	21
<b>Legislative</b>	<b>4</b>	<b>32</b>		<b>3</b>	<b>21</b>	<b>60</b>
National Assembly Secretariat	1	21		3	11	36
National Council Secretariat	3	11			10	24
<b>Constitutional</b>	<b>9</b>	<b>190</b>	<b>16</b>	<b>144</b>	<b>72</b>	<b>431</b>
Royal Audit Authority	3	43		134	17	197
Anti-Corruption Commission	4	69	14	9	47	143
Royal Civil Service Commission	2	78	2	1	8	91
<b>Executive-Ministries</b>	<b>119</b>	<b>1,870</b>	<b>253</b>	<b>890</b>	<b>3,126</b>	<b>6,258</b>
Ministry of Energy and Natural Resources	12	146		24	1,388	1,570
Ministry of Infrastructure and Transport	10	351		41	635	1,037
Ministry of Finance	7	140	1	675	94	917
Ministry of Agriculture and Livestock	35	227		37	545	844
Ministry of Home Affairs	10	368	10	24	86	498
Ministry of Education and Skills Development	18	140	236	30	45	469
Ministry of Health	5	93	2	18	256	374
Ministry of Industry Commerce and Employment	10	271	2	22	69	374
Ministry of Foreign Affairs and External Trade	12	134	2	19	8	175
<b>Dzongkhag</b>	<b>39</b>	<b>1,668</b>	<b>9,180</b>	<b>407</b>	<b>2,081</b>	<b>13,375</b>
Samtse Dzongkhag	3	124	908	32	142	1,209
Trashigang Dzongkhag	2	146	841	37	172	1,198
Mongar Dzongkhag	1	106	671	24	146	948
Chukha Dzongkhag	1	106	668	25	124	924
Paro Dzongkhag	4	95	640	25	123	887
Wangdue Dzongkhag	3	102	547	18	90	760
Sarpang Dzongkhag	2	79	507	20	127	735
Punakha Dzongkhag	3	85	510	27	109	734
Samdrup Jongkhar Dzongkhag	1	93	441	24	118	677
Pema Gatshel Dzongkhag	1	91	437	24	108	661
Dagana Dzongkhag	1	82	411	20	110	624
Trashigang Dzongkhag	3	68	401	17	97	586
Zhemgang Dzongkhag	1	76	394	18	92	581
Tsirang Dzongkhag	1	76	376	20	107	580
Lhuntse Dzongkhag	3	66	289	14	76	448
Bumthang Dzongkhag	3	55	297	13	73	441
Thimphu Dzongkhag	2	76	245	14	98	435
Trongsa Dzongkhag	1	53	262	17	69	402
Haa Dzongkhag	2	52	247	11	64	376
Gasa Dzongkhag	1	37	88	7	36	169

**Table 50 Continuation**  
**Civil Servants by Working Agency and Super Structure**

<b>Working Agency</b>	<b>EX &amp; ES Service</b>	<b>Administration Service</b>	<b>Education Service</b>	<b>Finance Service</b>	<b>Technical Service</b>	<b>Grand Total</b>
<b>Thromde</b>	<b>15</b>	<b>197</b>	<b>1,551</b>	<b>47</b>	<b>337</b>	<b>2,147</b>
Thimphu Thromde	10	93	1,071	23	175	1,372
Phuentsholing Thromde	3	39	189	11	64	306
Gelephu Thromde	2	35	175	8	62	282
Samdrup Jongkhar Thromde		30	116	5	36	187
<b>Autonomous &amp; Other Agencies</b>	<b>90</b>	<b>824</b>	<b>57</b>	<b>98</b>	<b>4,956</b>	<b>6,025</b>
National Medical Services	65	482	13	74	4,449	5,083
National Land Commission	7	113		2	81	203
National Center for Hydrology and Meteorology (NCHM)	3	14		2	148	167
Government Technology (GovTech)	1	18		2	134	155
Dratshang Lhentshog	1	71	8	1	12	93
Office of the Attorney General		8		2	59	69
Centre for Bhutan Studies and GNH Research	1	33	2	7	24	67
Royal Institute of Management	7	19	25	4	8	63
Cabinet Secretariat	2	48		1	7	58
National Statistics Bureau	1	8		1	33	43
Bhutan Olympic Committee	1	4	9	2		16
Royal Privy Council	1	6			1	8
<b>Non-Civil Service</b>	<b>2</b>	<b>1</b>				<b>3</b>
Non Governmental Organizations	2	1				3
<b>Grand Total</b>	<b>289</b>	<b>4,849</b>	<b>11,067</b>	<b>1,598</b>	<b>10,603</b>	<b>28,406</b>

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

**Table 51**  
**Civil Servants by Parent Agency and Super Structure**

Parent Agency	EX & ES Service	Administration Service	Education Service	Finance service	Technical Service	Total
<b>Majesty's Secretariat</b>	<b>8</b>	<b>53</b>	<b>6</b>	<b>-</b>	<b>5</b>	<b>72</b>
His Majesty's Secretariat	6	28	1		5	40
Secretariat of His Majesty The Fourth Druk Gyalpo	2	18				20
The Pema		7	5			12
<b>Legislative</b>	<b>4</b>	<b>17</b>			<b>12</b>	<b>33</b>
National Assembly Secretariat	1	13			7	21
National Council Secretariat	3	4			5	12
<b>Constitutional</b>	<b>10</b>	<b>1,264</b>	<b>18</b>	<b>139</b>	<b>47</b>	<b>1,478</b>
Anti-Corruption Commission	4	57	15	7	36	119
Royal Audit Authority	4	26		132	10	172
Royal Civil Service Commission	2	1,181	3		1	1,187
<b>Ministry</b>	<b>174</b>	<b>2,517</b>	<b>10,964</b>	<b>1,459</b>	<b>5,250</b>	<b>20,364</b>
Ministry of Agriculture and Livestock	36	210	1		1,051	1,298
Ministry of Education and Skills Development	48	359	10,946		837	12,190
Ministry of Energy and Natural Resources	12	89			1,410	1,511
Ministry of Finance	9	94	1	1,455	54	1,613
Ministry of Foreign Affairs and External Trade	12	101	1		1	115
Ministry of Health	6	63	3		284	356
Ministry of Home Affairs	30	1,067	10	1	118	1,226
Ministry of Industry Commerce and Employment	10	207	2	3	26	248
Ministry of Infrastructure and Transport	11	327			1,469	1,807
<b>Autonomous</b>	<b>90</b>	<b>889</b>	<b>52</b>	<b>-</b>	<b>5,261</b>	<b>6,292</b>
Bhutan Olympic Committee		3	9			12
Bhutan Standards Bureau		1				1
Cabinet Secretariat	2	132			1	135
Centre for Bhutan Studies and GNH Research	1	13			2	16
Dratshang Lhentshog	1	67	6		10	84
Government Technology (GovTech)	2	10			266	278
National Center for Hydrology and Meteorology (NCHM)	3	9			144	156
National Land Commission	7	233			179	419
National Medical Services	65	398	13		4,457	4,933
National Statistics Bureau	1	4			63	68
Office of the Attorney General		6			132	138
Royal Institute of Management	7	8	24		7	46
Royal Privy Council	1	5				6
<b>Thromde</b>	<b>3</b>	<b>109</b>	<b>27</b>	<b>-</b>	<b>28</b>	<b>167</b>
Gelephu Thromde	1	19	2		2	24
Phuentsholing Thromde	1	23	3		9	36
Samdrup Jongkhar Thromde		16	6		3	25
Thimphu Thromde	1	51	16		14	82
<b>Total</b>	<b>289</b>	<b>4,849</b>	<b>11,067</b>	<b>1,598</b>	<b>10,603</b>	<b>28,406</b>

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

**Table 52*****International Volunteers by Parent Agency (31st December 2023)***

<b>Parent Agency</b>	<b>JICA</b>	<b>Fulbright Scholars/ FFT Specialist</b>	<b>AVP*</b>	<b>Total</b>
Bhutan Animal Rescue and Care	1			1
Bhutan Olympic Committee	2			2
Construction Development Corporation Limited	1			1
Farm Machinery Corporation Limited	3			3
GovTech	1			1
JSW School of Law			3	3
Ministry of Agriculture and Livestock	3			3
Ministry of Education and Skills Development	9	1		10
Ministry of Energy and Natural Resources	1			1
Ministry of Health	1			1
Ministry of Industry, Commerce and Employment	1			1
Ministry of Infrastructure and Transport	1			1
National Biodiversity Centre			1	1
National Medical Services	5			5
Queen's Project Office		5		5
Royal Thimphu College			1	1
Royal University of Bhutan			2	2
<b>Total</b>				<b>42</b>

Note: JICA = Japan International Cooperation Agency, FFT = Friends of Thailand, AVP = Australian Volunteers Program \* Remote Volunteers