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INTRODUCTION

This Report presents an overview of the Civil Service statistics as on 31st December 2015. It includes information on Civil Servants recruited as regular and contract under Judiciary, Legislative, Constitutional (except Election Commission of Bhutan), Ministries, Autonomous Agencies, Dzongkhags, Thromdees and Civil Servants seconded to Non-civil Service Agencies.

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

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

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

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

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

The long term training implementation status provides information on progress that has been made till 31st December 2015. The information on Civil Servants pursuing higher education by level and by country is also made available, which makes easier for effective monitoring.

The information on Civil Servants by gender and Position Level provides a reflection of women in Civil Service while the information by age groups provides an assessment of the mean age of the Bhutanese Civil Servants.

PART I - OVERVIEW OF THE REPORT

GENERAL

The strength of the Civil Service as on 31st December 2015 was 26,611 comprising of 25,517 regular Civil Servants and 1,094 on contract. Most Civil Servants on contract are in teaching profession.

The cumulative growth in the Civil Service strength as on 31st December 2015 compared to the strength on 31st December 2008 is 34.00%. The annual growth for the year 2015 is 1.1% as compared to 4.00% in 2014, 4.25% in 2013, 4.86% in 2012, 2.84% in 2011, 6.63% in 2010, and 6.37% in 2009.

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

As on 31st December 2015, the number of Civil Servants constituted 3.50% of the total population of the country (Table-2). The ratio of the Civil Servants strength to the total population was 1:28. Female Civil Servants constituted 34.68% of the Civil Service strength (Table-22), an increase from 34.16% in 2014. Expatriate personnel constituted 1.59% (Table 49).

During January to December 2015, a total of 1,067 Civil Servants are recruited, 4, 268 promoted, 472 separated (Table-29). There is a net decrease of 595 Civil Servants (Graph-13).

About 73.60% of the Civil Servants are below the age of 40 years.

CIVIL SERVANTS BY POSITION CATEGORY AND POSITION LEVEL

As on 31st December 2015, there are 14,156 Civil Servants in Professional and Management Position Category as compared to 10,112 in Supervisory and Support Position Category, and 2,092 in Operational Position Category. There are 147 in Executive Position Category and 104 in Specialist Position Category (Table-6).

The Professional and Management Position Category constituted 53.20% of the total Civil Service strength, followed by Supervisory and Support Position Category with 38.00%, and Operational Position Category with 7.86%. The Executives constituted 0.55% and Specialists 0.39% (Graph-2).

CIVIL SERVANTS BY TYPE OF EMPLOYMENT

There are 25,517 regular Civil Servants equivalent to 95.89% and 1094 on contract equivalent to 4.11% (Table-1). Besides there are 249 on consolidated contract, 1,790 as Elementary Service Personnel (ESP) and 2,322 as General Service Personnel (GSP), who are not considered as Civil Servants, and therefore kept outside the total strength of the Civil Service.

The Ministry of Education has the highest number of regular contract employees with 739 followed by Ministry of Health with 157 (Table-8).

CIVIL SERVANTS BY AGENCIES

By Working Agency, the Ministry of Agriculture and Forests has the highest number of Civil Servants with 2,766 constituting 10.39% of the total strength. It is followed by Ministry of Health with 2,248 constituting 8.45%. In the third place it is Thimphu Thromde with 1,226 constituting 4.61%, followed by Trashigang Dzongkhag with 1,216 constituting 4.57%, Samtse Dzongkhag with 1,096 constituting 4.12%, Chukha Dzongkhag with 942 constituting 3.54% and Paro Dzongkhag with 892 constituting 3.35% (Table-7).

By Parent Agency, the Ministry of Education has the highest number of Civil Servants with 10,040 constituting 37.73% of the total Civil Service strength. It is followed by the Ministry of Health with 4,055 constituting 15.24% and Ministry of Agriculture and Forest with 3,629 constituting 13.64%, Ministry of Finance with 1,693 constituting 6.36%, Ministry of Works and Human Settlement with 1,620 constituting 6.09%, and Ministry of Home and Cultural Affairs with 1,284 constituting 4.83% (Table-8).

CIVIL SERVANTS BY DZONGKHAGS

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

By location, Thimphu Dzongkhag has 8,481 Civil Servants which included Civil Servants of all central agencies located within the perimeter of Thimphu Dzongkhag. It is followed by Chukha with 1,758, Sarpang with 1,566, Paro with 1,533, Trashigang with 1,407, Mongar with 1,288, Samtse with 1,224, Samdrup Jongkhar with 1,083, Wangdue Phodrang with 1,044, and Bumthang with 889. Gasa Dzongkhag has the least number of 244 Civil Servants (Table-16).

As on 31st December 2015, 57.14% of the Civil Servants are under Dzongkhag and Thromde Administrations (Table-15). Although by location, Thimphu Dzongkhag has highest number of 8,481, only 422 Civil Servants are actually under Dzongkhag Administration. The Thimphu Thromde has 1,226 Civil Servants and the rest remaining are under Ministries and Central Agencies (Table-17).

Under Dzongkhag Administration, the highest numbers of Civil Servants are under Trashigang with 1,216 followed by Samtse with 1,096, Chukha with 942, Paro with 892, Mongar with 830, Wangdue 785, Sarpang with 784, and Punakha with 731. The other Dzongkhag Administrations has lesser number with least number of 160 Civil Servants under Gasa Dzongkhag Administration (Table-17).

CIVIL SERVANTS BY OCCUPATIONAL GROUPS

Amongst the 19 Major Occupational Groups, the Education and Training Services has the largest number of Civil Servants with 8,554 constituting 32.14%. It is followed by the General Administration and Support Services with 4,181 constituting 15.71%, Medical and Health Services with 2,916 constituting 10.96% and Architectural, Engineering and Land Services with 2,787 constituting 10.47%. The Finance and Audit Services Group is at fifth place with 1,562 constituting 5.87% and Forestry and Environment Protection Services in sixth place with 1,468 constituting 5.52% of the total Civil Service strength. The Agriculture and Livestock Services has the strength of 1,209 constituting 4.54% of the total strength (Table-20 and Graph-5).

CIVIL SERVANTS BY GENDER

Of the of 26,611 Civil Servants as on 31st December 2015, 9,228 are female Civil Servants constituting 34.68% of the total Civil Servant's strength (Table-23 and Graph-6).

Among the Major Occupational Groups, the highest numbers of female Civil Servants are in the Education and Training Services with 3,392 constituting 12.75% of the total Civil Servants and 36.75% within the MoG. It is followed by General Administration and Support Services with 1,451 constituting 5.45%, Medical and Health Services with 1,292 constituting 4.86%, Architectural, Engineering and Land Services with 661 constituting 2.46%, Finance and Audit Services with 505 constituting 1.90% (Table-24).

CIVIL SERVANTS BY AGE GROUPS

By age groups, about 74% of the Civil Servants are below the age of 40 years as on 31st December 2015. A total of 6,902 Civil Servants equivalent to 25.94% fall under 30-34 years age group, followed by 6,258 Civil Servants equivalent to 23.52% under 25-29 years age group, 5,236 equivalents to 19.68% under 35-39 years, 2,741 equivalent to 10.30% under 40-44 years, 2,180 equivalent to 8.19% under 45-49 years and 1,179 equivalent to 4.43% under 20-24 years (Table-26).

RECRUITMENT

During the period between 1st July 2008 and 31st December 2015, a total of 7,095 Civil Servants are recruited (Table-22).

During the period from January to December 2015, a total of 1,067 Civil Servants were recruited, the highest being in Education and Training Services Group with 553, followed by Medical and Health Services Group with 266 and Architectural, Engineering and Land Services Group with 52 new recruits (Table-27).

PROMOTION

During the period from January to December 2015, a total of 4,268 Civil Servants are promoted. It included 17 in Executive Positions, 14 in Specialist Positions, 2,486 in Professional and Management Position Category, 1,563 in Supervisory and Support Position Category, and 188 in Operational Position Category (Table-30).

SEPARATION

During the period from January to December 2015, a total of 472 Civil Servants are separated (Table-29), of which 11 are from Executive Services, 3 from Specialist Positions, 241 from Professional and Management, 186 from Supervisory and Support, and 31 from Operational Position Category respectively (Table-32).

CIVIL SERVANTS BY QUALIFICATION

Of the total of 25,517 regular Civil Servants, 6,933 equivalent to 27.17% have the Bachelor Degree, 4,835 equivalents to 18.95% have certificate, 4,173 equivalents to 16.35% have Basic Education Class X and below, 4,006 equivalents to 15.70% have Diploma, 1,934 equivalents to 7.58% have the Master Degree, and 27 equivalents to 0.11% have the Ph.D. Degree (Table-37, Graph-14).

In terms of qualification, 66.95% Civil Servants met the minimum qualification criteria. The percentage of Civil Servants meeting the qualification criteria are 88.51% in Executive Position Category, 97.92% in Specialist Position Category, 72.42% in Professional Position Category, 59.65% in Supervisory and Support Category and 64.13% in Operational Position Category. (Table 39, Graph-16).

TRAINING

Against the 10th FYP target of 2,913 long term training, a total of 2,927 trainings have been implemented, which constituted 100.48% progress (Table-46).

Of the 2,913 long term trainings implemented, 48 are sent for Ph.D. Degree, 1,192 for Master Degree, 1,173 for Bachelors Degree, 104 for PG Diploma/Certificate, and 410 for Diploma/Certificate (Table-46).

During January to December 2015, a total of 529 Civil Servants are sent for long term training, of which 3 are sent for Ph.D., 246 for Master Degree, 175 for Bachelor Degree, and 29 for P.G. Diploma/Certificate (Table 40).

As on 31st December 2015, a total of 1, 527 Civil Servants are undergoing long term training, mostly in India, Bhutan, and Australia with 146, 188 and 101 Civil Servants pursuing Masters degree in the respective countries (Table-42).

Table-47 shows the supply of university graduates through Government scholarship in 2016 through to 2018 in the fields of medical sciences and engineering. In 2016, some 31 medical doctors with MBBS Degree and 72 with Civil Engineering Degree holders are expected to join the civil service.

SECONDMENT

As on 31st December 2015, there are 73 Civil Servants on Secondment. Of the total, 48 are seconded to National Agencies, 16 to Corporations and Authorities, and the remaining to other agencies within and outside Bhutan (Table-48).

EXPATRIATES AND VOLUNTEERS

As on 31st December 2015, there are 422 expatriate Civil Servants of which 21 are regular civil servants, and 401 on contract (Table-50).

There were 37 volunteers out of whom 8 were Senior Volunteers (SV) and 11 Japan Overseas Co-operation Volunteers (JOCV), 14 were Bhutan Canada Foundation (BCF) volunteers, and 4 Friends from Thailand (FFT) volunteers (Table-51).

PART II - DETAILED STATISTICS GENERAL

TABLE [1] SUMMARY

Categories	As of 31 st December 2015	%
Regular (Bhutanese)	25,496	95.81%
Regular (Non-Bhutanese)	21	0.08%
Contract (Bhutanese)	685	2.57%
Contract (Non-Bhutanese)	409	1.54%
Total Civil Service Strength	26,611	100%
Total Regular	25,517	95.89%
Total Contract	1,094	4.11%
Total Female Civil Servants	9,228	34.68%
Total Male Civil Servants	17,383	65.32%
Total Civil Servants located in Thimphu	8,481	31.87%
Total Civil Servants outside Thimphu	17,536	65.90%
Total Civil Servants located outside the Country	594	2.23%
Total Civil Servants under Dzongkhag Administration & Thromde	15,205	57.14%
Total Expatriates in the Civil Service	459	1.72%
International Volunteers	37	0.14%

As on 31st December 2015, there are following categories of employees considered outside the Civil Service

- | | | |
|----------------------------------|---|-------|
| 1. Elementary Service Personnel* | : | 1,790 |
| 2. General Service Personnel * | : | 2,322 |
| 3. Consolidated Contract | : | 249 |

* Source: Department of Public Accounts, MoF

TABLE - 2 PROPORTION OF CIVIL SERVANTS TO POPULATION

Location	No. of Civil Servants by Dzongkhag		Total	*Total population (2015)	% of Dzongkhag Population
	Regular	Contract			
Bumthang	859	30	889	18,965	4.69%
Chhukha	1,716	42	1,758	88,342	1.99%
Dagana	658	32	690	27,522	2.51%
Gasa	235	9	244	6,392	3.82%
Haa	395	8	403	13,501	2.98%
Lhuentse	460	19	479	17,618	2.72%
Monggar	1,251	37	1,288	44,258	2.91%
Paro	1,519	14	1,533	43,168	3.55%
Pema Gatshel	632	33	665	25,180	2.64%
Punakha	743	16	759	27,838	2.73%
Samdrup Jongkhar	1,045	38	1,083	40,768	2.66%
Samtse	1,188	36	1,224	70,618	1.73%
Sarpang	1,529	37	1,566	45,637	3.43%
Thimphu	8,281	200	8,481	116,012	7.31%
Trashigang	562	20	582	56,168	1.04%
Trashigang Yangtse	1,368	39	1,407	20,874	6.74%
Trongsa	531	13	544	16,012	3.40%
Tsirang	609	13	622	21,816	2.85%
Wangdue Phodrang	1,026	18	1,044	37,553	2.78%
Zhemgang	726	30	756	21,501	3.52%
Outside Bhutan	184	410	594		
Grand Total	25,517	1,094	26,611	759,743	3.50%

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

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

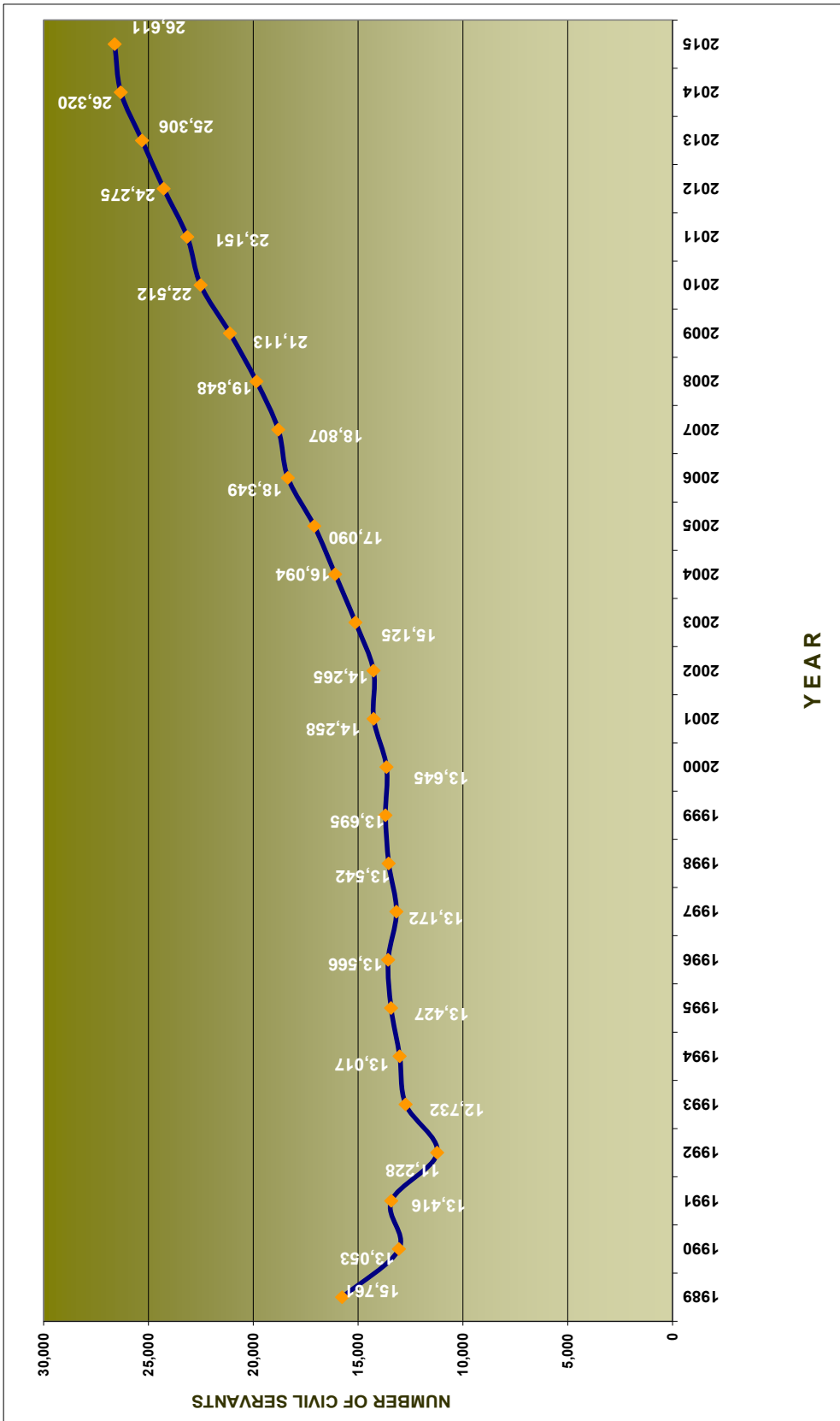
TABLE - 3 CIVIL SERVANTS BY POSITION CATEGORY AND YEARS OF SERVICE BY EMPLOYEE TYPE

Position Category	Less than 10 yrs			10-19 yrs			20-29 yrs			30 yrs +			Grand Total
	Regular	Contract	Total	Regular	Contract	Total	Regular	Contract	Total	Regular	Contract	Total	
Executives		4	4	6		6	90		90	47		47	147
Specialist		2	2	10		10	58		58	34		34	104
Professional & Management	6804	240	7,044	4428	154	4,582	1704	69	1,773	732	25	757	14,156
Supervisory & Support	5410	507	5,917	2635	2	2,637	1198	1	1,199	359		359	10,112
Operational	907	84	991	802	6	808	263		263	30		30	2,092
Grand Total	13,121	837	13,958	7,881	162	8,043	3,313	70	3,383	1,202	25	1,227	26,611

TABLE - 4 SUMMARY OF ROYAL CIVIL SERVICE AWARD 2015

Sl.No	Category of Awards	Civil Servants	Other Public Servants	Total
1	Lifetime Services	158	39	197
2	Lifetime Services (Past 25 years)	83	6	89
3	30 Years and above (Gold)	291	37	328
4	20 Years and above (Silver)	457	113	570
5	10 Years and above (Bronze)	1,092	282	1,374
Total		2,081	477	2,558

**GRAPH - 1 CIVIL SERVICE STAFFING TREND
(1989 -2015)**



Note: Based on Bi-annual Statistic book figure

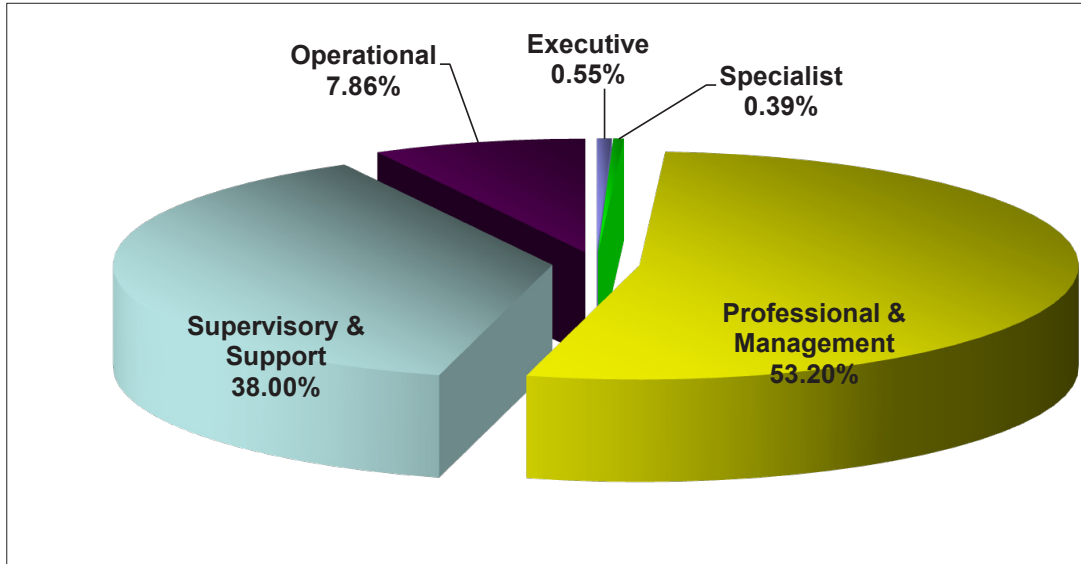
CIVIL SERVANTS BY POSITION CATEGORY AND POSITION LEVEL

TABLE - 5 CIVIL SERVANTS BY POSITION CATEGORY AND POSITION LEVEL

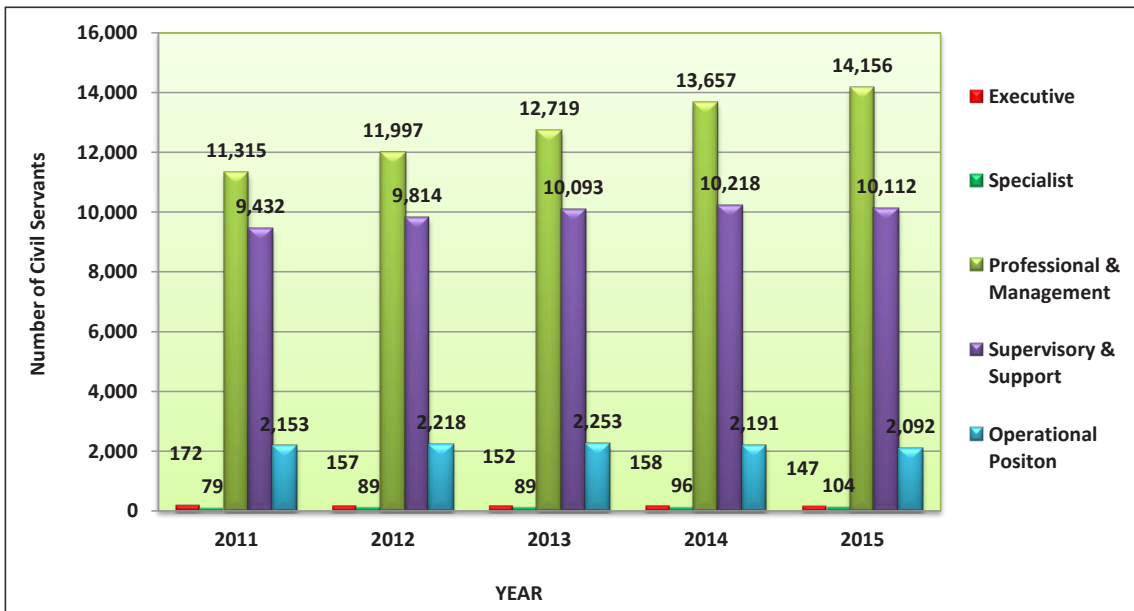
Position Category & Position Level	31 st December 2010	31 st December 2011	31 st December 2012	31 st December 2013	31 st December 2014	31 st December 2015
Executive Position Category						
*Constitutional Office	9	9	5	5	10	5
EX1	26	27	28	27	27	28
EX2	27	24	35	38	46	50
EX3	120	112	89	82	75	64
Total	182	172	157	152	158	147
Specialist Position Category						
ES1	4	3	2	3	1	2
ES2	5	5	12	12	23	27
ES3	78	71	75	74	72	75
Total	87	79	89	89	96	104
Professional & Management Position Category						
P1	438	374	371	420	540	668
P2	648	701	829	988	1,215	1345
P3	1,787	1,844	1,780	1,894	2,088	2285
P4	2,507	2,703	3,241	3,646	4,539	4971
P5	5,725	5,693	5,776	5,771	5,275	4887
Total	11,105	11,315	11,997	12,719	13,657	14,156
Supervisory & Support Position Category						
S1	1,740	1,916	2,038	2,154	2,301	2670
S2	2,272	2,301	2,330	2,383	2,412	2245
S3	1,497	1,551	1,682	1,659	1,691	1779
S4	1,399	1,486	1,724	1,798	2,057	2061
S5	2,186	2,178	2,040	2,099	1,757	1357
Total	9,094	9,432	9,814	10,093	10,218	10,112
Operational Position Category						
O1	647	685	679	725	727	724
O2	440	471	486	475	464	437
O3	457	420	390	349	389	395
O4	500	577	663	704	611	536
Total	2,044	2,153	2,218	2,253	2,191	2,092
Grand Total	22,512	23,151	24,275	25,306	26,320	26,611

* Eminent members of the parliament

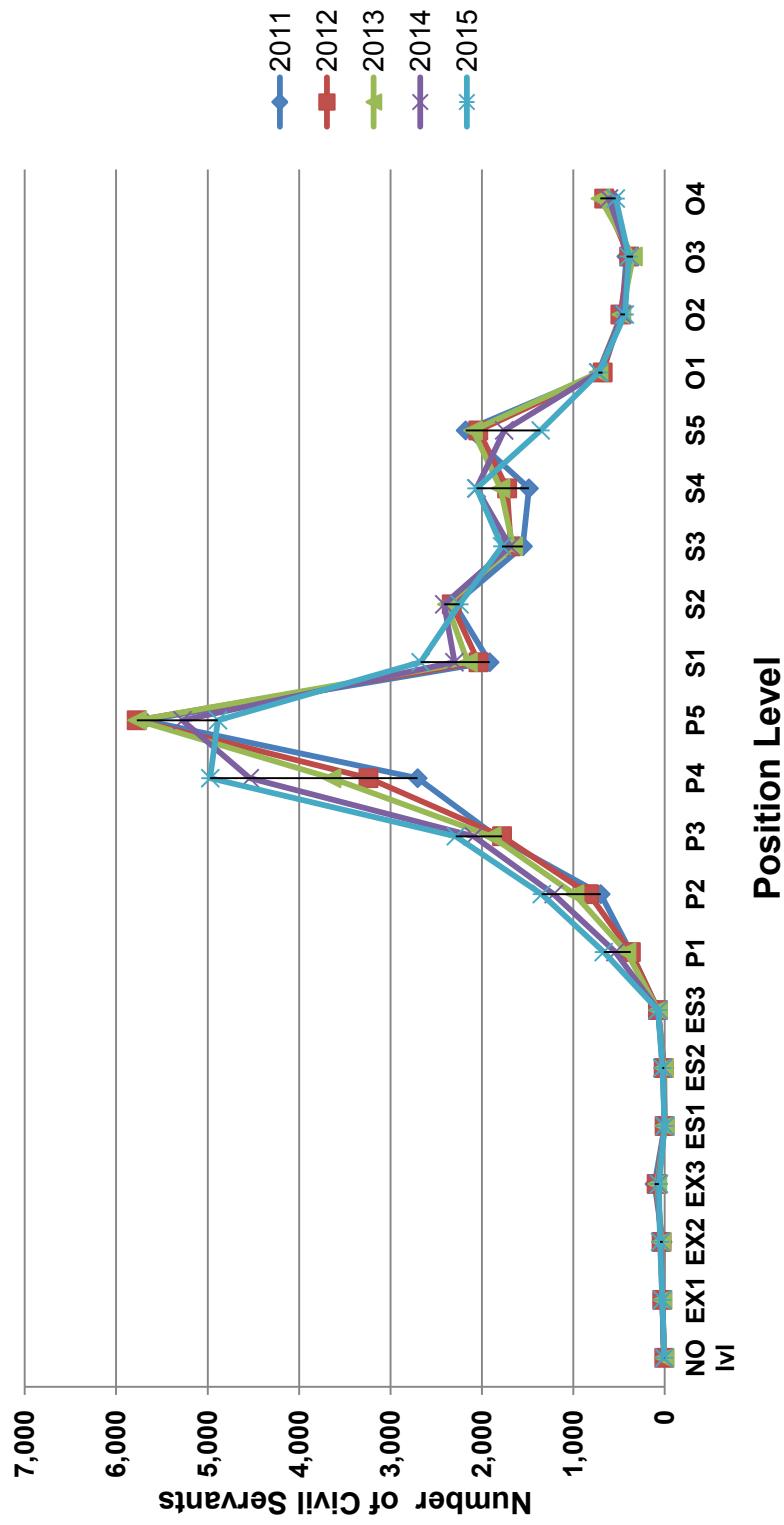
GRAPH - 2 CIVIL SERVANTS BY POSITION CATEGORY (in %)



GRAPH - 3 CIVIL SERVANTS BY POSITION CATEGORY (2011 - 2015)



GRAPH - 4 NUMBER OF CIVIL SERVANTS BY POSITION LEVEL



CIVIL SERVANTS BY TYPE OF EMPLOYMENT

TABLE - 6 CIVIL SERVANTS BY TYPE OF EMPLOYMENT (2011 - 31st December 2015)

Position Category & Position Level	31 st December 2011			Total as on 30th June 2012			31 st December 2012			31st December 2013			31st December 2014			31st December 2015				
	R	C	Total	R	C	SPC	Total	R	C	Total	R	C	Total	R	C	Total	R	C	Total	
Executive Position Category																				
Constitutional Offices	9		9	9			9	5		5	5	0	5	10		10			5	
EX1	27		27	30	0	0	30	28		28	27	0	27	27		27			28	
EX2	23	1	24	29	1	0	30	34	1	35	37	1	38	45	1	46			48	
EX3	112		112	109	0	0	109	89		89	82	0	82	74	1	75			62	
Total	171	1	172	177	1	0	178	156	1	157	151	1	152	156	2	158			143	
Specialist Position Category																				
ES1	3		3	3	0	0	3	2		2	3	0	3	1		1			2	
ES2	5		5	6	1		7	11	1	12	11	1	12	22	1	23			26	
ES3	70	1	71	72	2		74	74	1	75	73	1	74	71	1	72			74	
Total	78	1	79	81	3	0	84	87	2	89	87	2	89	94	2	96			102	
Professional & Management Position Category																				
P1	368	6	374	370	6	0	376	364	7	371	413	7	420	531	9	540			658	
P2	688	13	701	761	9	0	770	820	9	829	976	12	988	1197	18	1,215			1,326	
P3	1,733	111	1,844	1,706	85	4	1,795	1,698	82	1,780	1,825	69	1,894	2,017	71	2,088			2,214	
P4	2,378	325	2,703	2,970	315	11	3,296	2,963	278	3,241	3,411	235	3,646	4,299	240	4,539			4,746	
P5	5,480	213	5,693	5,474	237	5	5,716	5,559	217	5,776	5,583	188	5,771	5,088	187	5,275			4,724	
Total	10,647	668	11,315	11,281	652	20	11,953	11,404	593	11,997	12,208	511	12,719	13,132	525	13,657			13,668	
Supervisory & Support																				
S1	1,885	31	1,916	1,888	29	0	1,917	2,006	32	2,038	2,117	37	2,154	2,258	43	2,301			2,428	
S2	2,290	11	2,301	2,354	10	0	2,364	2,317	13	2,330	2,367	16	2,383	2,391	21	2,412			2,222	
S3	1,544	7	1,551	1,558	7	0	1,565	1,675	7	1,682	1,653	6	1,659	1,684	7	1,691			1,772	
S4	1,470	16	1,486	1,608	12	0	1,620	1,677	47	1,724	1,756	42	1,798	2,025	32	2,057			2,030	
S5	2,020	158	2,178	1,992	73	0	2,065	1,889	151	2,040	1,885	214	2,099	1,517	240	1,757			1,150	
Total	9,209	223	9,432	9,400	131	0	9,531	9,564	250	9,814	9,778	315	10,093	9,875	343	10,218			9,602	
Operational Position Category																				
O1	683	2	685	686	2	0	688	677	2	679	723	2	725	723	4	727			720	
O2	428	43	471	429	0	0	429	459	27	486	442	33	475	430	34	464			402	
O3	420		420	411	0	0	411	390		390	349	0	349	389		389			395	
O4	534	43	577	601	34	0	635	612	51	663	650	54	704	559	52	611			485	
Total	2,065	88	2,153	2,127	36	0	2,163	2,138	80	2,218	2,164	89	2,253	2,101	90	2,191			2,002	
Grand Total	22,170	981	23,151	23,066	823	20	23,909	23,349	926	24,275	24,388	918	25,306	25,358	962	26,320			25,517	
Grand Total																				1,094
Grand Total																				26,611

Note:

* Eminent members of the parliament

R=Regular, C=Contract

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

AGENCY	REGULAR			CONTRACT			GRAND TOTAL	% Against Grand Total
	B	NB	T	B	NB	T		
His Majesty's Secretariat	67		67	22		22	89	0.33%
His Majesty The 4 th King Secretariat	16		16	14		14	30	0.11%
JUDICIARY								
Royal Court of Justice	468		468	2		2	470	1.77%
Supreme Court of Bhutan	5		5			0	5	0.02%
LEGISLATIVE								
National Assembly	50		50			0	50	0.19%
National Council	40		40	1		1	41	0.15%
CONSTITUTIONAL								
Royal Audit Authority	216		216			0	216	0.81%
Royal Civil Service Commission	90		90	1		1	91	0.34%
Anti-Corruption Commission	74		74			0	74	0.28%
MINISTRIES								
Ministry of Agriculture and Forests	2708		2,708	57	1	58	2,766	10.39%
Ministry of Health	2173	3	2,176	47	25	72	2,248	8.45%
Ministry of Finance	847	1	848	9	1	10	858	3.22%
Ministry of Works & Human Settlement	741	7	748		5	5	753	2.83%
Ministry of Economic Affairs	633	1	634	2		2	636	2.39%
Ministry of Home & Cultural Affairs	530	1	531	5	2	7	538	2.02%
Ministry of Information & Communications	476		476	5		5	481	1.81%
Ministry of Education	413		413	37	13	50	463	1.74%
Ministry of Labour & Human Resources	363	2	365			0	365	1.37%
Ministry of Foreign Affairs	183	2	185	7		7	192	0.72%
AUTONOMOUS & OTHER AGENCIES								
National Land Commission	204		204	27		27	231	0.87%
Gross National Happiness Commission	73		73			0	73	0.27%
Tourism Council of Bhutan	66		66			0	66	0.25%
Royal Institute of Management	61		61			0	61	0.23%
Dratshang Lhentshog	55		55	5		5	60	0.23%
Bhutan Standards Bureau	56		56			0	56	0.21%
Office of the Attorney General	54		54			0	54	0.20%
National Environment Commission	51		51			0	51	0.19%
Cabinet Secretariat	43		43	1		1	44	0.17%
National Statistics Bureau	44		44				44	0.17%
Centre for Bhutan Studies and GNH Research	32		32	2		2	34	0.13%
Bhutan Council for School Examination and Assessment	33		33			0	33	0.12%
Bhutan Information Communications & Media Authority	29		29	1		1	30	0.11%
Dzongkha Development Commission	27		27	1		1	28	0.11%
Drug Regulatory Authority	24		24			0	24	0.09%
National Commission for Women & Children	21		21			0	21	0.08%
Bhutan Narcotic Control Agency	20		20			0	20	0.08%

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

AGENCY	REGULAR			CONTRACT			GRAND TOTAL	% Against Grand Total
	B	NB	T	B	NB	T		
Bhutan National Legal Institute	17		17			0	17	0.06%
Bhutan Olympic Committee	17		17			0	17	0.06%
Royal Institute of Law	13		13			0	13	0.05%
Royal Privy Council	10		10	2		2	12	0.05%
Civil Society Organization Authority	6		6			0	6	0.02%
Royal Education Council	2		2			0	2	0.01%
DZONGKHAGS								
Trashigang	1141		1,141	37	38	75	1,216	4.57%
Samtse	1012		1,012	32	52	84	1,096	4.12%
Chukha	872	1	873	35	34	69	942	3.54%
Paro	866	1	867	14	11	25	892	3.35%
Mongar	793		793	29	8	37	830	3.12%
Wangdue	760		760	17	10	27	787	2.96%
Sarpang	747	1	748	17	19	36	784	2.95%
Punakha	697		697	16	18	34	731	2.75%
Samdrup Jongkhar	654		654	33	21	54	708	2.66%
Dagana	640		640	32	7	39	679	2.55%
Pemagatsel	616		616	33	17	50	666	2.50%
Zhemgang	564		564	30	5	35	599	2.25%
Tsirang	516		516	13	3	16	532	2.00%
Trashhi Yangtse	486	1	487	20	4	24	511	1.92%
Bumthang	475		475	10	1	11	486	1.83%
Lhuntse	453		453	19		19	472	1.77%
Trongsa	425		425	13	4	17	442	1.66%
Thimphu	409		409	8	5	13	422	1.59%
Haa	361		361	8	6	14	375	1.41%
Gasa	155		155	5		5	160	0.60%
THROMDES								
Thimphu	1161		1,161	10	55	65	1,226	4.61%
Phuentsholing	276		276	3	26	29	305	1.15%
Gelephu	195		195		10	10	205	0.77%
Samdrupjongkhar	130		130	3	8	11	141	0.53%
NON- CIVIL SERVICE AGENCIES								
Defence*	20		20			0	20	0.08%
Corporations	15		15			0	15	0.06%
Non Governmental Organizations	4		4			0	4	0.02%
International Organizations	2		2			0	2	0.01%
Grand Total	25,496	21	25,517	685	409	1,094	26,611	100.00%

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

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

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

AGENCY	REGULAR			CONTRACT			GRAND TOTAL	% Against Grand
	B	NB	T	B	NB	T		
His Majesty's Secretariat	29		29	22		22	51	0.19%
His Majesty The 4 th King Secretariat	14		14	14		14	28	0.11%
JUDICIARY								
Royal Court of Justice	476		476	2		2	478	1.80%
Supreme Court of Bhutan	2		2			0	2	0.01%
LEGISLATIVE								
National Assembly	38		38			0	38	0.14%
National Council	30		30	1		1	31	0.12%
CONSTITUTIONAL								
Royal Audit Authority	197		197			0	197	0.74%
Royal Civil Service Commission	182		182	1		1	183	0.69%
Anti-Corruption Commission	62		62			0	62	0.23%
MINISTRIES								
Ministry of Education	9301		9,301	375	364	739	10,040	37.73%
Ministry of Health	3891	7	3,898	125	32	157	4,055	15.24%
Ministry of Agriculture and Forests	3571		3,571	57	1	58	3,629	13.64%
Ministry of Finance	1677	3	1,680	12	1	13	1,693	6.36%
Ministry of Works & Human Settlement	1603	6	1,609	3	8	11	1,620	6.09%
Ministry of Home & Cultural Affairs	1270	1	1,271	11	2	13	1,284	4.83%
Ministry of Information & Communications	753		753	6	1	7	760	2.86%
Ministry of Economic Affairs	595		595	1		1	596	2.24%
Ministry of Labour & Human Resources	327	2	329			0	329	1.24%
Ministry of Foreign Affairs	149	2	151	7		7	158	0.59%
AUTONOMOUS & OTHER AGENCIES								
National Land Commission	355		355	27		27	382	1.44%
Office of the Attorney General	141		141			0	141	0.53%
Gross National Happiness Commission	97		97			0	97	0.36%
National Environment Commission	67		67			0	67	0.25%
Tourism Council of Bhutan	57		57			0	57	0.21%
National Statistics Bureau	56		56			0	56	0.21%
Royal Institute of Management	55		55			0	55	0.21%
Bhutan Standards Bureau	54		54			0	54	0.20%
Dratshang Lhentshog	46		46	5		5	51	0.19%
Cabinet Secretariat	32		32	1		1	33	0.12%
Centre for Bhutan Studies and GNH Research	29		29	2		2	31	0.12%
Bhutan Information Communications & Media Authority	24		24	1		1	25	0.09%
Bhutan Council for School Examination and Assessment	24		24			0	24	0.09%
Dzongkha Development Commission	22		22	1		1	23	0.09%
Drug Regulatory Authority	22		22			0	22	0.08%
Bhutan Narcotic Control Agency	16		16			0	16	0.06%
Bhutan Olympic Committee	15		15			0	15	0.06%
National Commission for Women & Children	15		15			0	15	0.06%
Royal Privy Council	9		9	2		2	11	0.04%
Royal Institute of Law	10		10			0	10	0.04%
Bhutan National Legal Institute	7		7			0	7	0.03%
Civil Society Organization Authority	2		2			0	2	0.01%
Royal Education Council	1		1			0	1	0.00%
THROMDE								
Thimphu	107		107	9		9	116	0.44%
Phuentsholing	27		27				27	0.10%
Gelephu	22		22			0	22	0.08%
Samdrupjongkhar	17		17			0	17	0.06%
Grand Total	25,496	21	25,517	685	409	1,094	26,611	100%

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

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

CIVIL SERVANTS BY AGENCIES

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

Agency	Executive			Specialist			Professional & Mgt.					Supervisory & Support					Operational				Grand Total	
	No PIV*	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	O1	O2	O3		O4
His Majesty's Secretariat		1	2	5				6	7	5	5	5	16	1	11	1	10	11		1	2	89
His Majesty The 4 th King Secretariat		2		3					4	2	2	10		1		1		1	2	2		30
JUDICIARY																						
Royal Court of Justice									1	8	23	10	65	132	100	5	36	7	18	30	35	470
Supreme Court of Bhutan											1					3					1	5
LEGISLATIVE																						
National Assembly		1		1					2	3	2	6	12	1	1	3	9	2	2	2	3	50
National Council	4	1							2		6	8	5	2	1	1	7			3	1	41
CONSTITUTIONAL																						
Royal Audit Authority				1				13	11	27	42	49	36	8	2	3	4	12	3	2	3	216
Royal Civil Service Commission		3		4				2	2	9	19	15	8	5	1	8	3	6	1	3	2	91
Anti-Corruption Commission				1				4	5	3	14	12	14	8	1		2	2	1	4	3	74
MINISTRIES																						
Ministry of Agriculture and Forests		1	4		1	13	20	81	70	100	352	294	230	372	263	508	152	136	62	52	55	2,766
Ministry of Health		2	2	4	1	9	26	39	72	139	259	309	454	201	347	121	80	76	35	36	36	2,248
Ministry of Finance		1	1	2			3	25	44	53	86	199	159	114	43	27	19	44	13	11	14	858
Ministry of Works & Human Settlement		1	1	3			4	46	46	62	83	49	88	138	40	32	22	59	40	18	21	753
Ministry of Economic Affairs		1	2	7			1	27	40	41	94	37	32	37	80	95	73	30	14	6	19	636
Ministry of Home & Cultural Affairs		1	3	4				21	24	30	57	40	44	42	53	70	80	29	17	9	14	538
Ministry of Information & Communications		1	2	2				15	14	19	46	37	45	44	37	82	93	12	5	17	10	481
Ministry of Education		1	3	1			5	26	56	35	29	150	31	13	10	19	44	13	8	8	11	463
Ministry of Labour & Human Resources		1	1	3			3	9	20	27	48	65	60	45	13	20	16	10	7	10	7	365
Ministry of Foreign Affairs		2	6	6				16	28	12	23	23	11	7	6	6	8	9	8	13	8	192

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

Agency	Executive			Specialist			Professional & Mgt.					Supervisory & Support					Operational				Grand Total	
	No Pivl*	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	O1	O2	O3		O4
AUTONOMOUS & OTHER AGENCIES																						
National Land Commission		2				2	2	3	9	20	19	30	19	27	9	10	36	10	3	13	17	231
Gross National Happiness Commission		1		1				5	7	17	19	4	1	3	1	5	1	4	4			73
Tourism Council of Bhutan				1		1		1	1	11	12	9	5	4	4	9		3	1	2	2	66
Royal Institute of Management			1	1		1	3	2	5	10	4	5	3	8		4	4	4	2	3	1	61
Dratshang Lhentshog		1						1		3	2	4	4	4	1	2	2	4	9	6	17	60
Bhutan Standards Bureau			1					5	3	6	6	6	4	5		6	9	3		1	1	56
Office of the Attorney General	1								3	5	18	10	2	1	8		1	3		1	1	54
National Environment Commission		1					1	6	3	3	7	4	8	1	2	6	1	5	1	1	1	51
Cabinet Secretariat		1		1				2	6	3	7	3	4	1		2	4		1	6	3	44
National Statistics Bureau			1					5	3	8	9	8	2	1	4		1	1		1		44
Centre for Bhutan Studies and GNH Research		1							2	3	5	9	2	2	1	4	1			1	3	34
Bhutan Council for School Examination and Assessment				1			3	3	4	9	1	1	4	1	1	1	2			1	1	33
Bhutan Information Communications & Media Authority			1					3	1	2	6	3	10			1	1				2	30
Dzongkha Development Commission						1		2	5	2	6	3	2	2	1	1		3		1		28
Drug Regulatory Authority			1						1	2	5	6	3		1	2			1	2		24
National Commission for Women & Children				1				1	1	2	4	2	3	1	1		1	1	1	1	1	21
Bhutan Narcotic Control Agency			1					1	2	2	4	3	1			2				1	3	20
Bhutan National Legal Institute											5	2	3		1	2	2			1	1	17
Bhutan Olympic Committee				1				1	1	3	3	1	4	1	1				2			17
Royal Institute of Law				1				1		4			3	1			1			1	1	13
Royal Privy Council								2	1		1		1		2			1	2	1	1	12
Civil Society Organization Authority								1		1				1		1					2	6
Royal Education Council								1		1												2

Contd...

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

Agency	Executive			Specialist			Professional & Mgt.					Supervisory & Support					Operational				Grand Total	
	No PIV*	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	O1	O2	O3		O4
DZONGKHAGS																						
Bumthang			1					9	24	50	125	99	41	29	24	40	18	9	6	5	6	486
Chukha			1					9	46	81	233	232	79	60	45	61	46	13	14	8	14	942
Dagana				1				4	26	46	140	194	60	52	44	42	37	8	8	5	12	679
Gasa			1					1	4	9	31	40	12	23	9	14	9	2	2	1	2	160
Haa			1					3	15	32	95	89	41	34	13	20	15	3	1	4	8	375
Lhuntse				1				5	15	22	79	160	48	41	27	26	19	9	4	4	12	472
Mongar			1					8	33	82	181	235	74	66	38	47	33	11	10	6	5	830
Paro			1			1		27	69	144	254	109	42	52	44	75	34	10	7	8	15	892
Pemagatsel			1					3	22	53	149	169	67	58	38	40	26	10	9	4	17	666
Punakha				1				18	43	96	191	134	66	39	30	46	27	10	12	3	15	731
Samdrup Jongkhar			1					4	27	39	131	192	80	51	43	64	27	12	14	8	15	708
Samtse			1					18	69	105	227	301	91	67	65	75	34	20	6	3	14	1,096
Sarpang			1					18	51	92	196	157	70	53	48	38	29	18	5	3	5	784
Thimphu			1					13	26	43	110	68	41	23	26	33	17	4	6	5	6	422
Trashi Yangtse			1					4	17	42	100	158	52	38	20	26	32	10	6	4	1	511
Trashigang			1					11	49	99	283	293	121	82	62	89	78	21	14	8	5	1,216
Trongsa			1					3	12	41	94	135	36	34	18	26	17	6	5	6	8	442
Tsirang				1				14	27	51	136	115	58	37	22	32	16	8	5	6	4	532
Wangdue			1					11	36	71	238	176	64	53	29	51	26	5	7	8	11	787
Zhemgang			1					4	13	32	86	202	65	62	35	35	28	12	6	4	14	599
THROMDES																						
Gelephu								12	20	28	60	25	8	7	4	18	7	1	2	6	7	205
Phuentsholing				1		1		16	31	60	72	23	14	14	17	20	9	7	7	2	11	305
Samdrupjongkhar				1				3	7	20	46	17	8	8	7	7	7		1	3	4	141
Thimphu						2		67	147	254	377	128	31	21	31	78	27	14	17	10	22	1,226
NON-CIVIL SERVICE AGENCIES																						
Defence*									1	1	3	5	3	6	1							20
Corporations		1	2					5	7													15
Non Governmental Organizations				1				2	1													4
International Organizations									2													2
Grand Total	5	28	50	64	2	27	75	668	1,345	2,285	4,971	4,887	2,670	2,245	1,780	2,060	1,357	724	437	395	536	26,611

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

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

AGENCIES	Executive			Specialist			Professional & Mgt.					Supervisory & Support					Operational				Grand Total	
	No P/W*	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	O1	O2	O3		O4
His Majesty's Secretariat		1	2	3				2	3	1	1	3	11		1	1	10	10			2	51
His Majesty The 4 th King Secretariat		2		3					2	2	2	10		1				1	2	2		28
JUDICIARY																						
Royal Court of Justice				1						8	19	7	64	128	99	5	52	7	18	31	39	478
Supreme Court of Bhutan											2											2
LEGISLATIVE																						
National Assembly		1		1					2	2		5	4	1	1	3	9	2	2	2	3	38
National Council	4	1							1		3	6	3		1	1	7			3	1	31
CONSTITUTIONAL																						
Royal Audit Authority				2				13	10	26	35	44	31	7	2	3	4	12	3	2	3	197
Royal Civil Service Commission		4		4				9	13	16	53	56	4	1	1	6	4	6	1	3	2	183
Anti-Corruption Commission				1				4	5	2	9	10	12	6	1		2	2	1	4	3	62
MINISTRIES																						
Ministry of Education		1	3	2			6	238	812	1431	3077	2678	236	44	240	685	407	47	50	20	63	10,040
Ministry of Health		2	2	5	1	9	27	50	85	192	442	559	794	499	673	190	192	115	64	68	86	4,055
Ministry of Agriculture and Forests		1	4		1	13	20	84	81	133	516	505	395	600	281	517	157	138	66	57	60	3,629
Ministry of Finance		1	1	3			3	30	73	79	146	321	488	315	94	35	19	46	13	12	14	1,693
Ministry of Works & Human Settlement		1	1	4			5	67	66	126	147	125	192	326	105	180	28	116	65	24	42	1,620
Ministry of Home & Cultural Affairs		1	20	9				51	37	33	66	202	113	76	90	141	142	106	69	52	76	1,284
Ministry of Information & Communications		1	2	2				17	23	37	121	94	123	72	40	91	93	12	5	17	10	760
Ministry of Economic Affairs		1	4	7			1	30	37	38	83	28	18	32	76	97	75	30	14	6	19	596
Ministry of Labour & Human Resources		1	1	3			3	9	17	24	42	60	51	37	11	20	16	10	7	10	7	329
Ministry of Foreign Affairs		2	5	6				15	14	8	20	19	6	5	6	6	8	9	8	13	8	158
AUTONOMOUS & OTHER AGENCIES																						
National Land Commission		2					2	3	13	24	27	44	43	48	32	18	71	11	5	18	19	382
Office of the Attorney General	1								8	11	52	33	6	16	8		1	3		1	1	141
Gross National Happiness Commission		1		1				7	10	18	36	9		1		5	1	4	4			97
National Environment Commission		1					1	6	3	6	9	11	13		2	6	1	5	1	1	1	67
Tourism Council of Bhutan				1			1	1		10	10	8	2	3		4	9	3	1	2	2	57

Contd...

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

AGENCIES	Executive				Specialist			Professional & Mgt.					Supervisory & Support					Operational				Grand Total	
	No P/M*	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	O1	O2	O3	O4		
National Statistics Bureau			1				6	3	7	8	5	14			6			3	1	1	1	1	56
Royal Institute of Management			1		1	3	2	5	10	4	3	3	5		4	4	4	4	2	3	3	1	55
Bhutan Standards Bureau			1				5	3	6	5	5	4	5		6	6	9	3		1	1	1	54
Dratshang Lhentshog		1					1		2	2	3	1	1	1	1	2	2	4	9	6	16	51	
Cabinet Secretariat		1		1			2	3	3		3	3	1		2	4	4		1	6	3	33	
Centre for Bhutan Studies and GNH Research		1						1	3	5	9	1	1	1	4	4	1			1	3	31	
Bhutan Information Communications & Media Authority			1				3	1	1	3	3	9		1			1					25	
Bhutan Council for School Examination and Assessment				1		3	3	3	8	1				1	1	1	2			1		24	
Dzongkha Development Commission					1		2	4	2	4	2	1	2		1	1		3		1		23	
Drug Regulatory Authority			1					1	2	5	6	1		1	2	2			1	2		22	
Bhutan Narcotic Control Agency			1				1	2	2	3	1				2	2				1	3	16	
Bhutan Olympic Committee							1		3	3	1	3	1		1			2				15	
National Commission for Women & Children				1			1	1	1	2	2	1	1	1	1		1	1	1	1	1	15	
Royal Privy Council							2	1				1			2			1	2	1	1	11	
Royal Institute of Law				1			1		3			2				1				1	1	10	
Bhutan National Legal Institute												1			2	2				1	1	7	
Civil Society Organization Authority																					2	2	
Royal Education Council									1													1	
THROMDE																							
Thimphu					1		2		4	8	6	10	8	4	14	6	6	8	15	9	21	116	
Phuentsholing			1								1	4	1		2			4	4	2	8	27	
Gelephu								1					2						1	6	6	22	
Samdrupjongkhar								1				2								3	4	17	
TOTAL	5	28	50	64	2	27	75	668	1,345	2,285	4,971	4,887	2,670	2,245	1,780	2,060	1,357	724	437	395	536	26,611	
Total by Position Category	147				104			14,156					10,112					2,092				26,611	

* Eminent members of the Parliament

TABLE - 11 CONTRACT EMPLOYEES BY WORKING AGENCY AND POSITION CATEGORY

Agency	Executive	Specialist	Professional & Management	Supervisory & Support	Operational	Grand Total
His Majesty's Secretariat	4		2	14	2	22
His Majesty The 4 th King Secretariat			13	1		14
JUDICIARY						
Royal Court of Justice			2			2
LEGISLATIVE						
National Council			1			1
CONSTITUTIONAL						
Royal Civil Service Commission			1			1
MINISTRIES						
Ministry of Health		1	29	36	6	72
Ministry of Agriculture and Forests			10	48		58
Ministry of Education			14	33	3	50
Ministry of Finance			2	6	2	10
Ministry of Foreign Affairs			4	3		7
Ministry of Home & Cultural Affairs			3	3	1	7
Ministry of Information & Communications			5			5
Ministry of Economic Affairs				1	1	2
AUTONOMOUS & OTHER AGENCIES						
National Land Commission			1	19	7	27
Dratshang Lhentshog				1	4	5
Centre for Bhutan Studies and GNH Research			1	1		2
Royal Privy Council			1	1		2
Bhutan Information Communications & Media Authority				1		1
Cabinet Secretariat					1	1
Dzongkha Development Commission		1				1
DZONGKHAGS						
Samtse			55	28	1	84
Trashigang			39	35	1	75
Chukha			36	25	8	69
Samdrup Jongkhar			22	24	8	54
Pemagatsel			17	20	13	50
Dagana			11	23	5	39
Mongar			9	26	2	37
Sarpang			21	15		36
Zhemgang			6	28	1	35
Punakha			21	6	7	34
Wangdue			14	13		27
Paro			13	12		25
Trashi Yangtse			6	18		24
Lhuntse				18	1	19
Trongsa			3	13	1	17
Tsirang			5	11		16
Haa			6	7	1	14
Thimphu			7	4	2	13
Bumthang			1	10		11
Gasa				2	3	5
THROMDES						
Thimphu			56	1	8	65
Phuentsholing			28		1	29
Samdrupjongkhar			8	3		11
Gelephu			10			10
Grand Total	4	2	488	510	90	1,094

TABLE - 12 CIVIL SERVICE GROWTH BY AGENCY

Parent Agency	1st July 2008, Starting of 10th FYP	2015	% Growth
His Majesty's Secretariat	29	51	75.86%
His Majesty the 4th King Secretariat	12	28	133.33%
JUDICIARY			
Royal Court of Justice	311	478	53.70%
Supreme Court		2	
LEGISLATIVE			
National Assembly	27	38	40.74%
National Council	17	31	82.35%
CONSTITUTIONAL			
Anti-Corruption Commission	29	62	32.73%
Royal Audit Authority	185	197	6.49%
Royal Civil Service Commission**	55	183	232.73%
MINISTRIES			
Ministry of Agriculture and Forests	3,032	3,629	19.69%
Ministry of Economic Affairs	512	596	16.41%
Ministry of Education	6,698	10,040	49.90%
Ministry of Finance	1,331	1,693	27.20%
Ministry of Foreign Affairs	121	158	30.58%
Ministry of Health	2,394	4,055	69.38%
Ministry of Home & Cultural Affairs*	1,091	1,284	17.69%
Ministry of Information & Communications	315	760	141.27%
Ministry of Labour & Human Resources	255	329	29.02%
Ministry of Works & Human Settlement	1,639	1,620	-1.16%
AUTONOMOUS & OTHER AGENCIES			
BCSEA		24	
Bhutan Narcotic Control Agency	6	16	166.67%
Bhutan National Legal Institute		7	
Bhutan Olympic Committee	7	15	114.29%
Bhutan Standards Bureau		54	
BICMA	17	25	47.06%
Cabinet Secretariat	20	33	65.00%
CBS and GNH Research	22	31	40.91%
Civil Society Organization Authority		2	
DDC	23	23	0.00%
Dratshang Lhentshog	28	51	82.14%
Drug Regulatory Authority		22	
GNH Commission	207	97	-53.14%
National Environment Commission	58	67	15.52%
National Land Commission	274	382	39.42%
National Statistical Bureau	57	56	-1.75%
NCWC	6	15	150.00%
Office of Attorney General	21	141	571.43%
Royal Education Council		1	
Royal Institute of Law		10	
Royal Institute of Management	60	55	-8.33%
Royal Privy Council		11	
Tourism Council of Bhutan	52	57	9.62%
THROMDE			
Gelephu		22	
Phuentsholing		27	
Samdrup Jongkhar		17	
Thimphu		116	
	18,911	26,611	30.79%

*Dzongkhag staff without parent agency are reflected under MOCHA

** With the BCSR 2012, the Parent Agencies of HROs is RCSC. As working agency, the RCSC has only 91 Civil Servants.

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

AGENCIES	Growth (as on 31st December 2015)											
	2008		2011		2012		2013		2014		2015	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
His Majesty's Secretariat	14	26%	49	-4%	47	-19%	38	32%	50	51	2%	
His Majesty The 4 th King's Secretariat	30	-4%	26	-4%	25	0%	25	8%	27	28	4%	
JUDICIARY												
Royal Court of Justice	309	0%	294	-17%	245	62%	396	22%	485	478	-1%	
Supreme Court										2		
LEGISLATIVE												
National Assembly	32	-14%	32	19%	38	-3%	37	0%	37	38	3%	
National Council	16	-4%	22	36%	30	10%	33	-3%	32	31	-3%	
CONSTITUTIONAL												
Anti-Corruption Commission	29	37%	48	0%	48	25%	60	-5%	57	62	9%	
Royal Audit Authority	189	-6%	196	-4%	202	200%	193	2%	197	197	0%	
Royal Civil Service Commission	57	-11%	58	-10%	52	4%	156	6%	166	183	10%	
MINISTRIES												
Ministry of Education	6,625	8%	8,597	4%	8,911	4%	9,231	4%	9,623	10,040	4%	
Ministry of Agriculture & Forest	3,084	3%	3,404	4%	3,540	3%	3,654	1%	3,695	3,629	-2%	
Ministry of Health	2,492	10%	3,102	9%	3,392	5%	3,551	10%	3,912	4,055	4%	
Ministry of Finance	1,424	-1%	1,625	2%	1,650	5%	1,728	0%	1,736	1,693	-2%	
Ministry of Works & Human Settlement	1,670	1%	1,616	5%	1,703	-9%	1,549	6%	1,636	1,620	-1%	
Ministry of Home & Cultural Affairs*	1,104	0%	1,309	4%	1,357	-3%	1,318	2%	1,346	1,284	-5%	
Ministry of Information and Communications	320	64%	680	11%	756	1%	764	2%	782	760	-3%	
Ministry of Economic Affairs	510	-3%	535	9%	584	0%	584	3%	601	596	-1%	
Ministry of Labour & Human Resources	281	5%	356	0%	356	-4%	340	-4%	328	329	0%	
Ministry of Foreign Affairs	136	9%	159	4%	165	1%	166	-3%	161	158	-2%	

Contd. . . .

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

AGENCIES	Growth (as on 31st December 2015)											
	2008		2011		2012		2013		2014		2015	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
AUTONOMOUS & OTHER AGENCIES												
BCSEA	-	0%	-	0%	21	NA	25	19%	26	4%	24	-8%
Bhutan Narcotic Control Agency	7	17%	14	17%	16	14%	16	0%	16	0%	16	0%
Bhutan National Legal Institute	-	0%	-	0%	3	NA	7	133%	11	57%	7	-36%
Bhutan Olympic Committee	7	0%	6	0%	6	0%	6	0%	16	167%	15	-6%
Bhutan Standards Bureau	-	0%	-	0%	46	NA	44	-4%	54	23%	54	0%
BICMA	17	-8%	23	-8%	21	-9%	27	29%	27	0%	25	-7%
Cabinet Secretariat	24	-4%	26	-4%	30	15%	31	3%	34	10%	33	-3%
CBS and GNH Research	23	17%	27	17%	24	-11%	23	-4%	24	4%	31	29%
Civil Society Organisation Authority							3	NA	2	-33%	2	0%
Dratshang Lhentshug	26	29%	45	29%	52	16%	51	-2%	51	0%	51	0%
Drug Regulatory Authority	-	12%	19	12%	21	11%	21	0%	22	5%	22	0%
Dzongkha Development Commission	22	0%	26	0%	26	0%	26	0%	23	-12%	23	0%
GNH Commission	204	-3%	100	-3%	106	6%	104	-2%	98	-6%	97	-1%
National Environment Commission	58	-2%	61	-2%	65	7%	70	8%	70	0%	67	-4%
National Land Commission	292	2%	340	2%	363	7%	456	26%	445	-2%	382	-14%
National Statistical Bureau	56	-14%	54	-14%	56	4%	58	4%	57	-2%	56	-2%
NCWC	6	57%	11	57%	11	0%	13	18%	14	8%	15	7%
Office of Attorney General	22	90%	97	90%	116	20%	132	14%	128	-3%	141	10%
Royal Education Council	2	0%	4	0%	2	-50%	4	100%	2	-50%	1	-50%
Royal Institute of Law	-		-				7	NA	7	0%	10	43%
Royal Institute of Management	60	-4%	64	-4%	66	3%	63	-5%	60	-5%	55	-8%
Royal Privy Council	2	0%	10	0%	10	0%	9	-10%	11	22%	11	0%
Tourism Council of Bhutan	51	-2%	47	-2%	46	-2%	52	13%	59	13%	57	-3%
THROMDE												
Gelephu							23	NA	24	4%	22	-8%
Phuentsholing							31	NA	29	-6%	27	-7%
Samdrup Jongkhar							15	NA	23	53%	17	-26%
Thimphu							102	NA	116	14%	116	0%
Cumulative Growth	19,201	6.33%	23,082	6.33%	24,208	4.88%	25,242	4.27%	26,320	8.72%	26,611	5.42%

* With the BCSR 2012, the Parent agencies of HROs is RCSC. As working agency, the RCSC has only 91 Civil Servants while rest are with Ministries, Autonomous Agencies, Dzongkhags and Thromdes.

CIVIL SERVANTS BY DZONGKHAGS /LOCATIONS

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

DZONGKHAG	Executive			Specialist			Professional & Management			Supervisory & Support			Operational			Grand Total
	R	C	Total	R	C	Total	R	C	Total	R	C	Total	R	C	Total	
Bumthang	1		1			0	306	1	307	142	10	152	26		26	486
Chukha	1		1			0	565	36	601	266	25	291	41	8	49	942
Dagana	1		1			0	399	11	410	212	23	235	28	5	33	679
Gasa	1		1			0	85		85	65	2	67	4	3	7	160
Haa	2		2			0	228	6	234	116	7	123	15	1	16	375
Lhuntse	1		1			0	281		281	143	18	161	28	1	29	472
Mongar	1		1			0	530	9	539	232	26	258	30	2	32	830
Paro	1		1	1		1	590	13	603	235	12	247	40		40	892
Pemagatse	1		1			0	379	17	396	209	20	229	27	13	40	666
Punakha	1		1			0	461	21	482	202	6	208	33	7	40	731
Samdrup Jongkhar	1		1			0	371	22	393	241	24	265	41	8	49	708
Samtse	1		1			0	665	55	720	304	28	332	42	1	43	1,096
Sarpang	1		1			0	493	21	514	223	15	238	31		31	784
Thimphu	1		1			0	253	7	260	136	4	140	19	2	21	422
Trashigang	1		1			0	315	6	321	150	18	168	21		21	511
Trashigang	1		1			0	696	39	735	397	35	432	47	1	48	1,216
Trongsa	1		1			0	282	3	285	118	13	131	24	1	25	442
Tsirang	1		1			0	338	5	343	154	11	165	23		23	532
Wangdue	1		1			0	518	14	532	208	13	221	31		31	785
Zhemgang	1		1			0	331	6	337	197	28	225	35	1	36	599
THROMDES																
Gelephu			0			0	135	10	145	44		44	16		16	205
Phuentsholing	1		1	1		1	174	28	202	74		74	26	1	27	305
Samdrupjongkhar	1		1			0	85	8	93	36	3	39	8		8	141
Thimphu			0	2		2	917	56	973	187	1	188	55	8	63	1,226
Grand Total	23	0	23	4	0	4	9,397	394	9,791	4,291	342	4,633	691	63	754	15,205

Note: R: Regular, C: Contract

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

Position Category and Position Level	Under Dzongkhag & Thromde Administration as on 31 st December 2015	Total Strength as on 31 st December 2015	% of the total
Executive Position Category			
*Constitutional Offices		5	0.00%
EX1		28	0.00%
EX2	16	50	32.00%
EX3	7	64	10.94%
Total	23	147	15.65%
Specialist Position Category			
ES1		2	0.00%
ES2		27	0.00%
ES3	4	75	5.33%
Total	4	104	3.85%
Professional & Management Position Category			
P1	285	668	42.66%
P2	829	1,345	61.64%
P3	1592	2,285	69.67%
P4	3634	4,971	73.10%
P5	3451	4,887	70.62%
Total	9,791	14,156	69.17%
Supervisory & Support Position Category			
S1	1269	2,670	47.53%
S2	1003	2,245	44.68%
S3	738	1,779	41.48%
S4	1003	2,061	48.67%
S5	620	1,357	45.69%
Total	4,633	10,112	45.82%
Operational Position Category			
O1	223	724	30.80%
O2	174	437	39.82%
O3	124	395	31.39%
O4	233	536	43.47%
Total	754	2,092	36.04%
Grand Total	15,205	26,611	57.14%

*Eminent members of the Parliament

TABLE - 16 CIVIL SERVANTS BY LOCATION AND POSITION CATEGORY

Location	Executive			Specialist			Professional &			Supervisory &			Operational			Grand Total
	R	C	Total	R	C	Total	R	C	Total	R	C	Total	R	C	Total	
Bumthang	1		1			0	428		428	347	30	377	83		83	889
Chukha	2		2	3		3	936	5	941	650	28	678	125	9	134	1,758
Dagana	1		1			0	402	4	406	224	23	247	31	5	36	690
Gasa	1		1			0	102		102	124	6	130	8	3	11	244
Haa	2		2			0	232		232	140	7	147	21	1	22	403
Lhuntse	1		1			0	282		282	149	18	167	28	1	29	479
Mongar	1		1	2		2	671	5	676	495	30	525	82	2	84	1,288
Paro	4		4	5		5	751	2	753	651	12	663	108		108	1,533
Pema Gatshel	1		1			0	382		382	219	20	239	30	13	43	665
Punakha	1		1			0	481	3	484	225	6	231	36	7	43	759
Samdrup Jongkhar	2		2			0	526	1	527	447	29	476	70	8	78	1,083
Samtse	1		1			0	711	5	716	421	30	451	55	1	56	1,224
Sarpang	1		1	1		1	809	3	812	604	34	638	114		114	1,566
Thimphu	104	4	108	89	1	90	4131	54	4,185	3062	107	3,169	895	34	929	8,481
Trashi Yangtse	1		1			0	334	2	336	200	18	218	27		27	582
Trashigang	1		1			0	752	1	753	532	37	569	83	1	84	1,407
Trongsa	1		1			0	315		315	180	12	192	35	1	36	544
Tsirang	1		1			0	359	2	361	221	11	232	28		28	622
Wangdue Phodrang	1		1	1		1	591	5	596	367	13	380	66		66	1,044
Zhemgang	1		1			0	370	1	371	301	28	329	54	1	55	756
Outside Bhutan	14		14	1	1	2	103	395	498	43	11	54	23	3	26	594
Grand Total	143	4	147	102	2	104	13,668	488	14,156	9,602	510	10,112	2,002	90	2,092	26,611

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

R: Regular C: Contract

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

Location	Civil servants under Dzongkhag / Thromde Administration			Civil servants by Location*		
	Regular	Contract	Total	Regular	Contract	Total
Bumthang	475	11	486	859	30	889
Chukha	873	69	942	1,716	42	1,758
Dagana	640	39	679	658	32	690
Gasa	155	5	160	235	9	244
Haa	361	14	375	395	8	403
Lhuntse	453	19	472	460	19	479
Mongar	793	37	830	1,251	37	1,288
Paro	867	25	892	1,519	14	1,533
Pemagatsel	616	50	666	632	33	665
Punakha	697	34	731	743	16	759
Samdrup Jongkhar	654	54	708	1,045	38	1,083
Samtse	1,012	84	1,096	1,188	36	1,224
Sarpang	748	36	784	1,529	37	1,566
Thimphu	409	13	422	8,281	200	8,481
Trashhi Yangtse	487	24	511	562	20	582
Trashigang	1,141	75	1,216	1,368	39	1,407
Trongsa	425	17	442	531	13	544
Tsirang	516	16	532	609	13	622
Wangdue	758	27	785	1,026	18	1,044
Zhemgang	564	35	599	726	30	756
Total	12,644	684	13,328	25,333	684	26,017
THROMDES						
Gelephu	195	10	205			
Phuentsholing	276	29	305			
Samdrupjongkhar	130	11	141			
Thimphu	1,161	65	1,226			
Outside Bhutan				184	410	594
Total	1,762	115	1,877	184	410	594
Grand Total	14,406	799	15,205	25,517	1,094	26,611

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

TABLE - 18 CIVIL SERVANTS UNDER DZONGKHAGS/THROMDE ADMINISTRATION BY MAJOR OCCUPATIONAL GROUPS

Dzongkhags/ Thromde	Education & Training Services Group	Medical and Health Services Group	Architectural, Engineering & Land Services Group	Forestry & Environment Protection Services Group	Agriculture & Livestock Services Group	Other MOGs	Grand Total
Bumthang	249	51	39	9	23	115	486
Chukha	520	92	56	17	36	221	942
Dagana	339	79	47	12	43	159	679
Gasa	54	17	19	7	15	48	160
Haa	186	29	28	9	26	97	375
Lhuntse	239	55	39	8	26	105	472
Mongar	465	69	68	17	48	163	830
Paro	475	96	66	18	38	199	892
Pemagatsel	333	87	43	13	39	151	666
Punakha	395	73	57	17	39	150	731
Samdrup Jongkhar	316	106	49	17	34	186	708
Samtse	601	137	69	14	51	224	1,096
Sarpang	409	100	55	15	40	165	784
Thimphu	184	34	49	10	33	112	422
Trashigang	284	47	46	11	24	99	511
Trongsa	647	150	88	19	50	262	1,216
Tsirang	226	53	26	13	23	101	442
Wangdue	264	56	51	18	32	111	532
Zhemgang	421	79	69	15	48	153	785
THROMDES	273	86	48	15	35	142	599
Gelephu	117		42	1		45	205
Phuentsholing	172		55			78	305
Samdrupjongkhar	77		30	1		33	141
Thimphu	898		122	4	1	201	1,226
Grand Total	8,144	1,496	1,261	280	704	3,320	15,205

TABLE - 19 INCREASE IN CIVIL SERVANTS BY LOCATION

Location	No. of Civil Servants as on				
	December, 2011	December, 2012	December, 2013	December, 2014	December, 2015
	Total *	Total *	Total *	Total *	Total
Bumthang	787	867	865	876	889
Chhukha	1,700	1,671	1,714	1,827	1,758
Dagana	537	581	617	682	690
Gasa	222	250	252	243	244
Haa	349	367	372	393	403
Lhuentse	434	473	460	454	479
Monggar	1,192	1,258	1,245	1,354	1,288
Paro	1,290	1,333	1,408	1,509	1,533
Pemagatshel	577	631	613	666	665
Punakha	677	681	691	781	759
Samdrup Jongkhar	911	1,029	1,011	1,085	1,083
Samtse	1,028	1,068	1,111	1,246	1,224
Sarpang	1,364	1,360	1,413	1,572	1,566
Thimphu	7,517	8,092	8,742	8,606	8,481
Trashi Yangtse	516	512	517	566	582
Trashigang	1,375	1,391	1,431	1,445	1,407
Trongsa	493	504	525	560	544
Tsirang	513	513	602	633	622
Wangdue Phodrang	916	901	947	1,012	1,044
Zhemgang	668	692	688	702	756
Outside Bhutan	85	101	82	108	594
Grand Total	23,151	24,275	25,306	26,320	26,611

* Based on the book figure of Biannual Statistics

CIVIL SERVANTS BY MAJOR OCCUPATIONAL GROUPS

TABLE - 20 CIVIL SERVANTS BY MAJOR OCCUPATIONAL GROUPS AND POSITION CATEGORY

Major Occupational Groups (MOG)	Executive*		Specialist		Professional & Management		Supervisory & Support		Operational			Grand Total	% of the Total				
	R	C	T	R	C	T	R	C	T	R	C			T			
Education & Training Services			0	5		5	7838	390	8,228	108	213	321	0	8,554	32.14%		
General Administration & Support Services	4	1	5				587	20	607	1643	38	1,681	1804	84	1,888	15.71%	
Medical and Health Services			0	1		1	1084	37	1,121	1767	25	1,792	2	2,916	10.96%		
Architectural, Engineering & Land Services			0			0	912	14	926	1607	52	1,659	196	6	202	10.47%	
Finance & Audit Services Group			0			0	700		700	853	9	862			0	1,562	5.87%
Forestry & Environment Protection Services			0	2		2	407	1	408	1031	27	1,058			0	1,468	5.52%
Agriculture & Livestock Services			0			0	676		676	533		533			0	1,209	4.54%
Laboratory & Technical Services			0			0	129	4	133	728	77	805			0	938	3.52%
Legal, Judiciary and Legislative Services			0			0	164		164	328		328			0	492	1.85%
Information Communication & Technology Services			0			0	258	7	265	165	2	167			0	432	1.62%
Planning & Research Services			0			0	345	3	348	72		72			0	420	1.58%
Human Resource Services			0			0	227	1	228	162		162			0	390	1.47%
Library, Archives & Museum Services			0			0	30		30	338	1	339			0	369	1.39%
Transportation & Aviation Services			0			0	33		33	219		219			0	252	0.95%
Executive Services	139	3	142	91	1	92			0			0			0	234	0.88%
Sports & Youth Services			0			0	62		62	7	62	69			0	131	0.49%
Trade, Industry & Tourism Services			0	3		3	105	7	112	10		10			0	125	0.47%
Arts, Culture & Literary Services			0		1	1	44		44	31	4	35			0	80	0.30%
Foreign Services			0			0	67	4	71			0			0	71	0.27%
Grand Total	143	4	147	102	2	104	13,668	488	14,156	9,602	510	10,112	2,002	90	2,092	26,611	100.00%

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

* Includes Civil servants on "Stand Alone" Position holders

R: Regular C:Contract

TABLE - 21 CIVIL SERVANTS BY MAJOR OCCUPATIONAL GROUPS/SUB GROUPS BY POSITION LEVEL

Major Occupational Groups & Sub Groups	Position Level																	Grand Total					
	No Lvl*	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5		O1	O2	O3	O4	
Agriculture & Livestock Services Group							25	30	49	278	294	198	287	25	14	9							1,209
Agriculture Production Services							4	4	5	9	8	2	7										39
Agriculture Regulatory Services							1	2	2	31	61	32	23	1									153
Biodiversity Services							3	1	2	9	2	1	3	2	2	1							24
Extension Services							3	8	24	128	149	79	155	7									554
Feed & Fodder Development Services									1	5	1	1	1										9
Horticulture Development Services							2	1	2	7	2	1	2	1									18
Livestock Health Services							10	2	4	35	31	16	14	9	5	3							129
Livestock Production Services							1	7	5	37	32	58	69	7	6	2							224
Mushroom Development Services									2	2	2	4	1										9
Plant Protection Services							3	2	2	2	4	4	2										14
Post Production Services							1	1	1	6	3	6	1	1									19
Soil Fertility & Plant Nutrition Services							1		2	1	1	1	1										5
Soil Survey & Land Evaluation Services								1	1	5	2	3	3										12
Architectural, Engineering & Land Services Group							111	127	216	264	208	290	463	238	537	131	140	55	1	6			2,787
Architectural Services							2	6	9	19	10	17	9	2	1								75
Engineering Services							92	88	166	197	137	168	228	15	1								1,092
Farm Mechanization Services								1	1	2	12	3	2										21
Geographic Information System Services											1												1
Geology and Mines Services							3	14	9	5	5	5	26	28	13								103
Heritage Sites Conservation Services							1																1
Land Record Services							1	5	2	5	34	14	6	18	10	16							111
Map Production Services							1	1	1	1	1	5	8	1	4	3							24
Meteorology/Hydrology Services							2	2	6	6	1	3	7	14	42	29							106
Sanitary Services														4	4	6							10
Survey Engineering Services							2	7	22	19	8	23	30	13	1	48	2						175
Technical Support Services										3	52	157	148	447	15	140	53	1	6				1,022
Urban Design Services									1	1	1												1
Urban Development Control Services							1				1	5	11	1									19
Urban Planning Services							7	3	7	9													26
Arts, Culture & Literary Services Group							1	8	3	16	16	15	4	9	3	4							80
Arts & Culture Services								6	1	10	7	13	4	9	3	4							57
Literary and Translation Services							1	2	2	6	9	2											23
Education & Training Services Group							4	227	790	1,453	3,063	2,695	264	38	3	7	9						8,554
Education Management & Administration Services							47	328	347	60	8												790
Education Support Services							18	63	23														104
Teaching Services							1	156	381	1,048	2,984	2,640	208										7,418
Training/Tertiary Teaching Services							1	3	5	14	33	19	47	56	3	7	9						235
Vocational Education & Management Services							1	4	2														7

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TABLE - 21 CIVIL SERVANTS BY MAJOR OCCUPATIONAL GROUPS/SUB GROUPS BY POSITION LEVEL

Major Occupational Groups & Sub Groups	Position Level																	Grand Total						
	No Lvl*	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5		O1	O2	O3	O4		
Executive Services Group	5	27	48	62	2	25	65																234	
Executive Services																								142
Specialist Services	5	27	48	62	2	25	65																92	
Finance & Audit Services Group																								1,562
Audit Services								35	73	91	164	337	475	309	63	13	2							156
Finance, Accounting & Budgets Services								13	10	26	30	43	29	5										842
Internal Audit Services								5	41	30	66	114	334	207	42	3								47
Revenue Services								5	3	2	11	26												517
Foreign Services Group								12	19	33	57	154	112	97	21	10	2							71
Consular Services								2	2	2														4
Embassy, Missions & Secretariat Services								11	13	5	17	8												54
Protocol Services								2	2		3	6												13
Forestry & Environment Protection Services Group								2	19	26	63	137	130	218	193	435	82							1,468
Environment Services								1	4	6	6	9	11	11	2	7	1							58
Forestry Services								1	15	20	57	154	126	119	218	191	428	81						1,410
General Administration & Support Services Group								108	89	54	84	272	249	178	257	401	596	582	382	394	530			4,181
General Administration Services								42	18	10	21	187	106	4	2	10	10	527	349	390	529			2,205
Palace Services								1	2	1	1	9	2	7	5	1		1						30
Program Services								53	53	37	53	48												244
Property and Management Services								2	6	3	6	17	44	19	42	81	73	3	1	3				300
Secondment Services								9	9	1	1													20
Secretariat Services								2	2	2	2	10	93	146	207	305	496	51						1,314
Stand Alone Positions	1	2	2					1	1	1	1	1	4	2	1	4	17	32						68
Human Resource Services Group								15	18	28	80	87	11	11	41	36	63							390
Civil Registration & Census Services								3	4	2	7	6	3											25
HR Management & Development Services								11	13	19	64	70	2											179
Immigration Services								1	1	7	9	10	5	9	33	32	54							161
Industrial Relations Services													1	2	8	4	9							24
Training Services												1												1
Information Communication & Technology Services Group								8	23	30	115	89	104	33	4	13	13							432
Development Communication Services								2	3	3	3	3	9	1	3									27
ICT Services								2	19	25	102	73	83	33	3	10	13							363
Media Services								4	1	2	10	13	12											42
Laboratory & Technical Services Group								3	5	9	41	75	53	73	162	314	203							938
Analytical Services								1	1	1	1	1	1											5
Diagnostic Services								2	4	9	37	4												56
Laboratory Support Services												3	70	52	73	162	314	203						877
Legal, Judiciary and Legislative Services Group								2	12	23	79	48	77	147	104									492
Integrity & Promotion Services								2	4	3	6	7	10	7										39

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TABLE - 21 CIVIL SERVANTS BY MAJOR OCCUPATIONAL GROUPS/SUB GROUPS BY POSITION LEVEL

Major Occupational Groups & Sub Groups	Position Level																Grand Total						
	No Lvl*	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	S1	S2	S3	S4		S5	O1	O2	O3	O4	
Investigation Services											1	1											2
Judiciary Support Services												5	60	125	97								287
Legal Services							8	12	53	33	7	15	7										135
Legislative Service								1			1												2
Registration Services								7	19	1													27
Library, Archives & Museum Services Group							3	11	4	4	8	9	7	69	171	83							369
Archives & Cultural Properties Services							2	5	1	2	5	3	2	6	7	5							38
Library Services							1	6	3	2	3	6	5	63	164	78							331
Medical and Health Services Group							1	37	56	159	393	476	723	413	579	53	24	2					2,916
Medical Services							1	9	26	48	126												210
Medical Technical Services											6	65	61	73	100	17	1						323
Nursing Services							10	18	90	136	124	449	46	194	13	22	2						1,104
Pharmaceutical Services							2	4	17	52	16	48	52										191
Physiotherapy & Rehabilitation Services							1	1	3	6	11	21	15	16									74
Public Health Services							1	6	6	77	183	145	148	183	21	1							771
Radiology & Technical Services										3	21	18	20	34	2								98
Traditional Medicine Services							16	3	8	22	20	13	63										145
Planning & Research Services Group							34	40	64	135	75	38	27	3	2	2							420
Planning Services							15	18	29	61	21												144
Research Services							13	20	19	68	50	22	27										221
Statistical Services							6	2	16	6	4	16											55
Sports & Youth Services Group							2	8	14	23	15	5	1			1	62						131
Counselling Services							1	6	10	20	14												51
Scouts Services																							1
Sports Services							1	1	4	3	1	5	1										79
Trade, Industry & Tourism Services Group							3	16	12	14	43	27	4	1	1	4							125
Industries Services							4	5	4	11	1												25
Intellectual Property Services							2	3	4	3													12
Marketing Services							3	2	3	3	11	12	4										38
Tourism Services							1		4	1			1										12
Trade Services							9	2	4	13	10												38
Transportation & Aviation Services Group							7	2	4	6	14	25	35	29	60	70							252
Aviation Communication & Navigation Services							3			1	2	4	12										22
Aviation Safety Services							1	2	2	4	1	5	5	11	46	70							147
Land Transport Services							3		2	1	11	16	18	18	14								83
Grand Total	5	28	50	64	2	27	75	668	1,345	2,285	4,971	4,887	2,670	2,245	1,779	2,061	1,357	724	437	395	536		26,611

GRAPH - 5 CIVIL SERVANTS BY MAJOR OCCUPATIONAL GROUPS

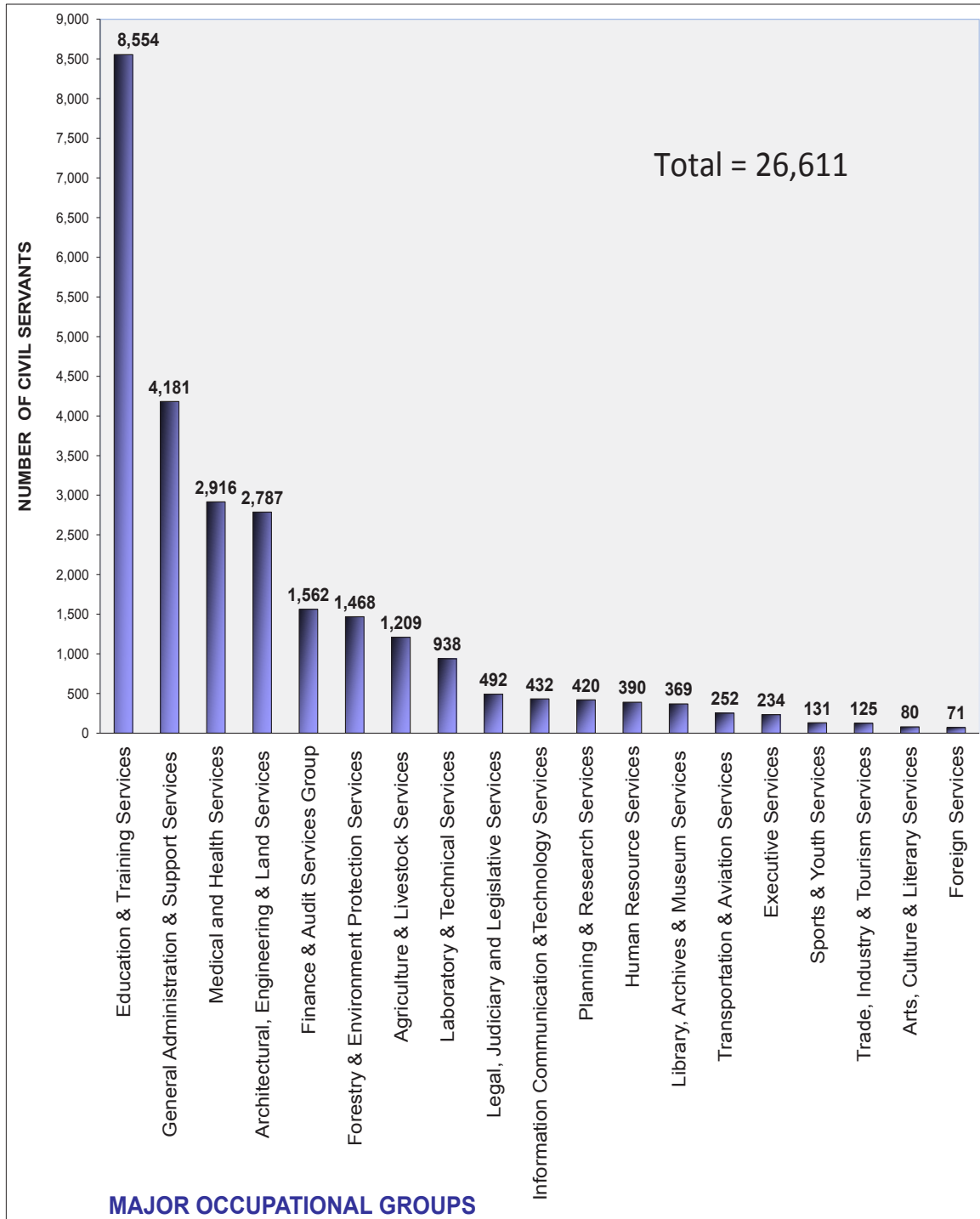


TABLE- 22 PROGRESSIVE GROWTH OF CIVIL SERVICE STRENGTH BY OCCUPATIONAL GROUPS

(July 2008 - December 2015)

Major Occupational Groups & Sub Groups	1st July 2008	31st December 2015	% Growth
Agriculture & Livestock	1,018	1,209	18.76%
Agriculture Production	85	39	-54.12%
Agriculture Regulatory	117	153	30.77%
Biodiversity	19	24	26.32%
Extension	432	554	28.24%
Feed & Fodder Development		9	NA
Horticulture Development		18	NA
Livestock Health	141	129	-8.51%
Livestock Production	189	224	18.52%
Mushroom Development		9	NA
Plant Protection	11	14	27.27%
Post Production	16	19	18.75%
Soil Fertility & Plant Nutrition	3	5	66.67%
Soil Survey & Land Evaluation	5	12	140.00%
Architectural & Engg. & Land	2,152	2,787	29.51%
Architectural	76	75	-1.32%
Engineering	935	1,092	16.79%
Farm Mechanization		21	NA
Geographic Information System		1	NA
Geology and Mines	84	103	22.62%
Heritage Sites Conservation		1	NA
Land Record	114	111	-2.63%
Map Production	28	24	-14.29%
Meteorology/Hydrology	72	106	47.22%
Sanitary		10	NA
Survey Engineering	142	175	23.24%
Technical Support	690	1,022	48.12%
Urban Design Services		1	NA
Urban Development Control		19	NA
Urban Planing	11	26	136.36%
Arts, Culture & Literary	82	80	-2.44%
Arts & Culture	65	57	-12.31%
Literary and Translation	17	23	35.29%
Education & Training	6,257	8,554	36.71%
Education Management &	642	790	23.05%
Education Support	78	104	33.33%
Teaching	4,966	7,418	49.38%
Training/Tertiary Teaching	562	235	-58.19%
Vocational Education & Managment	9	7	-22.22%
Executive & Specialist	186	234	25.81%
Executive	186	142	-23.66%
Specialist		92	NA
Finance & Audit	1,230	1,562	26.99%
Audit	140	156	11.43%
Finance, Accounting & Budgets	636	842	32.39%
Internal Audit	18	47	161.11%
Revenue	436	517	18.58%

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TABLE- 22 PROGRESSIVE GROWTH OF CIVIL SERVICE STRENGTH BY OCCUPATIONAL GROUPS

(July 2008 - December 2015)

Major Occupational Groups & Sub Groups	1st July 2008	31st December 2015	% Growth
Foreign	55	71	29.09%
Consular	1	4	300.00%
Embassy, Missions & Secretariat	38	54	42.11%
Protocol	16	13	-18.75%
Forestry & Environment Protection	1,192	1,468	23.15%
Environment	39	58	48.72%
Forestry	1,153	1,410	22.29%
General Administration & Support	3,259	4,181	28.29%
General Administration	1,742	2,205	26.58%
Palace	25	30	20.00%
Program	151	244	61.59%
Property and Management	229	300	31.00%
Secondment	22	20	-9.09%
Secretarial	1,090	1,314	20.55%
Stand Alone Positions		68	NA
Human Resource	287	390	35.89%
Civil Registration & Census	29	25	-13.79%
HR Management & Development	121	179	47.93%
Immigration	116	161	38.79%
Industrial Relations	18	24	33.33%
Training	3	1	-66.67%
Information Communication	323	432	33.75%
Development Communication	28	27	-3.57%
ICT	258	363	40.70%
Media	37	42	13.51%
Laboratory & Technical	509	938	84.28%
Analytical	5	5	0.00%
Diagnostic	6	56	833.33%
Laboratory Support	498	877	76.10%
Legal, Judiciary and Legislative	318	492	54.72%
Integrity & Promotion		39	NA
Investigation Services	10	2	-80.00%
Judiciary Support Services	82	287	250.00%
Legal Services	36	135	275.00%
Legislative Service	2	2	0.00%
Registration Services	26	27	3.85%
Library, Archives & Museum	293	369	25.94%
Archives & Cultural Properties	33	38	15.15%
Library	260	331	27.31%
Medical and Health	1,700	2,916	71.53%
Medical	134	210	56.72%
Medical Technical	405	323	-20.25%
Nursing	446	1,104	147.53%
Pharmaceutical	9	191	2022.22%
Physiotherapy & Rehabilitation	4	74	1750.00%
Public Health	634	771	21.61%
Radiology & Technical		98	NA
Traditional Medicine	68	145	113.24%

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TABLE- 22 PROGRESSIVE GROWTH OF CIVIL SERVICE STRENGTH BY OCCUPATIONAL GROUPS

(July 2008 - December 2015)

Major Occupational Groups & Sub Groups	1st July 2008	31st December 2015	% Growth
Planning & Research	393	420	6.87%
Planning	132	144	9.09%
Research	207	221	6.76%
Statistical	54	55	1.85%
Sports & Youth	22	131	495.45%
Counselling	3	51	1600.00%
Scouts	3	1	-66.67%
Sports	16	79	393.75%
Trade, Industry & Tourism	86	125	45.35%
Industries	19	25	31.58%
Intellectual Property	8	12	50.00%
Marketing	9	38	322.22%
Tourism	16	12	-25.00%
Trade	34	38	11.76%
Transportation & Aviation	154	252	63.64%
Aviation Communication & Navigation	8	22	175.00%
Aviation Safety	87	147	68.97%
Land Transport	59	83	40.68%
Grand Total	19,516	26,611	36.35%

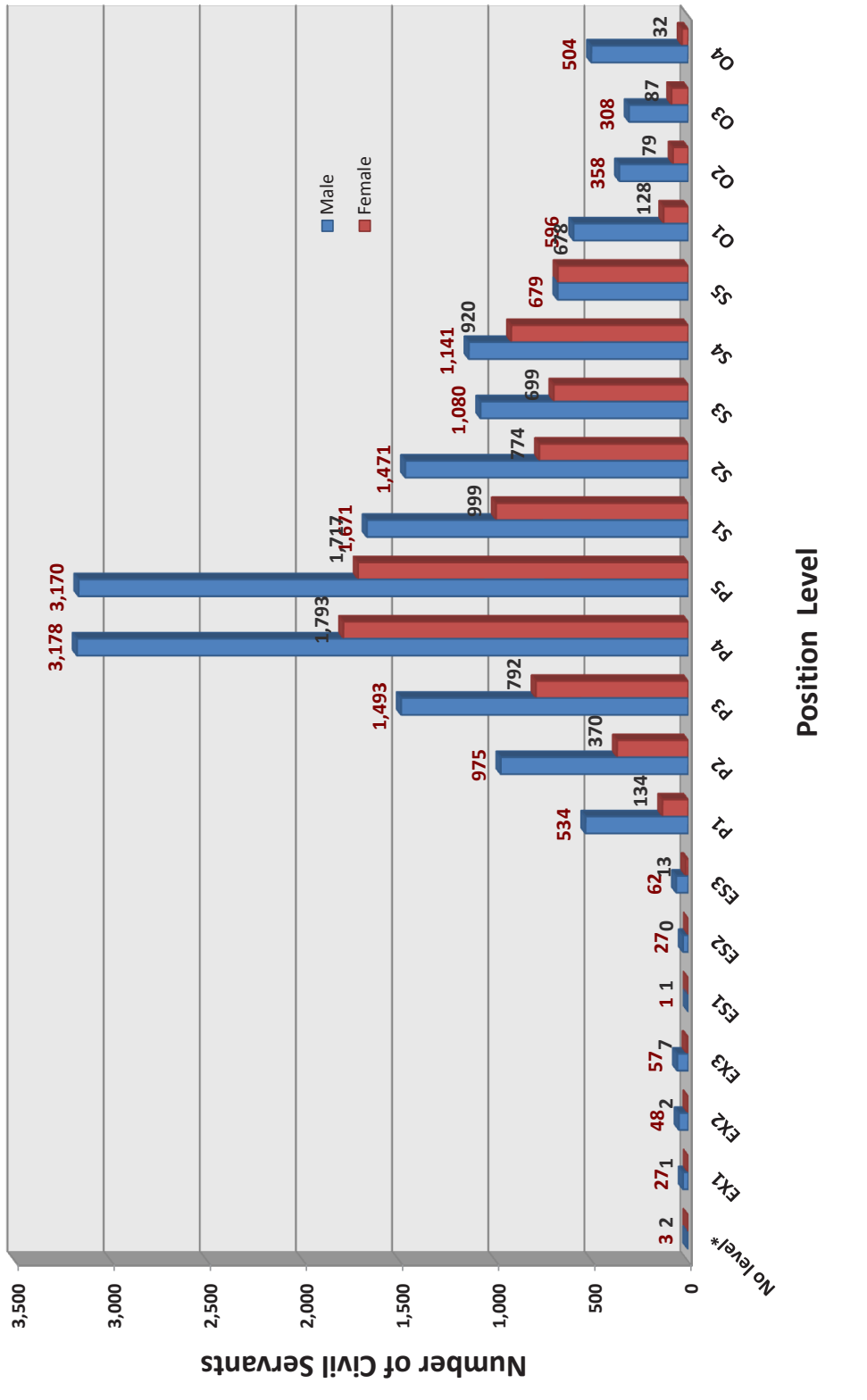
CIVIL SERVANTS BY GENDER

TABLE - 23 CIVIL SERVANTS BY POSITION LEVEL AND GENDER

Position Category	Regular						Total Regular	Contract						Total Contract	Total Male	Total Female	Grand Total
	Bhutanese			Non-Bhutanese				Bhutanese			Non-Bhutanese						
	M	F	Total	M	F	Total		M	F	Total	M	F	Total				
Executive Position Category																	
*Constitutional Offices	3	2	5			0	5				0	0	0	0	3	2	5
EX1	27	1	28			0	28				0	0	0	0	27	1	28
EX2	46	2	48	2		0	48	2			0	2	0	2	48	2	50
EX3	55	7	62	2		0	62	2			0	2	0	2	57	7	64
Total	131	12	143	0	0	0	143	4	0	0	0	4	0	4	135	12	147
Specialist Position Category																	
ES1	1	1	2			0	2				0	0	0	0	1	1	2
ES2	26		26			0	26	1			0	1	0	1	27	0	27
ES3	60	13	73	1		1	74		1		1	0	1	62	13	75	
Total	87	14	101	1	0	1	102	1	0	1	0	1	0	90	14	104	
Professional & Management Position Category																	
P1	525	133	658			0	658	7		2	1	3	10	534	134	668	
P2	957	367	1,324	2		2	1,326	6	10	3	13	19	19	975	370	1,345	
P3	1438	773	2,211	3		3	2,214	7	1	18	63	71	71	1,493	792	2,285	
P4	3014	1731	4,745	1		1	4,746	13	9	53	203	225	225	3,178	1,793	4,971	
P5	3076	1644	4,720	1	3	4	4,724	29	22	64	112	163	163	3,170	1,717	4,887	
Total	9,010	4,648	13,658	7	3	10	13,668	62	32	271	394	488	488	9,350	4,806	14,156	
Supervisory & Support Position Category																	
S1	1540	884	2,424	2	2	4	2,428	124	110	234	5	3	8	242	1,671	999	2,670
S2	1450	772	2,222			0	2,222	21	2	23			0	23	1,471	774	2,245
S3	1074	695	1,769	2	1	3	1,772	4	3	7			0	7	1,080	699	1,779
S4	1114	914	2,028	2		2	2,030	25	4	29	2		2	31	1,141	920	2,061
S5	525	624	1,149	1		1	1,150	152	54	206	1		1	207	679	678	1,357
Total	5,703	3,889	9,592	7	3	10	9,602	326	173	499	6	5	11	510	4,042	4,070	10,112
Operational Position Category																	
O1	592	128	720			0	720	3		3	1		1	4	596	128	724
O2	340	62	402			0	402	18	17	35			0	35	358	79	437
O3	308	87	395			0	395			0			0	0	308	87	395
O4	456	29	485			0	485	46	3	49	2		2	51	504	32	536
Total	1,696	306	2,002	0	0	0	2,002	67	20	87	3	0	3	90	1,766	326	2,092
Grand Total	16,627	8,869	25,496	15	6	21	25,517	460	225	685	281	128	409	1,094	17,383	9,228	26,611

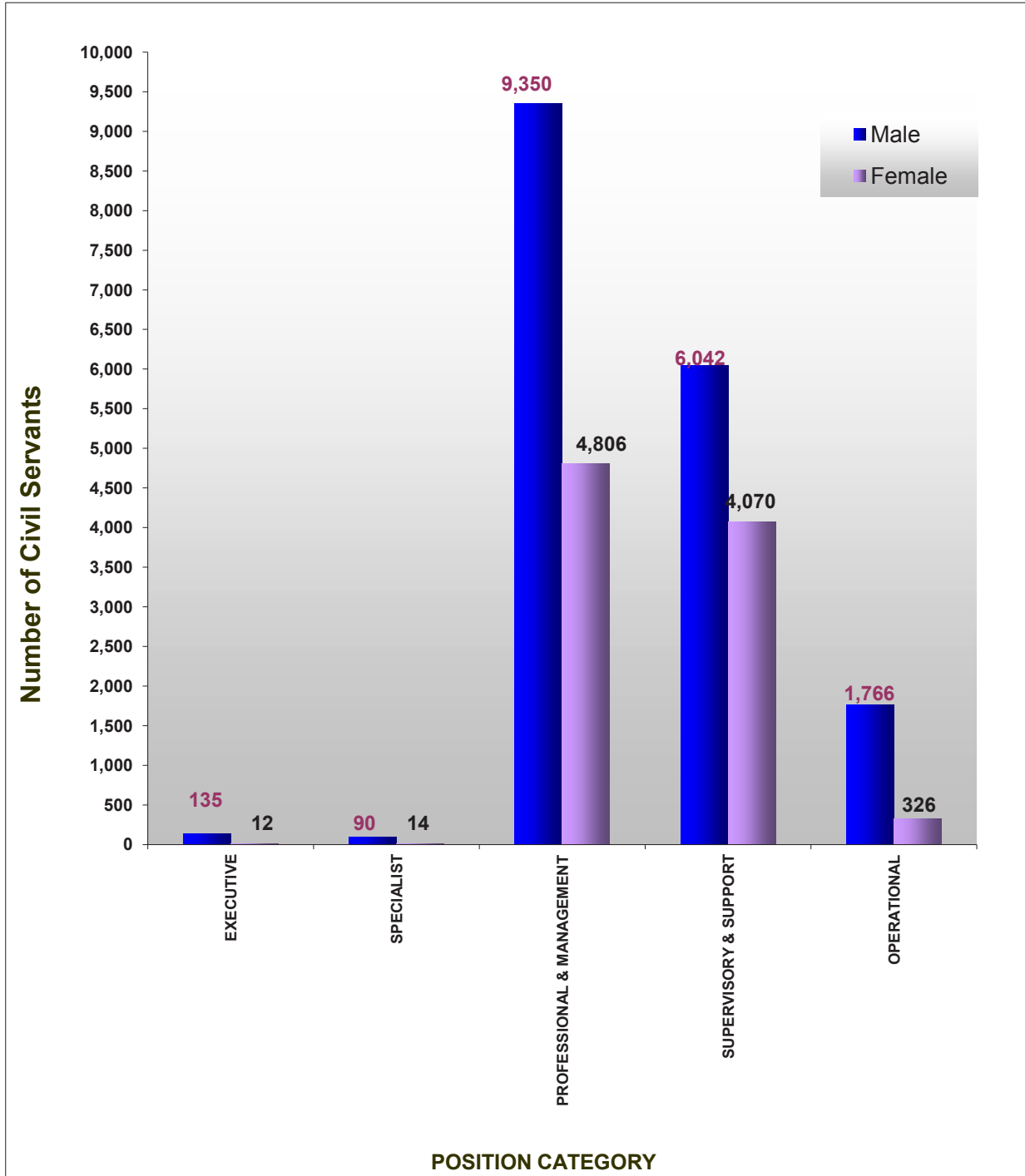
* Eminent members of the Parliament are summed up with Executive Position Category

GRAPH - 6 CIVIL SERVANTS BY POSITION LEVEL AND GENDER

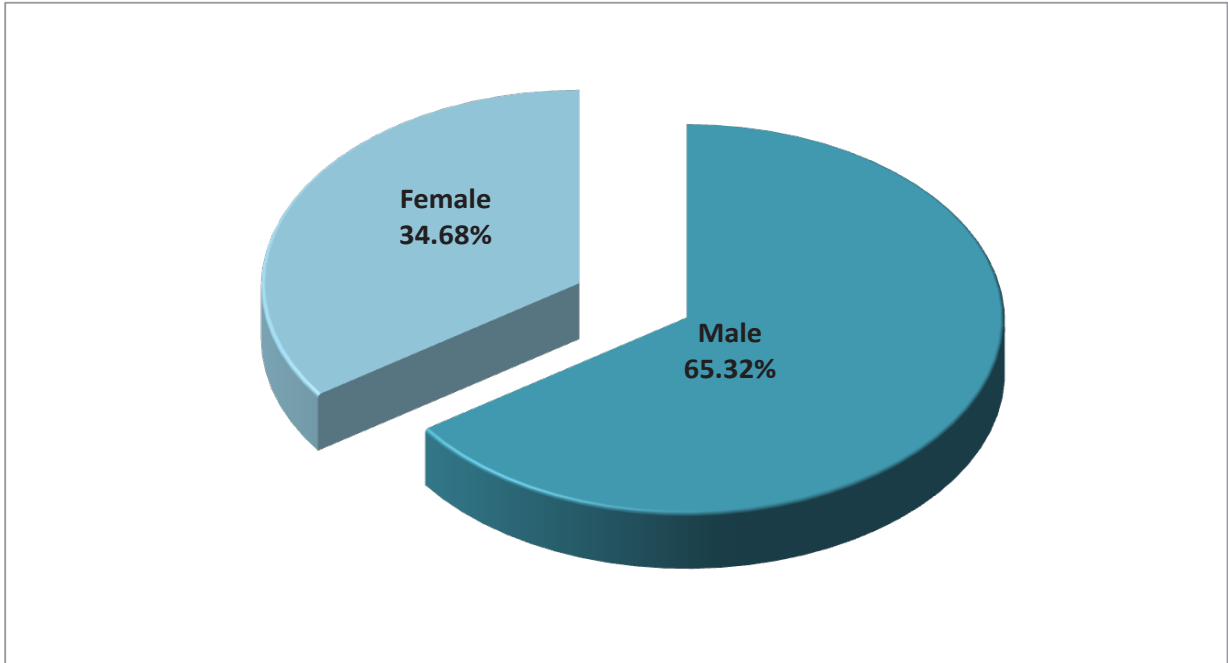


*Eminent members of the Parliament & Attorney General

GRAPH - 7 CIVIL SERVANTS BY POSITION CATEGORY AND GENDER



GRAPH -8 CIVIL SERVANTS BY GENDER



GRAPH -9 FEMALE CIVIL SERVANTS (2001 -2015)

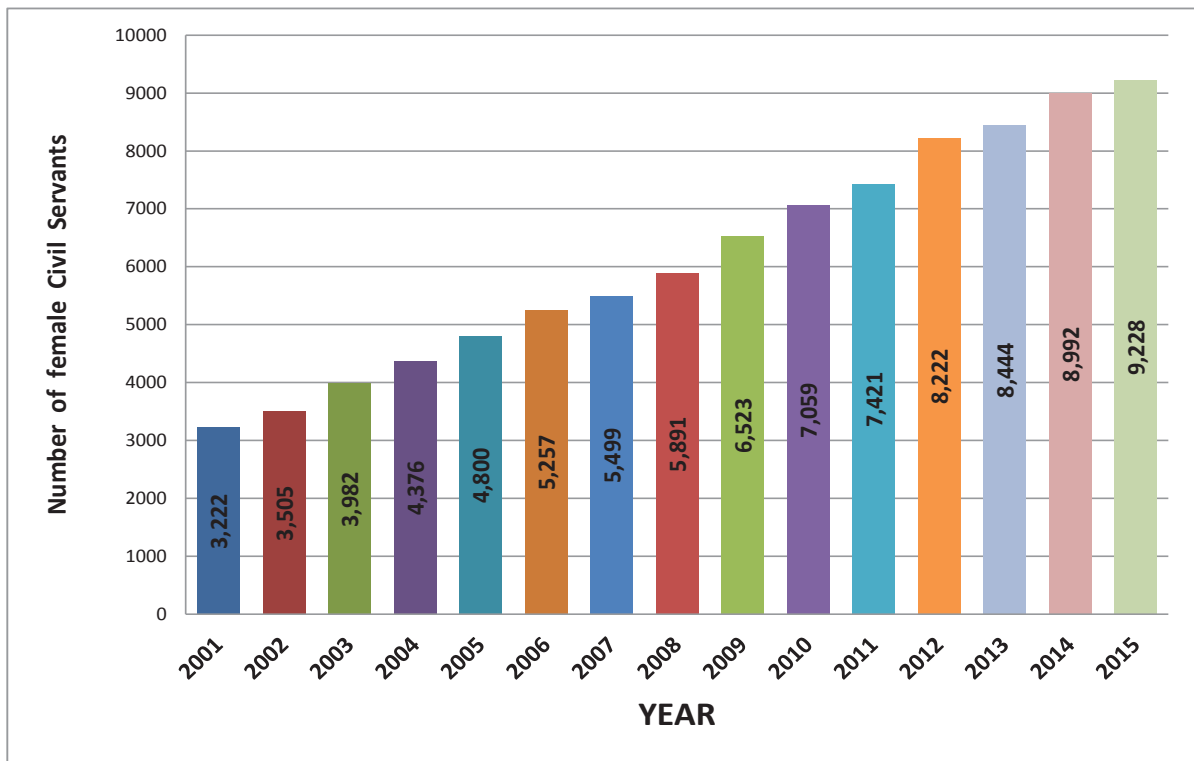


TABLE - 24 CIVIL SERVANTS BY MAJOR OCCUPATIONAL GROUPS AND GENDER

Major Occupational Groups	Regular						Contract						Total		Grand Total	% of Female within MoG	% Female of Total CS
	Bhutanese			Non			Bhutanese			Non			M	F			
	M	F	Total	M	F	Total	M	F	Total	M	F	Total					
Education & Training Services Group	4768	3181	2	7,951	137	103	255	108	603	5,162	3,392	8,554	36.75%	12.75%			
General Administration & Support Services Group	2622	1411	4	4,038	100	39	4		143	2,730	1,451	4,181	15.72%	5.45%			
Medical and Health Services Group	1595	1253	1	2,854	20	17	8	17	62	1,624	1,292	2,916	14.00%	4.86%			
Architectural, Engineering & Land Services Group	2057	653	5	2,715	55	5	9	3	72	2,126	661	2,787	7.16%	2.48%			
Finance & Audit Services Group	1048	502	3	1,553	6	3			9	1,057	505	1,562	5.47%	1.90%			
Forestry & Environment Protection Services Group	1221	219		1,440	27		1		28	1,249	219	1,468	2.37%	0.82%			
Agriculture & Livestock Services Group	973	236		1,209					0	973	236	1,209	2.56%	0.89%			
Laboratory & Technical Services Group	427	430		857	55	25		1	81	482	456	938	4.94%	1.71%			
Legal, Judiciary and Legislative Services Group	304	188		492					0	304	188	492	2.04%	0.71%			
Information Communication & Technology Services Group	251	172		423	2	6	1		9	254	178	432	1.93%	0.67%			
Planning & Research Services Group	320	97		417	2			1	3	322	98	420	1.06%	0.37%			
Human Resource Services Group	291	98		389					1	291	99	390	1.07%	0.37%			
Library, Archives & Museum Services Group	109	259		368	1				1	110	259	369	2.81%	0.97%			
Transportation & Aviation Services Group	196	56		252					0	196	56	252	0.61%	0.21%			
Executive Services Group	204	26		230	3		1		4	208	26	234	0.28%	0.10%			
Sports & Youth Services Group	47	22		69	45	17			62	92	39	131	0.42%	0.15%			
Trade, Industry & Tourism Services Group	77	41		118	1	6			7	78	47	125	0.51%	0.18%			
Arts, Culture & Literary Services Group	69	6		75	5				5	74	6	80	0.07%	0.02%			
Foreign Services Group	48	19		67	1	3			4	49	22	71	0.24%	0.08%			
Grand Total	16,627	8,869	15	25,517	460	225	279	130	1,094	17,381	9,230	26,611	100.00%	34.68%			

CIVIL SERVANTS BY AGE GROUPS

TABLE - 25 CIVIL SERVANTS BY AGE GROUPS AND POSITION LEVELS

Position Level	18yrs -19 yrs	20-24 yrs	25-29 yrs	30-34yrs	35-39 yrs	40-44yrs	45-49 yrs	50-54 yrs	55-60yrs	Above 60yrs	Grand Total
*Constitutional Offices						1	3	1			5
EX1							3	7	16	2	28
EX2							3	26	19	2	50
EX3						7	29	18	7	3	64
ES1									2		2
ES2							1	13	12	1	27
ES3						2	21	32	19	1	75
P1				1	31	161	193	160	118	4	668
P2				19	341	329	309	223	121	3	1,345
P3			28	479	904	464	237	103	56	14	2,285
P4		45	746	2011	1346	507	186	87	40	3	4,971
P5		220	1897	1272	673	266	250	192	99	18	4,887
S1		182	903	824	276	116	181	145	36	7	2,670
S2		286	715	404	229	217	252	109	28	5	2,245
S3		133	400	353	392	213	171	85	22	10	1,779
S4		74	589	747	432	94	73	39	10	3	2,061
S5		169	577	309	151	45	58	36	10	2	1,357
O1			13	82	194	201	147	64	20	3	724
O2		9	52	94	131	63	48	28	10	2	437
O3		23	125	151	61	17	9	5	3	1	395
O4	1	38	213	156	75	38	6	7	2		536
Total	1	1,179	6,258	6,902	5,236	2,741	2,180	1,380	650	84	26,611
%	0.00%	4.43%	23.52%	25.94%	19.68%	10.30%	8.19%	5.19%	2.44%	0.32%	100.00%

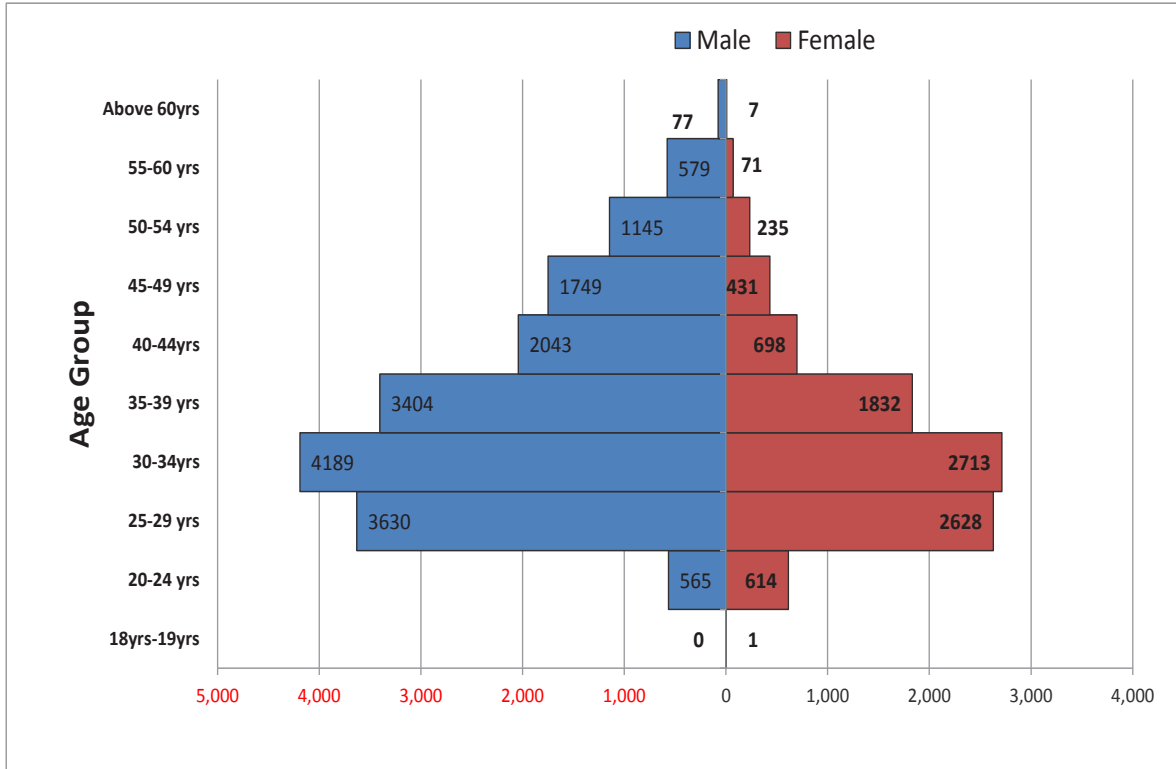
Mean Age of the Civil Servants :35 years

Note: Qualifying age for Civil Service is 18 yrs

TABLE - 26 CIVIL SERVANTS BY GENDER AND AGE GROUPS

Age	Male			Female			Grand Total	%
	Regular	Contract	Total	Regular	Contract	Total		
18yrs-19yrs	0	0	0	1	0	1	1	0.00%
20-24 yrs	521	44	565	554	60	614	1,179	4.43%
25-29 yrs	3397	233	3,630	2479	149	2,628	6,258	23.52%
30-34yrs	4097	92	4,189	2684	29	2,713	6,902	25.94%
35-39 yrs	3340	64	3,404	1795	37	1,832	5,236	19.68%
40-44yrs	1960	83	2,043	680	18	698	2,741	10.30%
45-49 yrs	1688	61	1,749	408	23	431	2,180	8.19%
50-54 yrs	1076	69	1,145	210	25	235	1,380	5.19%
55-60 yrs	526	53	579	61	10	71	650	2.44%
Above 60yrs	37	40	77	3	4	7	84	0.32%
Total	16,642	739	17,381	8,875	355	9,230	26,611	100.00%

GRAPH - 10 DISTRIBUTION OF CIVIL SERVANTS BY AGE & GENDER



GRAPH - 11 CIVIL SERVANTS BY AGE GROUPS

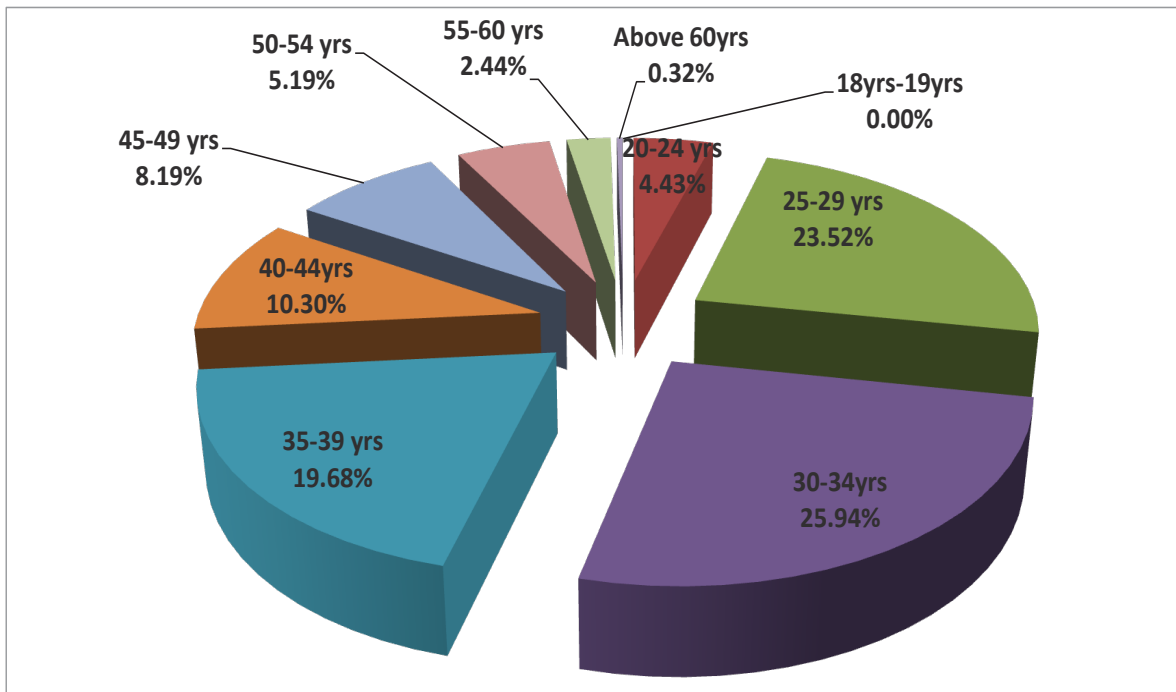


TABLE - 28 CIVIL SERVANTS RECRUITED BY MOG FROM JANUARY - DECEMBER 2015

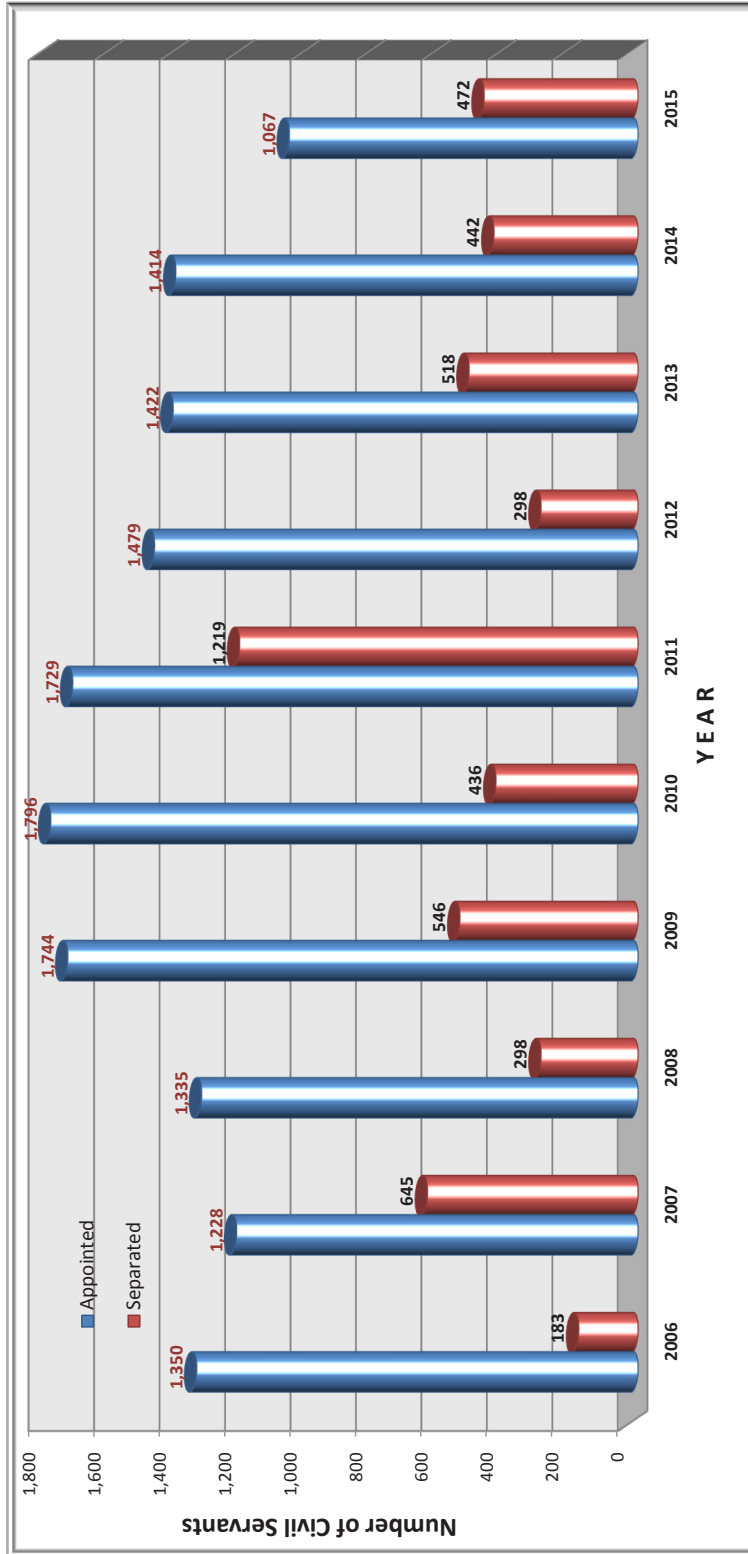
SI No	Major Occupational Groups (MOG)	Regular			Contract			Grand Total
		M	F	T	M	F	T	
1	Education & Training Services	195	156	351	107	95	202	553
2	Medical and Health Services	147	116	263	1	2	3	266
3	Architectural, Engineering & Land Services	40	11	51	1		1	52
4	Agriculture & Livestock Services	24	15	39			0	39
5	Forestry & Environment Protection Services	25	1	26			0	26
6	Finance & Audit Services	12	11	23	1		1	24
7	Laboratory & Technical Services	12	9	21			0	21
8	Legal, Judiciary and Legislative Services	11	9	20			0	20
9	Planning & Research Services	10	9	19			0	19
10	Human Resource Services	10	6	16		1	1	17
11	General Administration & Support Services	7	3	10	4	1	5	15
12	Information Communication & Technology Services	2	3	5			0	5
13	Executive Services			0	2		2	2
14	Foreign Services	2		2			0	2
15	Sports & Youth Services	2		2			0	2
16	Trade, Industry & Tourism Services	2		2			0	2
17	Arts, Culture & Literary Services			0	1		1	1
18	Transportation & Aviation Services		1	1			0	1
	Grand Total	501	350	851	117	99	216	1,067

**TABLE - 29 CIVIL SERVANTS RECRUITED BY POSITION LEVEL
(2011-2015)**

Position Level	Year															
	2011*			2012*			2013*			2014*			2015			
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T	
EX1/ES1		1	1			0						0				0
EX2/ES2			0			0						0			1	1
EX3/ES3			0			0						0	1		1	1
P1		3	3			0		1				1	2			0
P2		8	8			0						0	2		1	1
P3		2	2		7	7						0	1			0
P4	87	22	109	138	15	153	113	9	122	142	17	159	161	3	164	
P5	592	28	620	534	13	547	545	4	549	647	9	656	415	1	416	
S1	119	8	127	124	6	130	112	4	116	108	8	116	126	202	328	
S2	189	3	192	164		164	180	4	184	194	5	199	77	2	79	
S3	88		88	115		115	83	1	84	109	1	110	67		67	
S4	135	5	140	66	3	69	60		60	49	1	50	1		1	
S5	215	67	282	134	35	169	192	6	198	66	10	76		2	2	
O1	14		14	1		1			0	1	1	2			0	
O2		26	26			0		7	7			0		1	1	
O3	17		17	11		11	12		12	17		17	1		1	
O4	86	14	100	102	11	113	86	3	89	21	2	23	3	2	5	
*TOTAL	1,542	187	1,729	1,389	90	1,479	1,383	39	1,422	1,354	60	1,414	851	216	1,067	

* Based on the book figure of Biannual Statistics

GRAPH - 12 TRENDS OF CIVIL SERVANTS RECRUITED AND SEPARATED : 2006 - 2015



Note: Based on Biannual Statistic Book figures

PROMOTION

TABLE - 30 CIVIL SERVANT RECRUITED, PROMOTED AND SEPARATED FROM JANUARY- DECEMBER 2015

Position Category & Position Level	Recruited	Promoted	Separated
Executive Position Category			
EX1	0	2	3
EX2	1	9	4
EX3	2	6	4
Total	3	17	11
Specialist Position Category			
ES1	0	1	0
ES2	0	5	2
ES3	0	8	1
Total	0	14	3
Professional & Management Position Category			
P1	0	150	14
P2	0	377	55
P3	5	610	41
P4	185	1,069	75
P5	390	280	56
Total	580	2,486	241
Supervisory & Support Position Category			
S1	328	391	43
S2	79	329	31
S3	67	304	34
S4	1	486	18
S5	2	53	60
Total	477	1,563	186
Operational Position Category			
O1	0	65	11
O2	1	45	4
O3	1	78	8
O4	5	0	8
Total	7	188	31
Grand Total	1,067	4,268	472

TABLE - 31 CIVIL SERVANTS PROMOTED FROM 2011 -2015

Position Category & Position Level	2011	2012	2013	2014	2015	Total
Executive Position Category						
EX1	6	4		5	2	18
EX2	3	9	9	14	9	39
EX3	11	17	9	14	6	72
Total	20	30	18	33	17	129
Specialist Position Category						
ES1			2		1	5
ES2		7	3	12	5	25
ES3	22	12	9	15	8	92
Total	22	19	14	27	14	122
Professional & Management Position Category						
P1	72	64	90	146	150	471
P2	229	239	272	375	377	1,487
P3	500	377	484	554	610	2,760
P4	675	826	888	1224	1069	4,337
P5	562	324	411	378	280	2,730
Total	2,038	1,830	2,145	2,677	2,486	11,785
Supervisory & Support Position Category						
S1	298	277	404	441	391	1,817
S2	239	210	262	387	329	1,353
S3	330	276	261	235	304	1,445
S4	289	358	213	339	486	1,363
S5	354	106	125	109	53	779
Total	1,510	1,227	1,265	1,511	1,563	6,757
Operational Position Category						
O1	85	57	111	91	65	460
O2	80	91	119	71	45	505
O3	33	40	57	97	78	313
Total	198	188	287	259	188	1,367
Grand Total	3,788	3,294	3,729	4,507	4,268	20,160

SEPARATION

TABLE -32 CIVIL SERVANTS SEPARATED BY PARENT AGENCY AND POSITION LEVEL (JANUARY - DECEMBER 2015)

Agency	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	O1	O2	O3	O4	Grand Total
His Majesty's Secretariat		1																			1
His Majesty The 4 th King Secretariat								1													1
JUDICIARY																					
Royal Court of Justice			1																1	1	3
LEGISLATIVE																					
National Council																1					1
CONSTITUTIONAL																					
Royal Audit Authority		1				1				2	1					1					6
Royal Civil Service Commission	1						1	1	1	2											5
Anti-Corruption Commission											1										1
MINISTRIES																					
Ministry of Education			1			6	22	22	42	15	1	3	3	6	1	1	1	1	1	1	125
Ministry of Agriculture and Forests	1			1		1	7	5	5	17	9	7	13	7	1	1	1	2			77
Ministry of Health						1	6	5	10	8	8	6	5	1	3	3	2				59
Ministry of Works & Human Settlement				1		1	8	2	3	1	4	4	4				3	2			34
Ministry of Finance							5	2	1	4	9	5	3	1	1						31
Ministry of Information & Communications						1			3	3	7	1	2	3	2						22
Ministry of Home & Cultural Affairs	1	1					1	2	2	1	1	3	1	1	3	1	1	1		2	21
Ministry of Economic Affairs						1			1	1	1	1	2		1	1					9
Ministry of Foreign Affairs	1	1								1									1		4
Ministry of Labour & Human Resources										1											1
AUTONOMOUS & OTHER AGENCIES																					
National Land Commission						2	1	1	1	1	1	1	1	2	36				1		46
Tourism Council of Bhutan						1						2	1		1						5
Royal Institute of Management									2					1		1					4
Office of the Attorney General							1	1	1				1								3
Bhutan Standards Bureau									1	1					1						2

contd...

TABLE - 32 CIVIL SERVANTS SEPARATED BY PARENT AGENCY AND POSITION LEVEL (JANUARY - DECEMBER 2015)

Agency	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	O1	O2	O3	O4	Grand Total	
Gross National Happiness Commission								1			1											2
Bhutan Information Communications & Media Authority																				1		1
Bhutan National Legal Institute																				1		1
Bhutan Olympic Committee													1									1
Cabinet Secretariat	1																					1
Drug Regulatory Authority											1											1
National Commission for Women & Children																1						1
THROMDES																						
Samdrupjongkhar Thromde																1						1
Gelephu Thromde												1										2
Grand Total	3	4	4	0	0	3	14	55	41	75	56	43	31	34	18	60	11	4	8	8	472	

TABLE - 33 CIVIL SERVANTS SEPARATED BY MOG**(JANUARY - DECEMBER 2015)**

SI No	Major Occupational Groups (MOG)	Regular			Contract			Grand Total
		M	F	T	M	F	T	
1	Education & Training Services Group	38	33	71	25	12	37	108
2	Architectural, Engineering & Land Services Group	51	5	56	16	20	36	92
3	General Administration & Support Services Group	53	29	82			0	82
4	Medical and Health Services Group	21	9	30		3	3	33
5	Finance & Audit Services Group	19	10	29			0	29
6	Agriculture & Livestock Services Group	25	2	27			0	27
7	Forestry & Environment Protection Services Group	18	1	19			0	19
8	Executive Services Group	10	2	12			0	12
9	Planning & Research Services Group	9	3	12			0	12
10	Laboratory & Technical Services Group	3	7	10			0	10
11	Information Communication & Technology Services Group	6	3	9			0	9
12	Trade, Industry & Tourism Services Group	3	1	4	2	3	5	9
13	Human Resource Services Group	6	2	8			0	8
14	Transportation & Aviation Services Group	7	1	8			0	8
15	Library, Archives & Museum Services Group	3	2	5			0	5
16	Legal, Judiciary and Legislative Services Group	4		4			0	4
17	Arts, Culture & Literary Services Group	2		2			0	2
18	Sports & Youth Services Group	2		2			0	2
19	Foreign Services Group			0		1	1	1
Grand Total		280	110	390	43	39	82	472

**TABLE -34 CIVIL SERVANTS SEPARATED BY CATEGORY OF SEPARATION
(JANUARY - DECEMBER 2015)**

Position Level	VR EX & ES		VR P1 & below			Superannuation EX & ES		Superannuation P1 & Below		ERS		Death		CR		Contract Termination		Termination		GRAND TOTAL
	R	T	R	C	T	R	T	R	T	R	T	R	T	R	T	C	T	R	T	
EX1		0			0		3		0		0		0						0	3
EX2	2	2			0		2		0		0		0						0	4
EX3	2	2			0		1		0	1	1	0	0						0	4
ES1		0			0		0		0		0		0							0
ES2		0			0		0		0	2	2	0	0						0	2
ES3	1	1			0		0		0		0		0						0	1
P1		0	4	4	4		0	4	4	3	3	3	3						0	14
P2		0	24	24	24		0	23	23	5	5	2	2	1					0	55
P3		0	17	8	25		0	5	5	7	7	3	3					0	1	41
P4		0	42	19	61		0	4	4	2	2	6	6			2	2		0	75
P5		0	24	12	36		0	10	10	2	2	2	2	4		2	2		0	56
S1		0	24		24		0	8	8	5	5	1	1	3		2	2		0	43
S2		0	14	1	15		0	7	7	5	5	2	2	1		1	1		0	31
S3		0	15		15		0	8	8	6	6	1	1	3				0	1	34
S4		0	12		12		0	2	2	0	0	3	3	1				0	0	18
S5		0	20		20		0	1	1	1	1	2	2	1		35	35		0	60
O1		0	4		4		0	5	5	1	1	0	0	1					0	11
O2		0	3		3		0	1	1	0	0	0	0						0	4
O3		0	6		6		0			0	0	0	0	1					0	8
O4		0	6		6		0			0	0	0	0	1					0	8
Grand Total	5	5	215	40	255	6	6	78	78	40	40	25	25	17	17	42	42	4	4	472

Note:

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

**TABLE - 35 CIVIL SERVANTS SEPARATED BY POSITION LEVEL
(2011 - 2015)**

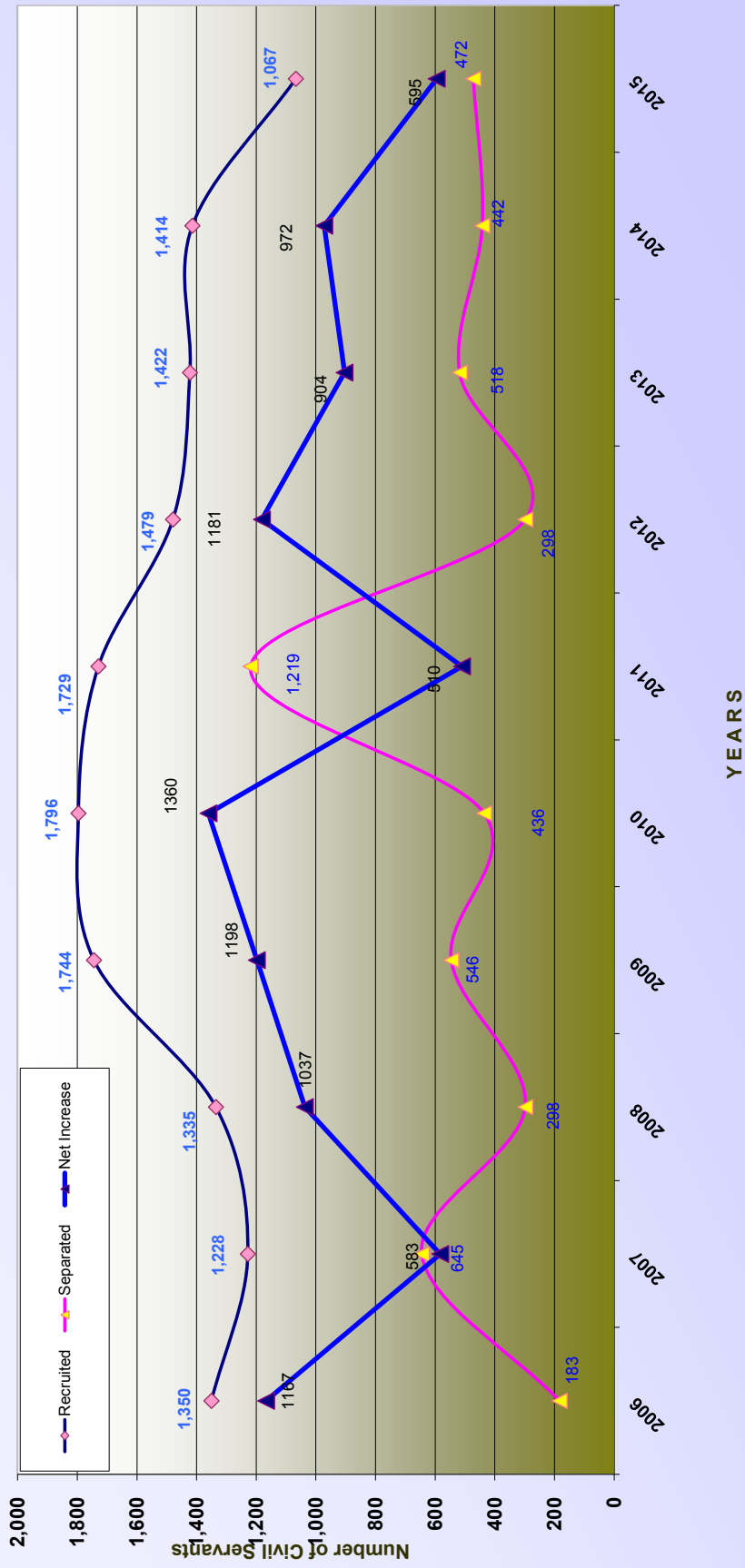
Position Level	Year														
	2011*			2012			2013			2014			2015		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
No Level			0	2		2			0			0			0
EX1/ES1	4	1	5	1		1	2		2	6		6	3		3
EX2/ES2	5		5			0	7		7	5		5	4		4
EX3/ES3	26	9	35	5		5	29		29	6		6	7		7
P1	63	36	99	19		19	40	1	41	17	1	18	14		14
P2	78	41	119	19		19	41		41	42		42	55		55
P3	144	8	152	26	5	31	40	13	53	46	3	49	33	8	41
P4	144	16	160	18	26	44	44	38	82	53	18	71	54	21	75
P5	171	13	184	28	14	42	37	20	57	41	8	49	42	14	56
S1	44		44	13	1	14	28	4	32	35	5	40	41	2	43
S2	66		66	29		29	25	1	26	31		31	29	2	31
S3	41		41	12		12	16		16	30		30	34		34
S4	70	1	71	9		9	19	3	22	20	11	31	18		18
S5	119	16	135	38	1	39	46	8	54	16	5	21	25	35	60
O1	30		30	13		13	18		18	10	1	11	11		11
O2	14		14	3		3	11	1	12	4	1	5	4		4
O3	31		31	5		5	8		8	13		13	8		8
O4	28		28	11		11	15	3	18	13	1	14	8		8
TOTAL	1,078	141	1219	251	47	298	426	92	518	388	54	442	390	82	472

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

**Table - 36 Projection of Superannuation of regular
Civil Servants**

Position Category	YEAR				
	2016	2017	2018	2019	2020
Executive Position Category					
EX1	4	2	4	1	
EX2	5		6	2	6
EX3	1	2	2	3	
Total	10	4	12	6	6
Specialist Position Category					
ES1	1	1	1	1	
ES2	3		2	5	1
ES3		1	4	5	6
Total	4	2	7	11	7
Professional & Management Position Category					
P1	26	21	26	19	38
P2	31	41	36	35	41
P3	33	19	26	13	9
P4	18	3	11	7	4
P5	31	24	22	24	36
Total	139	108	121	98	128
Supervisory & Support Position Category					
S1	18	7	20	16	41
S2	16	10	25	19	29
S3	17	16	27	14	14
S4	12	5	12	5	6
S5	8	5	4	4	5
Total	71	43	88	58	95
Operational Position Category					
O1	9	7	13	10	15
O2	5	5	6	3	10
O3	1	1	1		1
O4			2		
Total	15	13	22	13	26
Grand Total	239	170	250	186	262

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



NOTE: Based on Biannual Statistic book figures

REGULAR CIVIL SERVANTS BY QUALIFICATION

TABLE - 37 QUALIFICATION OF REGULAR CIVIL SERVANTS - SUMMARY

SI No.	Educational Qualification	Number	Total %
1	Ph. D.	27	0.11%
2	Master	1,934	7.58%
3	PG Dip/ PG Certificate	1,791	7.02%
4	Bachelor	6,933	27.17%
5	Diploma	4,006	15.70%
6	Certificate	4,835	18.95%
7	Class XII	1,110	4.35%
8	Basic Education Class X and Below	4,173	16.35%
9	Functional Qualification	708	2.77%
Total		25,517	100

GRAPH -14 REGULAR CIVIL SERVANTS BY QUALIFICATION

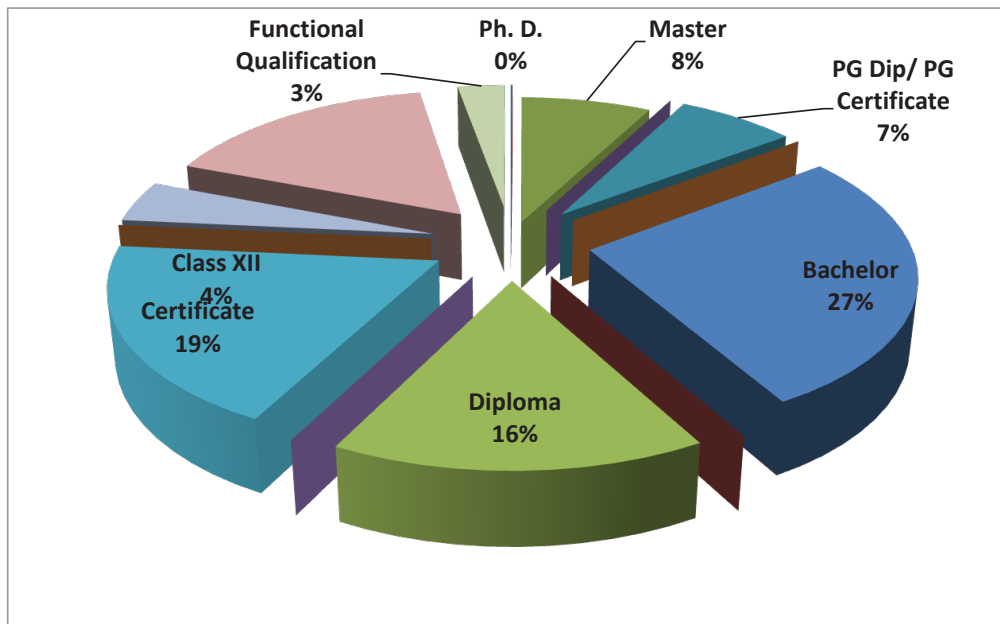


TABLE - 38 REGULAR CIVIL SERVANTS BY PARENT AGENCY AND QUALIFICATION

Agency	P.hd	Masters	Bachelors	P.G Certificate	P.G Diploma	Diploma	Certifica	Class XII	Basic Education Class X and Below	FL	Grand Total
His Majesty's Secretariat		2	9		1	2	1	1	9	4	29
His Majesty The 4 th King Secretariat		2	1			1	1		4	5	14
JUDICIARY											
Royal Court of Justice		4	12	1	11	100	178	48	97	25	476
Supreme Court of Bhutan					2						2
LEGISLATIVE											
National Assembly		5	5		3	1	3	5	15	1	38
National Council		5	6		4	1	9	2	3		30
CONSTITUTIONAL											
Royal Audit Authority		21	24	4	51	38	32	3	18	6	197
Royal Civil Service Commission		58	25	2	66	4	11	4	10	2	182
Anti-Corruption Commission		7	23	2	10	6	3	3	6	2	62
MINISTRIES											
Ministry of Education	2	715	4551	150	804	163	1261	448	1147	60	9,301
Ministry of Health	3	163	465	2	42	923	1110	282	832	76	3,898
Ministry of Agriculture and Forests	17	224	480	3	97	1181	901	58	509	101	3,571
Ministry of Finance		134	189	23	208	577	254	13	228	54	1,680
Ministry of Works & Human Settlement		68	240		19	576	378	12	224	92	1,609
Ministry of Home & Cultural Affairs	1	119	308	6	24	34	171	71	401	136	1,271
Ministry of Information & Communications		49	194		14	151	98	33	199	15	753
Ministry of Economic Affairs		83	100	5	26	23	166	39	126	27	595
Ministry of Labour & Human Resources		32	56	1	26	106	42	11	47	8	329
Ministry of Foreign Affairs		36	25	1	15	2	18	6	35	13	151
AUTONOMOUS AND OTHER AGENCIES											
National Land Commission		25	65	1	12	46	98	21	78	9	355
Office of the Attorney General		12	21		78	20	2		5	3	141
Gross National Happiness Commission		48	9	1	24		4	1	5	5	97
National Environment Commission	1	20	25		4	5	1	2	5	4	67
Tourism Council of Bhutan		8	11		12	6	9	3	5	3	57
National Statistics Bureau		11	15		2	18	2	1	6	1	56
Royal Institute of Management	1	18	4		1	3	9	2	13	4	55
Bhutan Standards Bureau		6	12		2	9	4	5	14	2	54
Dratshang Lhentshög		2	1		1	2	7	1	16	16	46
Cabinet Secretariat	1	7	5		2	1	4	3	7	2	32
Centre for Bhutan Studies and GNH Research		7	2	1	10		1	2	5	1	29
Bhutan Council for School Examination and Assessment		12	7	1			1	2	1		24
Bhutan Information Communications & Media Authority		7	9			1	4		3		24

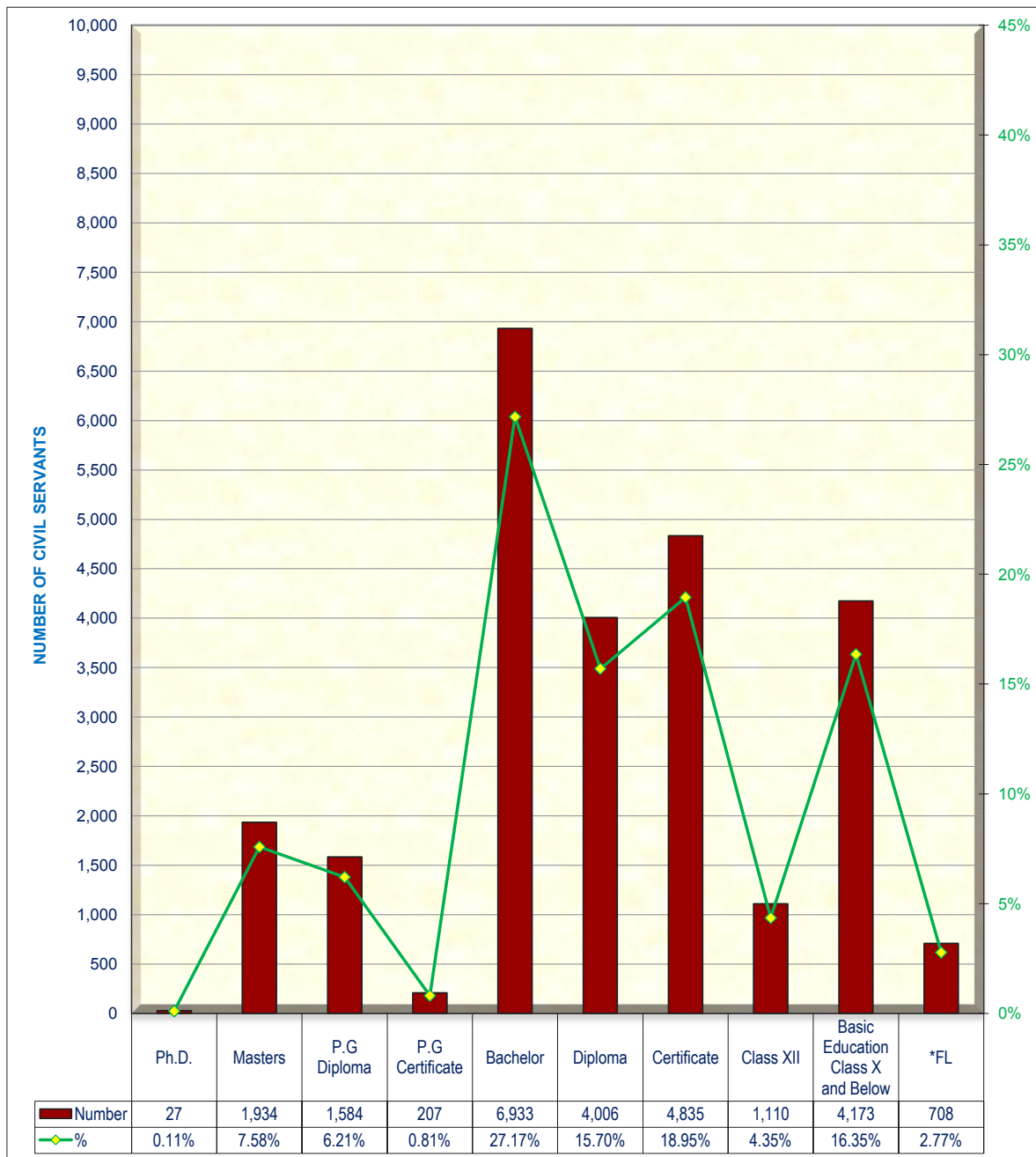
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TABLE - 38 REGULAR CIVIL SERVANTS BY PARENT AGENCY AND QUALIFICATION

Agency	P.hd	Masters	Bachelors	P.G Certificate	P.G Diploma	Diploma	Certifica	Class XII	Basic Education Class X and Below	FL	Grand Total
Drug Regulatory Authority		2	7			3	5	2	3		22
Dzongkha Development Commission	1	4	3	1	4	1	3	1	4		22
Bhutan Narcotic Control Agency		4	4	1	1			2	4		16
Bhutan Olympic Committee			1				4		7	3	15
National Commission for Women & Children		4			4		1		6		15
Royal Institute of Law		4	2		1				3		10
Royal Privy Council		1					2	2	2	2	9
Bhutan National Legal Institute			1					2	4		7
Civil Society Organization Authority									2		2
Royal Education Council		1									1
THROMDE											
Thimphu		2	14	1	2	1	21	10	35	21	107
Phuentsholing		1	1				12	1	10	2	27
Gelephu		1					1	4	13	3	22
Samdrupjongkhar			1		1	1	3	4	7		17
Grand Total	27	1,934	6,933	207	1,584	4,006	4,835	1,110	4,173	708	25,517

FL : Functional Literacy

GRAPH - 15 REGULAR CIVIL SERVANTS BY QUALIFICATION

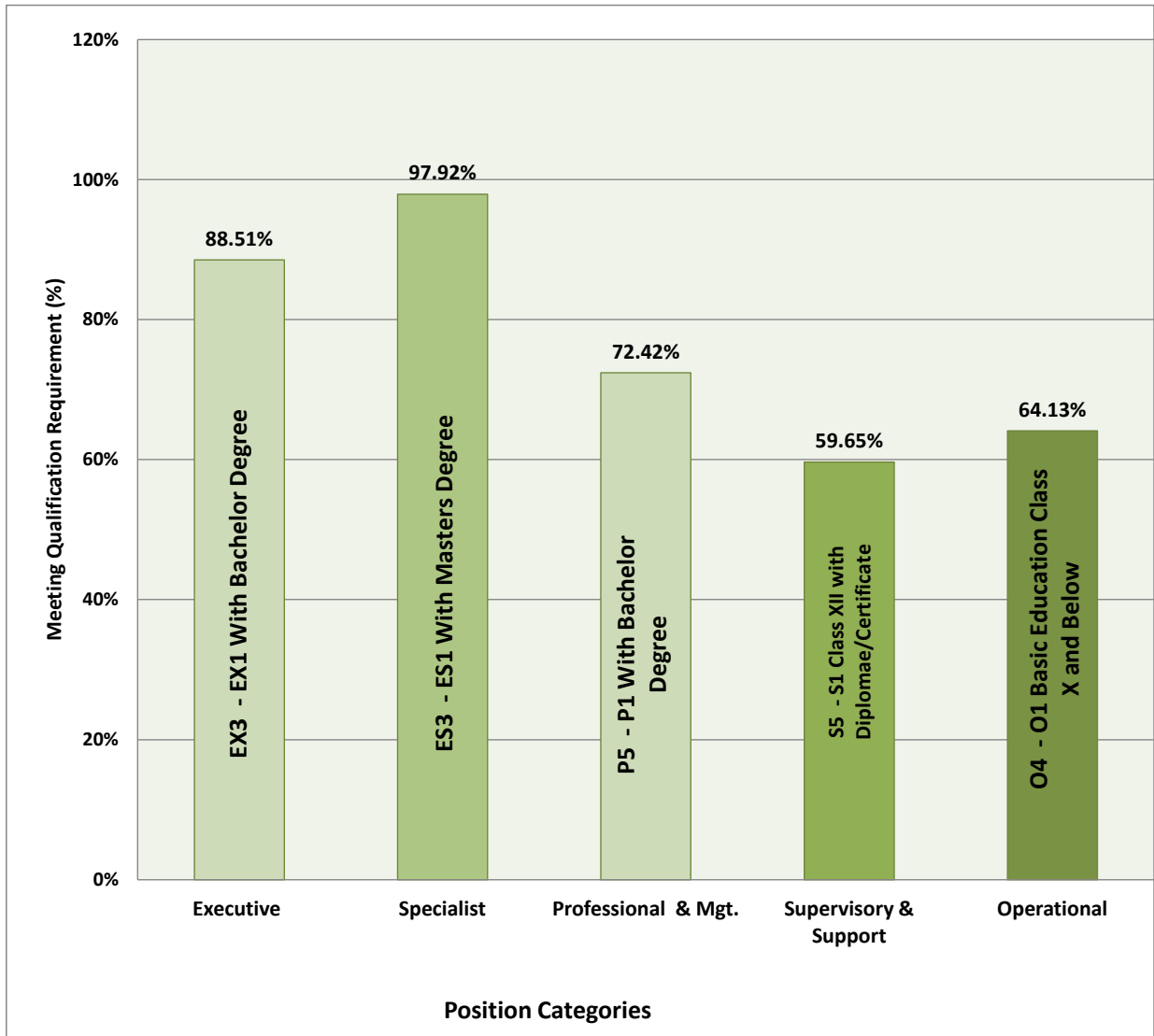


Note: *Functional Literacy (FL) includes civil servants with some degree of literacy but lacking formal academic qualification.

TABLE - 39 REGULAR CIVIL SERVANTS MEETING THE MINIMUM QUALIFICATION CRITERIA

	Basic Education Class X and Below	Certificate	With BachelorS	With Masters	%
Executive Position Category					
EX1			25		92.59%
EX2			47		102.17%
EX3			59		78.67%
TOTAL			131		88.51%
Specialist Position Category					
ES1				2	200.00%
ES2				26	113.04%
ES3				66	91.67%
TOTAL				94	97.92%
Professional & Management Position Category					
P1			516		95.56%
P2			963		79.26%
P3			1682		80.56%
P4			3400		74.91%
P5			3329		63.11%
TOTAL			9,890		72.42%
Support & Supervisory Position Category					
S1		2128			92.48%
S2		1712			70.98%
S3		1048			61.98%
S4		829			40.30%
S5		378			21.51%
TOTAL		6,095			59.65%
Operational Position Category					
O1	456				62.72%
O2	196				42.24%
O3	341				87.66%
O4	412				67.43%
TOTAL	1,405				64.13%
Grand Total	17,615				66.95%

GRAPH - 16 CIVIL SERVANTS MEETING MINIMUM QUALIFICATION REQUIREMENT



LONG -TERM TRAINING

TABLE - 40 LONG -TERM TRAINING IMPLEMENTATION STATUS
(January - December 2015)

Type of Training	STATUS			
	Completed	Undergoing	Withdrawn	Total
P.hD		3		3
Masters	1	235	1	237
Specialization		2		2
P.G Diploma		27		27
Bachelors		174		174
Diploma		20		20
Certificate	3	25		28
Non-Degree		1		1
Counterpart Training		20		20
Visiting Fellowship		1		1
Grand Total	4	508	1	513

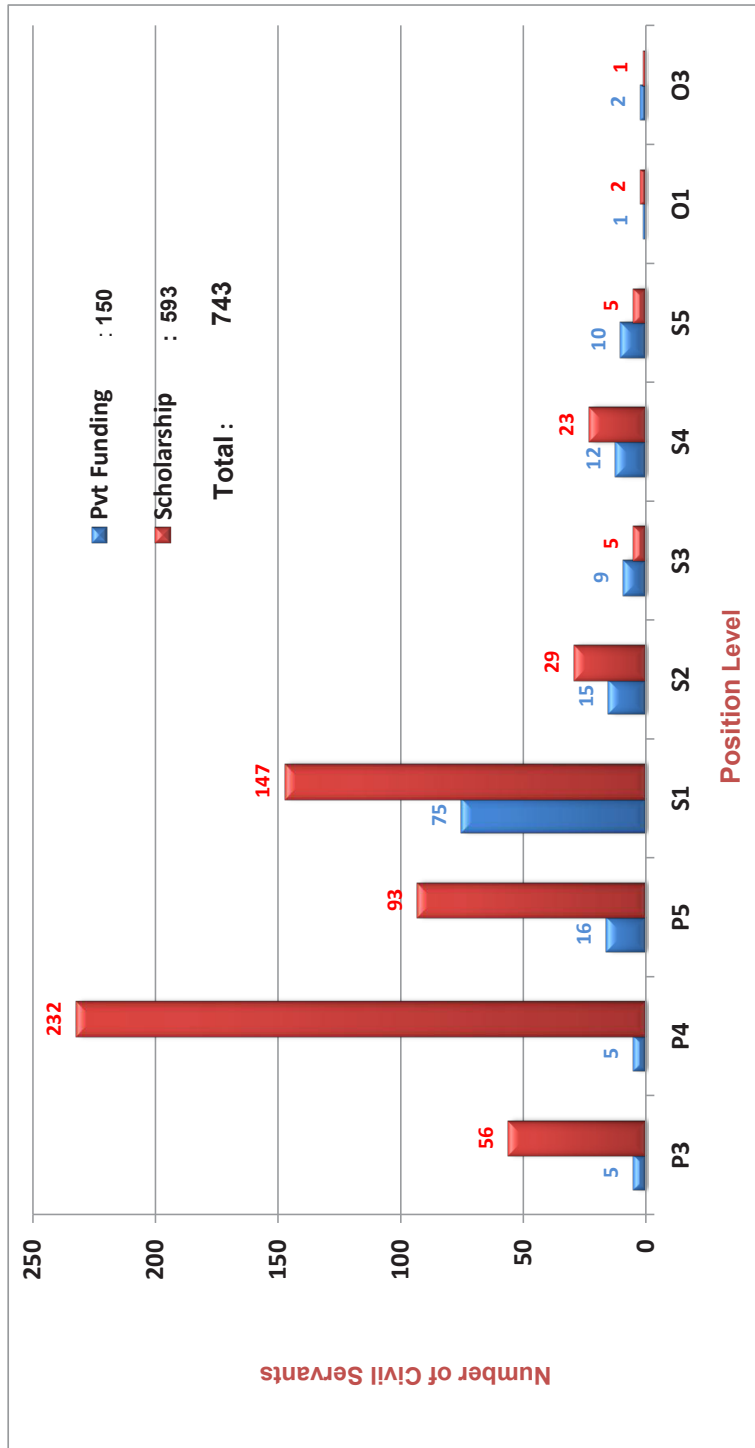
TABLE - 41 LONG -TERM TRAINING IMPLEMENTED BY COUNTRY
(January - December 2015)

Country	Type of Training										
	P.hD	Masters	Specialization	P.G Diploma	Bachelors	Diploma	Certificate	Non- Degree	Counterpart Training	Visiting Fellowship	Grand Total
Bhutan		83		25	164	2	6		16		296
Australia	1	55				6					62
India		21		2	8	8	16		4	1	60
Thailand		39			2		1				42
Japan	1	5	2				2				10
United States		8						1			9
Netherland		8									8
United Kingdom		4									4
New Zealand		1				1	2				4
Austria		2				1					3
Bangladesh		1				2					3
South Korea		3									3
Philippines		3									3
Singapore		2									2
France	1										1
England		1									1
Switzerland							1				1
Denmark		1									1
Grand Total	3	237	2	27	174	20	28	1	20	1	513

TABLE - 42 CIVIL SERVANTS UNDERGOING LONG TERM TRAINING AS ON DECEMBER 2015

Country	Type of Training											Grand Total
	P.hD	Specialization	Masters	P.G Certificate	P.G Diploma	Bachelors	Diploma	Certificate	Counterpart Training	Non-Degree	Visiting Fellowship	
Bhutan			190		100	638	12	21	5			966
India		2	166	2	5	98	22		30		1	326
Australia	21		109			3	2		18			153
Thailand	1		98		1	2	2		1			105
United States	2		12			1	2				1	18
Bangladesh			12						2			14
Japan	2		10									12
Netherlands	1		10						1			12
Austria	4		6						1			11
Switzerland			8				1					9
New Zealand			4				2		1			7
United Kingdom	1		4									5
Nepal			3									3
Singapore			3									3
Brunei Darussalam			1			1						2
Canada	2											2
Germany	1		1									2
Malaysia			2									2
Norway			2									2
Philippines			2									2
South Korea			2									2
Sri Lanka			2									2
UK			2									2
Denmark			1									1
France	1											1
Korea			1									1
Grand Total	36	2	651	2	106	743	43	21	59	1	1	1,665

**GRAPH - 17 UNDERGOING BACHELOR DEGREE BY TYPE OF FUNDING
AS ON DECEMBER 2015**



GRAPH - 18 UNDERGOING BACHELOR DEGREE BY PARENT AGENCIES THROUGH PRIVATE FUNDING

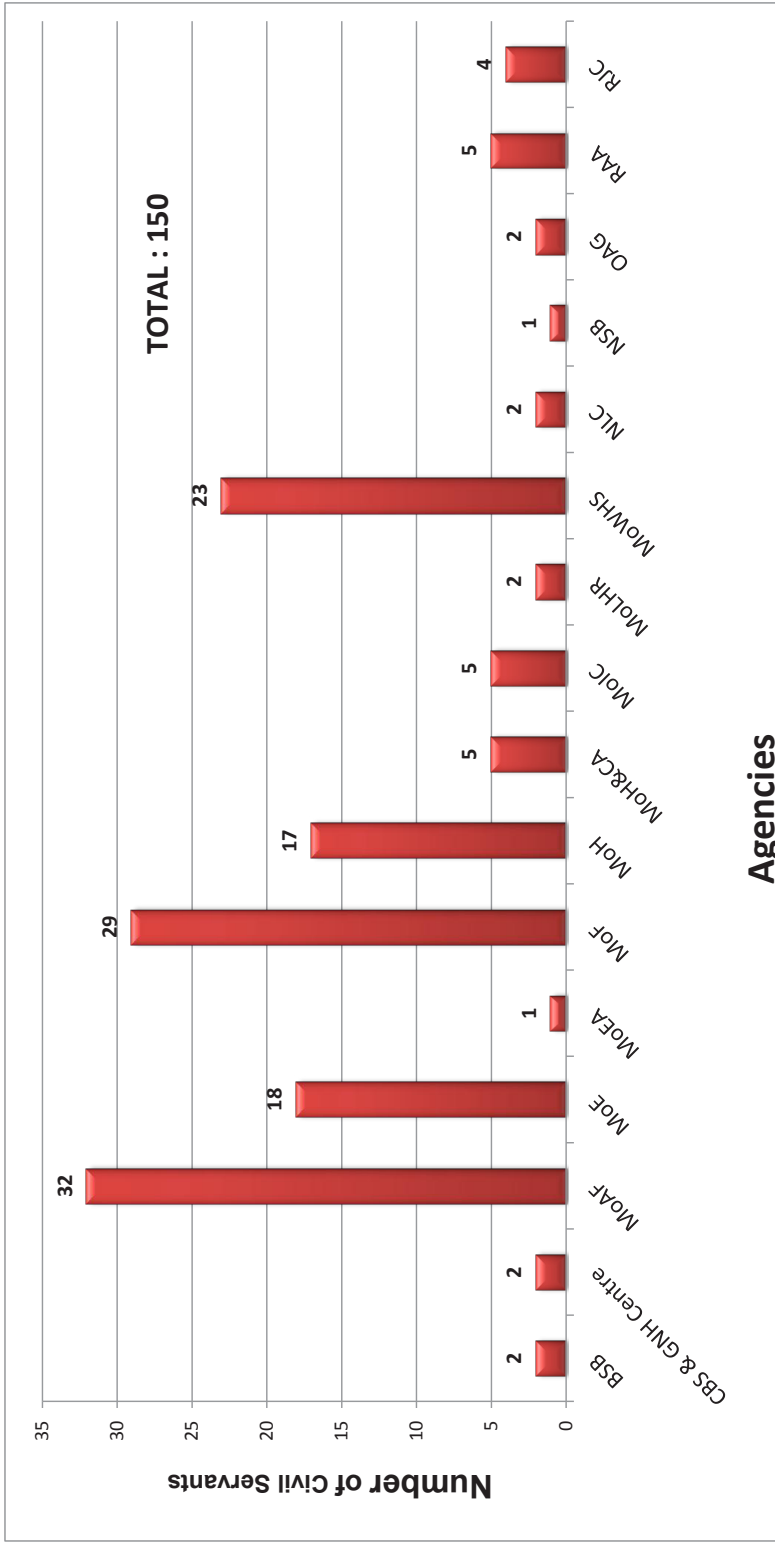


TABLE - 43 LONG TERM TRAINING IMPLEMENTATED BY AGENCY (Jan- Dec 2015)

Agency	P.hD	Masters	Specialization	P.G Diploma	Bachelors	Diploma	Certificate	Non-Degree	Counterpart Training	Visiting Fellowship	Grand Total
JUDICIARY											
Royal Court of Justice		6									6
LEGISLATIVE											
National Assembly					1						1
CONSTITUTIONAL											
Anti-Corruption Commission		3				1					4
Royal Audit Authority		1				3					4
Royal Civil Service Commission		1									1
MINISTRIES											
Ministry of Agriculture and Forests	1	19			36			1			57
Ministry of Health	1	19			1	5		1	2	1	31
Ministry of Finance		7		2			11				20
Ministry of Information & Communications		5				1		3			9
Ministry of Economic Affairs	1	6						1			8
Ministry of Home & Cultural Affairs		6	2								8
Ministry of Labour & Human Resources		3			5						8
Ministry of Education		6									6
Ministry of Works & Human Settlement		2			3			1			6
Ministry of Foreign Affairs		3									3
AUTONOMOUS AGENCIES											
National Land Commission		5									5
Tourism Council of Bhutan		2				1		2			5
Cabinet Secretariat		2									2
Gross National Happiness Commission		2									2
National Statistics Bureau		2									2
Office of the Attorney General		1			1						2
Royal Institute of Management		1				1					2
Bhutan Narcotic Control Agency		1									1

Cont...

TABLE - 43 LONG TERM TRAINING IMPLEMENTATED BY AGENCY (Jan- Dec 2015)

Agency	P.h.d	Masters	Specializa tion	P.G Diploma	Bachelor s	Diploma	Certificate	Non- Degree	Counterpart Training	Visiting Fellowship	Grand Total
Bhutan National Legal Institute		1									1
Bhutan Standards Bureau		1									1
Centre for Bhutan Studies and GNH Research		1									1
Drug Regulatory Authority		1									1
DZONGKHAGS											
Trashigang		11		2	10		1	1	4		28
Pemagatsetel		8		4	11				1		24
Punakha		9		3	7		1	1			20
Wangdue		9		1	8				1		19
Samtse		6			8	1		2	1		18
Chukha		7		3	3	1		1	2		17
Dagana		7			8		1				16
Lhuntse		8		1	3		1		2		15
Mongar		4			9	1			1		15
Sarpang		4		3	5	1					13
Zhemgang		6		5	1	1					13
Samdrup Jongkhar		7			3				2		12
Trashigang		6		1	3		1		1		12
Paro		7			4						11
Haa		4			6						10
Bumthang		1			7						8
Thimphu		1			5	1			1		8
Trongsa		5		1	1	1					8
Tsirang		4			2				2		8
Gasa		2			3						5
THROMDES											
Thimphu		10			10	1					21
Gelephu		2			4						6
Samdrupjongkhar					5						5
Phuentsholing		2		1	1						4
Grand Total	3	237	2	27	174	20	28	1	20	1	513

TABLE - 44 LONG TERM TRAINING BY SOURCE OF FUNDING
(January - December 2015)

Source of Funding	P.h.d	Masters	Specialization	P.G Diploma	Bachelors	Diploma	Certificate	Non-Degree	Counterpart Training	Visiting Fellowship	Grand Total
RGoB		84		25	131	5	8		20		273
Private Sponsors		16			35	7					58
Govt. of Australia:AusAID		26									26
TICA		19									19
Australian Govt/Endeavour		16				2					18
Others		8			7	1					16
Govt. of India:GOI		1	2				12				15
University Scholarship	2	8								1	11
ADB Japan Scholarship		9					1				10
TICA/RGOB		8									8
Trongsa Penlop Scholarship		5			1						6
Nehru-Wangchuck Scholarship		5									5
NFP		5									5
GOI/RGOB							4				4
Govt. of India:TCS/ITEC				2		2					4
NUFFIC		3									3
SDC & ADA		3									3
Austrian Development Agency		1				1					2
Govt. of Japan		1					1				2
Govt. of Singapore: Lee Kuan Yew Scholarship		2									2
JJ/WB		2									2
SDA		2									2
TCS Colombo Plan		1				1					2

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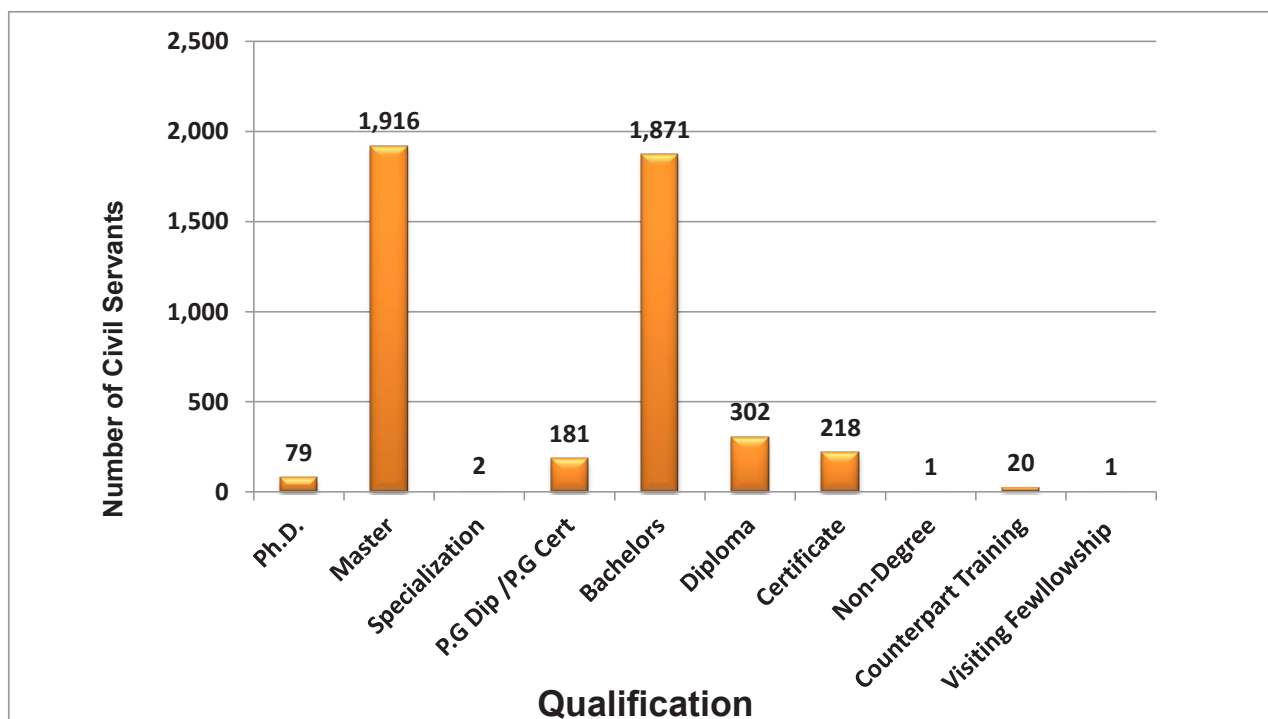
TABLE - 44 LONG TERM TRAINING BY SOURCE OF FUNDING
(January - December 2015)

Source of Funding	P.h.d	Masters	Specialization	P.G Diploma	Bachelors	Diploma	Certificate	Non-Degree	Counterpart Training	Visiting Fellowship	Grand Total
Chevening Scholarship		1									1
DANIDA/RGOB		1									1
Erasmus Mundus Scholarship		1									1
Global Korean Scholarship , Seoul		1									1
Govt. of Denmark: DANIDA		1									1
Govt. of Korea		1									1
Govt. of Sri Lanka		1									1
Govt. of Switzerland:SDC/Helvetas		1									1
Japan Society for the Promotion of Science(JSPS)	1										1
JICA/JOCV								1			1
KDI/SHRD		1									1
Monbukagakusho/ADB/Inter American Development Bank		1									1
SDC/Helvetas Project						1					1
UNESCO		1									1
USA: Humphry Scholarship								1			1
World Bank/Govt. of Japan		1									1
WTO								1			1
Grand Total	3	237	2	27	174	20	28	1	20	1	513

Table - 45 YEAR-WISE LONG-TERM TRAINING AVAILED BY THE CIVIL SERVANTS

Qualification	2008	2009	2010	2011	2012	2013	2014	2015	Total
Ph.D.	5	14	15	11	13	12	6	3	79
Master	107	225	246	223	309	219	350	237	1,916
Specialization								2	2
P.G Dip /P.G Cert	26	17	1	2	50		58	27	181
Bachelors	39	137	271	209	497	223	321	174	1,871
Diploma	14	53	51	35	76	32	21	20	302
Certificate	36	29	21	22	33	23	26	28	218
Non-Degree								1	1
Counterpart Training								20	20
Visiting Fewllowship								1	1
Grand Total	227	475	605	502	978	509	782	513	4,591

GRAPH- 19 LONG-TERM TRAINING AVAILED BY THE CIVIL SERVANTS (2008-2015)



**TABLE - 46 LONG TERM TRAINING IMPLEMENTATION
(July 2008 to December 2015)**

Type of Training	10 th FYP target	10th FYP Implemented		Jan - Dec 2015
		Total	Implementation (%)	
Ph.D	76	48	63.16	3
Master	1,134	1,192	105.11	237
Specialization				2
PGD/PGC	285	104	36.49	27
Bachelors	588	1,173	199.49	174
Diploma/Certificate	830	410	49.40	48
Non-Degree				1
Counterpart Training				20
Visiting Fellowship				1
Grand Total	2,913	2,927	100.48	513

TABLE - 47 SUPPLY PROJECTION OF UNIVERSITY GRADUATES IN SCARCE PROFESSIONS FOR THE CIVIL SERVICE

Sl. No	Degree	2016			2017			2018			TOTAL
		GOV	PVT	TOTAL	GOV	PVT	TOTAL	GOV	PVT	TOTAL	
Health											
1	MBBS	31	NA	31	38	NA	38	23	NA	23	92
2	BDS	7	NA	7	11	NA	11	2	NA	2	20
3	B.Sc. Nursing	30	NA	30	30	NA	30	0	NA	0	60
4	B.Sc. Pharmacy	8	NA	8	0	NA	0	0	NA	0	8
5	B.Sc. Physiotherapy	4	NA	4	3	NA	3	0	NA	0	7
6	B.Sc. Allied health Sciences	0	NA	0	0	NA	0	0	NA	0	0
7	B.Sc. Medical Lab. Technology	4	NA	4	4	NA	4	0	NA	0	8
8	B.Sc. Radio Technology	0	NA	0	0	NA	0	0	NA	0	0
9	B. Biomedical Engineering	3	NA	3	3	NA	3	0	NA	0	6
10	B. Medical Radio Imaging Tech.	2	NA	2	0	NA	0	0	NA	0	2
11	B.Sc. Nutrition and Diet	0	NA	0	0	NA	0	0	NA	0	0
12	Homeopathic Med. Surgery	0	NA	0	4	NA	4	0	NA	0	4
	Total	89	NA	89	93	NA	93	25	NA	25	207

Source : DAHE-MOE, RUB & RCSC

SECONDMENT

TABLE - 48 CIVIL SERVANTS ON SECONDMENT BY AGENCY

Agency	Seconded To					Grand Total
	National	NGO	National Proj./C	Pvt. School	SAARC	
Anti-Corruption Commission	1					1
Bhutan Narcotic Control Agency	1					1
Bhutan Standards Bureau	1					1
Chukha Dzongkhag	1					1
Dratshang Lhentshog	1					1
Dzongkha Development Commission	1					1
Gross National Happiness Commission	1					1
Haa Dzongkhag	1					1
His Majestys Secretariat	3					3
MOAF	5	1			1	7
MoE	11		1	2		14
MoEA	4		8			12
MoF	2		2		1	5
MoFA					1	1
MoH	3	2				5
MoHCA	3		4			7
MOIC	1					1
Mongar Dzongkhag	1					1
National Land Commission	1					1
Phuentsholing Thromde	1					1
Punakha Dzongkhag	1					1
Royal Audit Authority	1					1
Royal Civil Service Commission	1		1			2
Royal Court of Justice	1					1
Royal Institute of Management					1	1
Samtse Dzongkhag	1					1
Total	48	3	16	2	4	73

EXPATRIATES & INTERNATIONAL VOLUNTEERS

TABLE - 49 EXPATRIATES & INTERNATIONAL VOLUNTEERS

Expatriates	459
Regular	21
Contract	401
International Volunteers in the Civil Service	37

TABLE - 50 EXPATRIATES BY AGENCY AND EMPLOYMENT CATEGORIES

Agencies	Regular	Contract	TOTAL
Ministry of Agriculture and Forests		1	1
Ministry of Education		363	363
Ministry of Finance	3	1	4
Ministry of Foreign Affairs	2		2
Ministry of Health	7	28	35
Ministry of Home & Cultural Affairs	1		1
Ministry of Information & Communications		1	1
Ministry of Labour & Human Resources	2		2
Ministry of Works & Human Settlement	6	7	13
TOTAL	21	401	422
% of total Civil Service Strength	1.59%		

TABLE - 51 INTERNATIONAL VOLUNTEERS BY AGENCIES

Agencies	Volunteers				TOTAL
	Bhutan Canada Foundation Volunteers	FFT	JOCV	SV	
Ministry of Agriculture & Forests		1		1	2
Ministry of Education	14		6	2	22
Ministry of Economic Affairs				1	1
Ministry of Health			3	3	6
Bhutan Olympic Committee			1		1
Royal Civil Service Commission		1			1
Tourism Council of Bhutan		2			2
RSPN			1		1
RUB				1	1
Total	14	4	11	8	37

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

PART III: SOPTLINE ON BHUTAN CIVIL SERVICE EXAMINATION (BCSE)

1. Background

Civil Service recruitment examination for university graduates was introduced in 1983 with the objective of streamlining and instituting a proper selection system. Since then, it has undergone several reforms in 1989-1990, 1996 and 2002.

The major reform was introduced in 2005 whereby the recruitment at university graduates level was named as the 'Civil Service Common Examinations' providing a common platform within the following categories of graduates for recruitment into the Civil Service:

1. General Graduates
2. Technical Graduates

The 3rd category of examination for Dzongkha graduates wishing to join teaching and positions in the Agencies requiring Dzongkha subject specialization was introduced in 2008.

With five years of CSCE implementation experience and practical difficulties posed by the system due to ever increasing number of graduates appearing CSCE, the examination system was further reviewed by technical committee comprising 15 members from various stake holders under the guidance of the former Commission in 2010. The recruitment system at university graduates level was then renamed as 'Bhutan Civil Service Examination' (BCSE). One of the notable changes with the inception of BCSE is the introduction of the Preliminary Examination (PE). The objective of the PE to shortlist candidates for the Main Exam (ME) and ensure minimum standard required of a candidate.

2. Report on performance of graduates from different institutes: 2011–2015

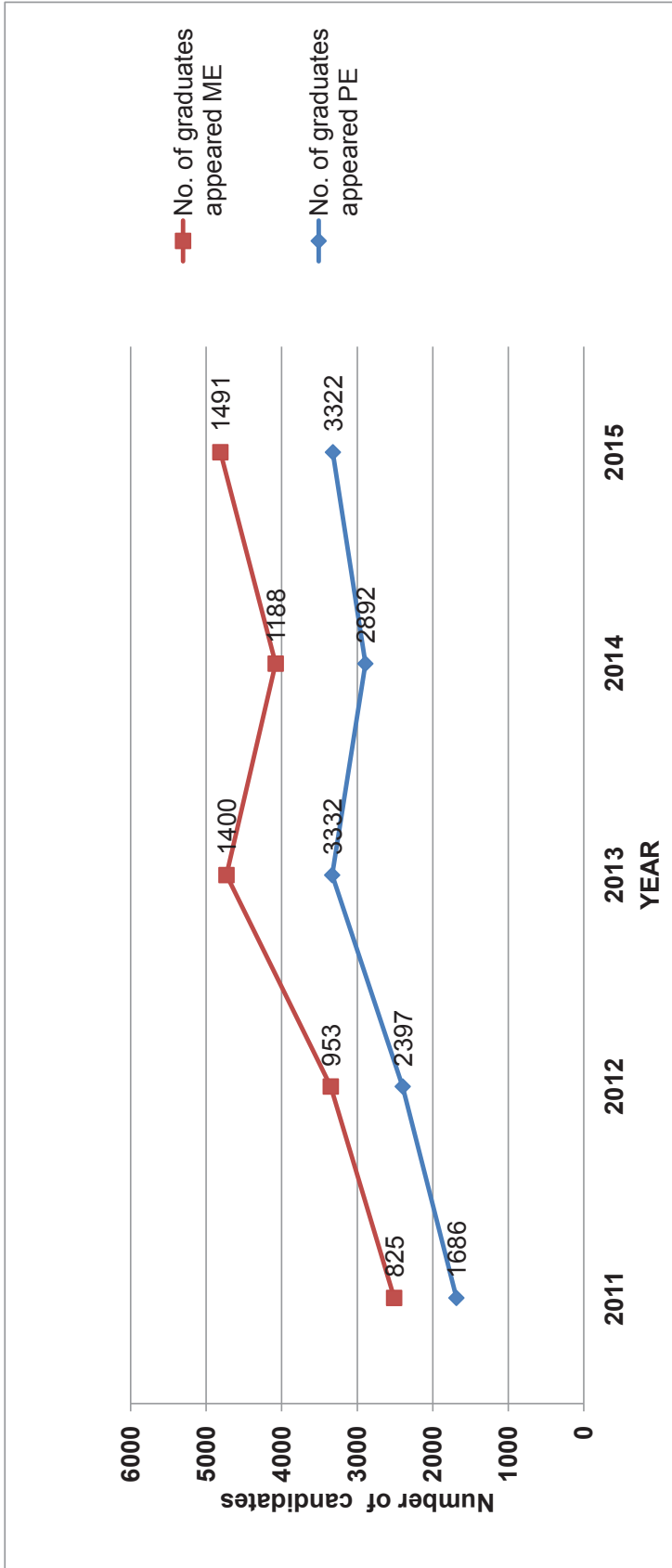
Given the lack of enough institutions for higher learning in the country, it is little surprising to note that there are candidates from a number of different institutions based in different countries besides those based within Bhutan appearing the BCSE. For example, there were 1686 candidates from 183 different institutions based in 12 different countries who appeared BCSE in 2011. Similarly, there were 2397 candidates who studied in 229 different institutions based in 11 different countries in 2012. In 2013, there were 288 institutions where 3332 candidates graduated from, which was the maximum. In 2014 and 2015, there were 2892 and 3322 candidates from 241 and 260 different institutions appearing BCSE respectively.

While there are a few candidates who studied in institutions based in countries such as Australia, Austria, Bangladesh, China, Cuba, England, Germany, Malaysia, Nepal, Netherlands, Singapore, South Korea, Sri Lanka, Thailand and USA, most candidates who study outside Bhutan are from institutions based in India.

As it is evident from the report, candidates from some institutions have consistently performed well in BCSE over different years. On the other hand, candidates from some other institutions have consistently performed poorly. During the reporting period, Sherubtse College has consistently topped in terms of the number of graduates being selected in the BCSE general category.

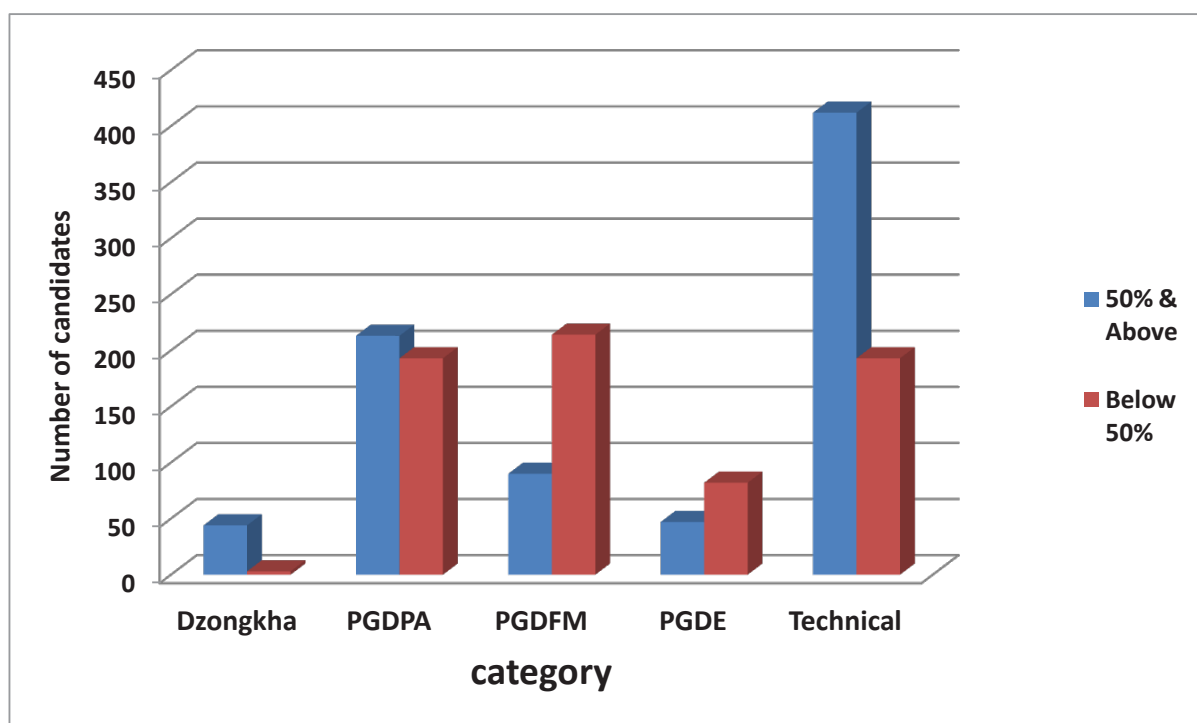
The performance of the candidates would, besides other factors, depend on the quality of teaching and learning in the respective institutions, calibre of the individual candidates, and availability of approved vacancies in the Civil Service during a particular year of examination.

3. Trend of graduates appearing BCSE (2011-2015)

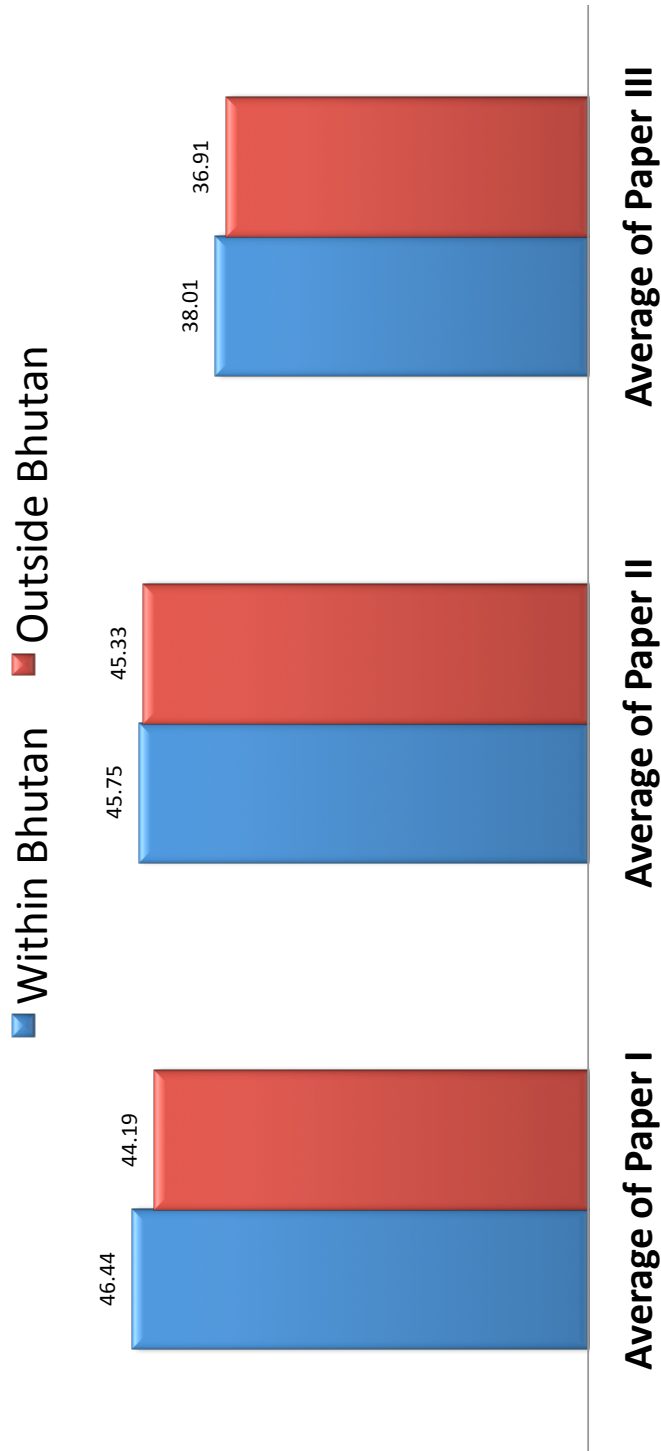


4. Summary of the overall performance-BCSE 2015

Category	No. of Candidates	50% & Above	Below 50%	Eligibility for Selection(EFS)%
Dzongkha	47	44	3	93.62%
PGDPA	406	213	193	52.46%
PGDFM	304	90	214	229.61%
PGDE	129	47	82	36.43%
Technical	605	412	193	68.10%



5. Comparison of written examination marks of candidates who studied within Bhutan & outside Bhutan (General Category)

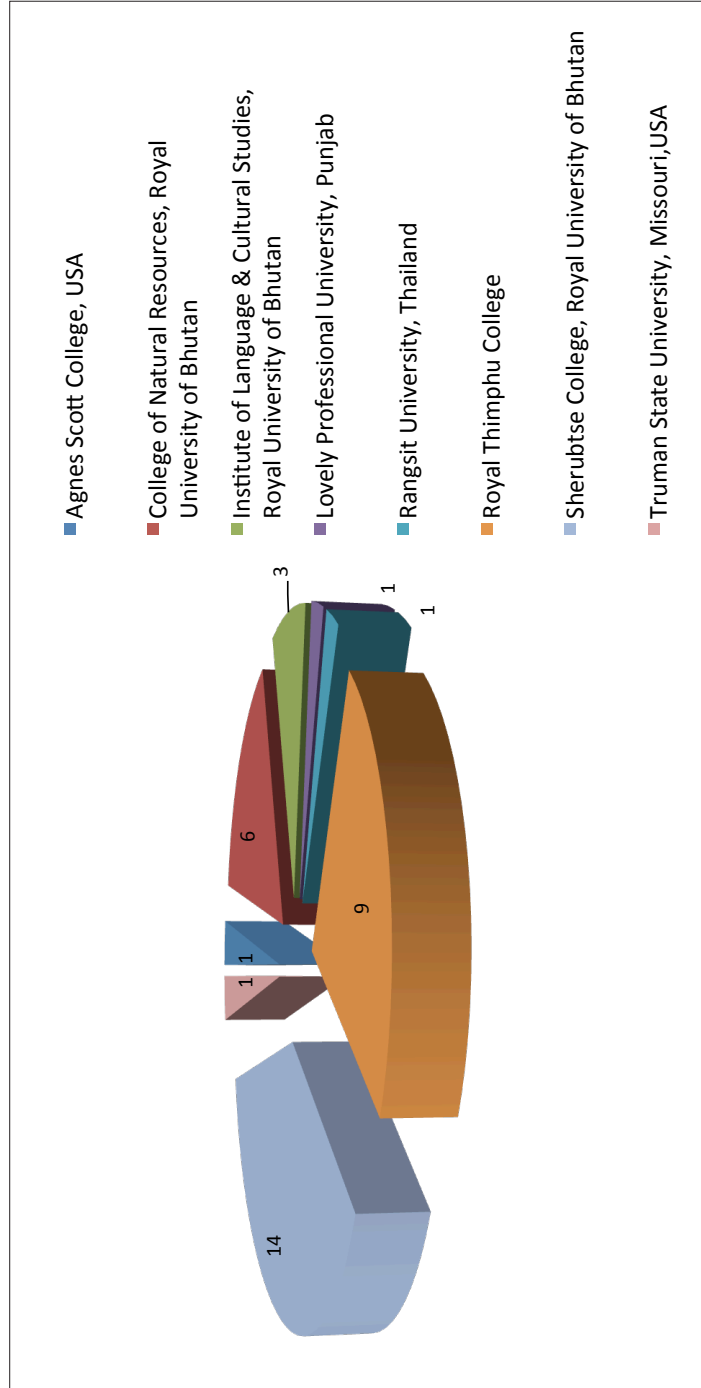


Paper I (Highest Mark=86.50; Lowest Mark=9) (Bhutan/Outside)

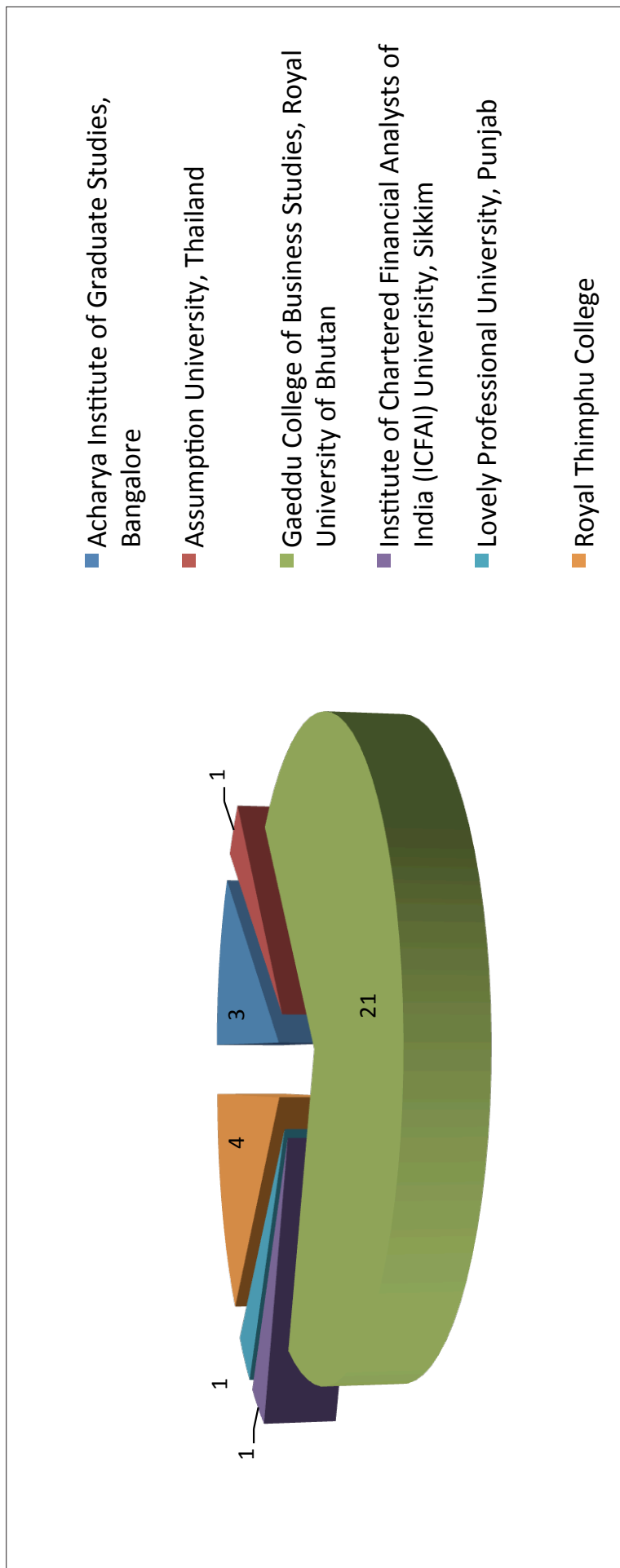
Paper II (Highest Mark=71.50; Lowest Mark=27.50) (Bhutan/Bhutan)

Paper III (Highest Mark=80.50; Lowest Mark=8.50) (Bhutan/Bhutan)

6. Colleges/universities where the top 36 graduates under PGDPA category have graduated from



7. Colleges/universities where the top 30 graduates under PGDFM category have graduated from

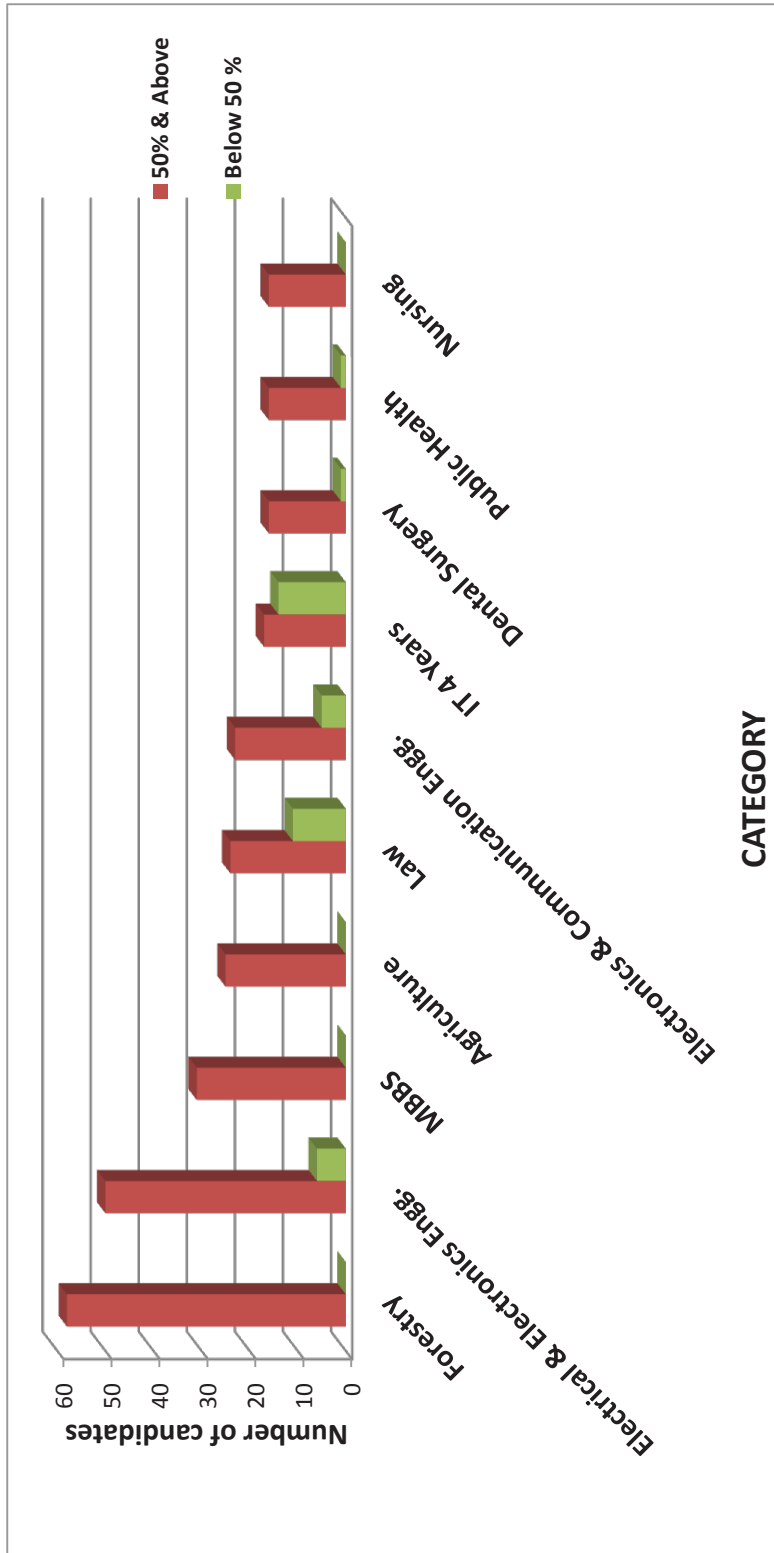


8. Performance of Technical Category (field wise)

SL. #	GRAUDATE CATEGORY	Total Candidates	MARK RANGE		VACANCY
			50% & Above	Below 50 %	
	Technical Positions				
1	Agriculture	25	25	0	6
2	Animal Science	16	13	3	8
3	Architecture	17	12	5	2
4	Biomedical Engg.	2	2	0	2
5	Biotechnology	7	7	0	1
6	Civil Engg.	130	13	117	37
7	Dental Surgery	17	16	1	7
8	Electrical & Electronics Engg.	56	50	6	4
9	Electronics & Communication Engg.	28	23	5	3
10	Environmental Science	6	6	0	2
11	Forestry	58	58	0	13
12	Geology	3	3	0	2
13	Horticulture	4	4	0	2
14	IT 4 Years	31	17	14	3

SL. #	GRAUDATE CATEGORY	Total Candidates	MARK RANGE		VACANCY
			50% & Above	Below 50 %	
16	Law	35	24	11	10
17	MBBS	31	31	0	31
18	MBBS + Comprehensive General Medicine	1	1	0	1
19	Mechanical Engineering	7	5	2	2
20	Medical Laboratory Technology	15	14	1	6
21	Nursing	16	16	0	16
22	Nutrition and Dietetics	3	3	0	2
23	Pharmacy	10	8	2	10
24	Physiotherapy	3	3	0	3
25	Public Health	17	16	1	11
26	Radiology and Imaging Science Technology	1	1	0	1
27	Statistics	2	2	0	2
28	Traditional Medicine	9	9	0	5
29	Urban Planning	16	11	5	10
30	Vet. Sc & Animal Health	3	3	0	3

9. Performance of Technical Category -fieldwise (Top 10 fields)



10. Comparison of overall Eligibility for Selection (EFS) percentage with BCSE 2014

Year	Category	50% & above	Below 50%
BCSE 2015	Dzongkha	93.62%	6.38%
	General	41.72%	58.28%
	Technical	68.10%	31.90%
BCSE 2014	Dzongkha	100%	0%
	General	48%	52%
	Technical	78%	22%

Dzongkha category overall EFS percentage has gone down by 6.38%

General category overall EFS percentage has gone down by 6.28%

Technical category overall EFS percentage has gone down by 9.9%

