CIVIL SERVICE STATISTICS

DECEMBER 2017

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Introduction

This report presents an overview of the Civil Service Statistics as on 31st December 2017. It includes data on civil servants recruited as regular and contract under Judiciary, Legislative, Constitutional (except Election Commission of Bhutan), Ministries, Autonomous Agencies, Dzongkhags, Thromdes and civil servants seconded to Non-civil Service Agencies.

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

The data is organised and presented in 56 tables and 15 graphs. The number of civil servants is disaggregated by Position Category and Position Level, and Major Occupational Groups and Sub-groups which reflects the overview of the Civil Service structure.

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

The report also contains data on Human Resource actions including recruitment, promotion and separation. The trend on recruitment and separation provides an overview of the growth in the Civil Service.

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

The long-term training implementation status provides data on progress that has been made till 31st December 2017. The data on civil servants pursuing higher education by type of training and by country were also made available, which makes easier for effective monitoring.

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

Part I – Overview of the Report

General

The strength of the Civil Service has been increasing steadily since 1998. The size of the Civil Service as on 31st December, 2017 was 28,070 comprising of 25,570 regular civil servants and 2,500 on contract. Most civil servants on contract are in a teaching profession.

There has been a significant growth in the size of Civil Service over a period of 10 years. The cumulative growth in the Civil Service strength as on 31st December 2017 compared to the strength on 31st December 2008 is 41.42%. The annual growth for the year 2017 was 3.9% as compared to 1.6% in 2016, 1.1% in 2015, 4.00% in 2014, 4.25% in 2013, 4.86% in 2012, and 2.84% in 2011.

The civil servants under the Dzongkhag and Thromde Administrations had increased steadily from 54.63% in December 2010 to 57.77% in 2011 and to 57.11% in 2012. It declined to 55.77% in 2013 and rose to 57.12% in 2014, 57.14% in 2015, 58.14% in 2016, and 58.67% in 2017 (Table 14).

As on 31st December 2017, the number of civil servants constituted 3.60% of the country's population (Table 2). The ratio of civil servants to population was 1:28. Female Civil Servants constituted 36.43% of the total Civil Service strength (Table 22), an increase of 6.67% from 2016.

During January to December 2017, a total of 2,464 civil servants were recruited, 4, 149 promoted, 782 separated. There was a net increase of 1,682 Civil Servants (Graph 12).

The median age in the Civil Service was 34 years. About 75% of the civil servants were below the age of 40 years (Graph 7).

Position Category and Position Level

As on 31st December 2017, there were 13,394 (47.72%) civil servants in Professional and Management Position Category as compared to 12,169 (43.35%) in Supervisory and Support Position Category, and 2,232 (7.95%) in Operational Position Category. There were 159 (0.57%) civil servants in Executive Position and 116 (0.41%) in Specialist Position (Table 3).

Employment Type

There were 25,570 regular civil servants equivalent to 91.09% and 2,500 on contract equivalent to 8.91% (Table 1). By working agency, the Ministry of Agriculture and Forests had the highest number of regular civil servants with 2,869 followed by Trashigang Dzongkhag with 1,222 (Table 6). As a Parent Agency, the Ministry of Education had the highest number of contract civil servants with 1,585 followed by Ministry of Home and Cultural Affairs with 271 (Table 7).

Besides regular and contract civil servants, there were 2,598 as Elementary Service Personnel (ESP) and 2,010 as General Service Personnel (GSP), who are not considered as civil servants, and therefore kept outside the total strength of the Civil Service.

Agency

By Working Agency, the Ministry of Agriculture and Forests had the highest number of Civil Servants with 2,915 constituting 10.27% of the total strength. It was followed by Trashigang Dzongkhag with 1,416 constituting 5.04%, Samtse Dzongkhag with 1,246 constituting 4.44%, and Ministry of Health with 1,245 constituting 4.44%.

By Parent Agency, the Ministry of Education had the highest number of civil servants with 11,039 constituting 39.33% of the total strength of the Civil Service. It was followed by the Ministry of Health with 4,247 constituting 15.13%, and Ministry of Agriculture and Forests with 3,480 constituting 12.40% (Table 7).

Location

Civil servants by location refers to civil servants located within the perimeter of a Dzongkhag but not necessarily under Dzongkhag Administration.

By location, Thimphu Dzongkhag had 8,138 civil servants which included civil servants of all Central Agencies located within the perimeter of Thimphu Dzongkhag. It was followed by Chhukha with 2,027, and Sarpang with 1,773. Gasa Dzongkhag had the least number of 285 civil servants (Table 15).

As on 31st December 2017, 58.67% of the civil servants was under Dzongkhag and Thromde Administrations (Table 14). Although by location, Thimphu Dzongkhag had highest number of 8,138, only 450 civil servants were actually under Dzongkhag Administration. Thimphu Thromde had 1,219 civil servants and the rest remaining was under Ministries and Central Agencies (Table 16).

Under Dzongkhag Administration, the highest number of civil servants were under Trashigang with 1,416 followed by Samtse with 1,246, and Chhukha with 1,038. The other Dzongkhag Administrations had lesser number with least number of 182 civil servants under Gasa Dzongkhag Administration (Table 17).

Major Occupational Groups

Amongst the 19 Major Occupational Groups, the Education and Training Services had the highest number of Civil Servants with 9,051 constituting 32.24%. It was followed by the General Administration and Support Services with 4,694 constituting 16.72% and Medical and Health Services with 3,184 constituting 11.34%. The Arts, Culture & Literacy Services had the least number of 78 constituting 0.27% of the total strength (Table 19 and Graph 4).

Gender

Of the total of 28,070 civil servants, 10,225 were female civil servants constituting 36.42% of the total strength of the Civil Service (Table 22).

Among the Major Occupational Groups, the highest numbers of female civil servants were in the Education and Training Services with 3,680 constituting 13.11% of the total strength and 35.99% within the MOG. It was followed by General Administration and Support Services with 1,720 constituting 6.13% and Medical and Health Services with 1,441 constituting 5.13% (Table 23).

Age Groups

About 75% of the civil servants were below the age of 40 years as on 31st December 2017. Around 25% of civil servants were younger than 29 years. The median age of female civil servants was 32 years. The female civil servants were three years younger than the male civil servants on an average in the civil service.

A total of 7,045 civil servants equivalent to 25.10% fell under 30-34 years age group, followed by 6,297 civil servants equivalent to 22.43% under 25-29 years age group. A small percentage (2.13%) of civil servants was under 50 – 54 age group (Table 24).

Recruitment

From January to December 2017, a total of 2,464 civil servants were recruited, the highest being in Administration and Support Services with 770, followed by Education and Training Services Group with 577 and Medical and Health Services Group with 288 new recruits (Table 27).

Promotion

A total of 4,149 civil servants were promoted from January to December 2017. It included 31 in Executive Positions, 18 in Specialist Positions, 2,230 in Professional and Management Position, 1,600 in Supervisory and Support Position, and 270 in Operational Position (Table 30).

Separation

From January to December 2017, a total of 782 civil servants were separated of which five were from Executive & Specialist, 436 from Professional and Management, 244 from Supervisory and Support, and 97 from Operational Category respectively (Table 31).

Regular Civil Servants by Qualification

Of the total of 25,570 regular civil servants, majority (7,583 equivalent to 29.66%) had the Bachelor's degree, and only 37 equivalents to 0.14% had the PhD (Table 37). In terms of qualification, 92.31% civil servants met the minimum qualification criteria as per the Position Directory of the BCSR 2018.

Long-Term Training

During January to December 2017, a total of 499 civil servants were sent for long-term training. More than 65% of them availed for Master's degree. Out of 490 civil servants, 155 civil servants were under mixed mode category.

As on 31st December 2017, a total of 1, 613 civil servants were undergoing long-term training, mostly in Bhutan, India and Australia (Table 42).

Secondment

As on 31st December 2017, there were 110 civil servants on Secondment. Of the total, 10 were seconded to non-civil service agencies (Table 48).

Extra-Ordinary Leave

A total of 420 civil servants availed Extra-Ordinary Leave as on December 2017. The highest number was at P4 position level which accounted to 109 civil servants and followed by 106 civil servants at P3 (Table 49).

Super Structure

Amongst the five Super Structure groups, the Technical Service had the highest number of civil servants with 11,038 (39.32%), and the least number in Executive and Specialist Service with 274 (0.96%).

Volunteers

There were 69 volunteers out of whom 38 were Japan Overseas Co-operation Volunteers (JOCV). The Ministry of Education recruited the highest international volunteers (Table-52).

Part II - Detailed Statistics

General

Table 1

Summary

Category	As of 31st December 2017	%
Regular (Bhutanese)	**25,563**	**91.07%**
Regular (Non-Bhutanese)	**7**	**0.02%**
Contract (Bhutanese)	**2,318**	**8.26%**
Contract (Non-Bhutanese)	**182**	**0.65%**
Total Civil Service Strength	**28,070**	**100%**
Total Regular	**25,570**	**91.09%**
Total Contract	**2,500**	**8.91%**
Total Female Civil Servants	**10,225**	**36.43%**
Total Male Civil Servants	**17,845**	**63.57%**
Total Civil Servants located in Thimphu	**8,138**	**28.99%**
Total Civil Servants outside Thimphu	**19,842**	**70.69%**
Total Civil Servants located outside the Country	**90**	**0.32%**
Total Civil Servants under Dzongkhag Administration & Thromde	**16,470**	**58.67%**
Total Expatriates in the Civil Service	**189**	**0.67%**
International Volunteers	**69**	**0.25%**

The cummulative figures of Elementary Service Personnel and General Service Personnel as on 31st December 2017 are as follows:

1. Elementary Service Personnel1 : 2,598
2. General Service Personnel2 : 2,010

[1&2] Source: Department of Public Accounts, MoF

Table 2

Proportion of Civil Servants to Population

Year	Number of civil servants	Population[1]	%	Civil Servant to Population Ratio
2008	19,848	671,083	**2.96%**	1:34
2009	21,113	683,407	**3.09%**	1:32
2010	22,512	695,822	**3.24%**	1:31
2011	23,151	708,265	**3.27%**	1:31
2012	24,275	720,679	**3.37%**	1:30
2013	25,306	733,004	**3.45%**	1:29
2014	26,320	745,153	**3.53%**	1:28
2015	26,611	757,042	**3.52%**	1:28
2016	27,029	768,577	**3.52%**	1:28
2017	28,070	779,666	**3.60%**	1:28

[1]Source: Population Projections of Bhutan 2005 - 2030, NSB.

Table 3

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

Position Category	<10			10-19			20-30			>30			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Executive and Specialists		8	8	31		31	165		165	71		71	275
Professional & Management	6,629	935	7,564	3,881	63	3,944	1,402	46	1,448	424	14	438	13,394
Supervisory & Support	5,035	928	5,963	3,889	10	3,899	1,709	1	1,710	597		597	12,169
Operational	701	484	1,185	757	10	767	254	1	255	25		25	2,232
Total	**12,365**	**2,355**	**14,720**	**8,558**	**83**	**8,641**	**3,530**	**48**	**3,578**	**1,117**	**14**	**1,131**	**28,070**

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

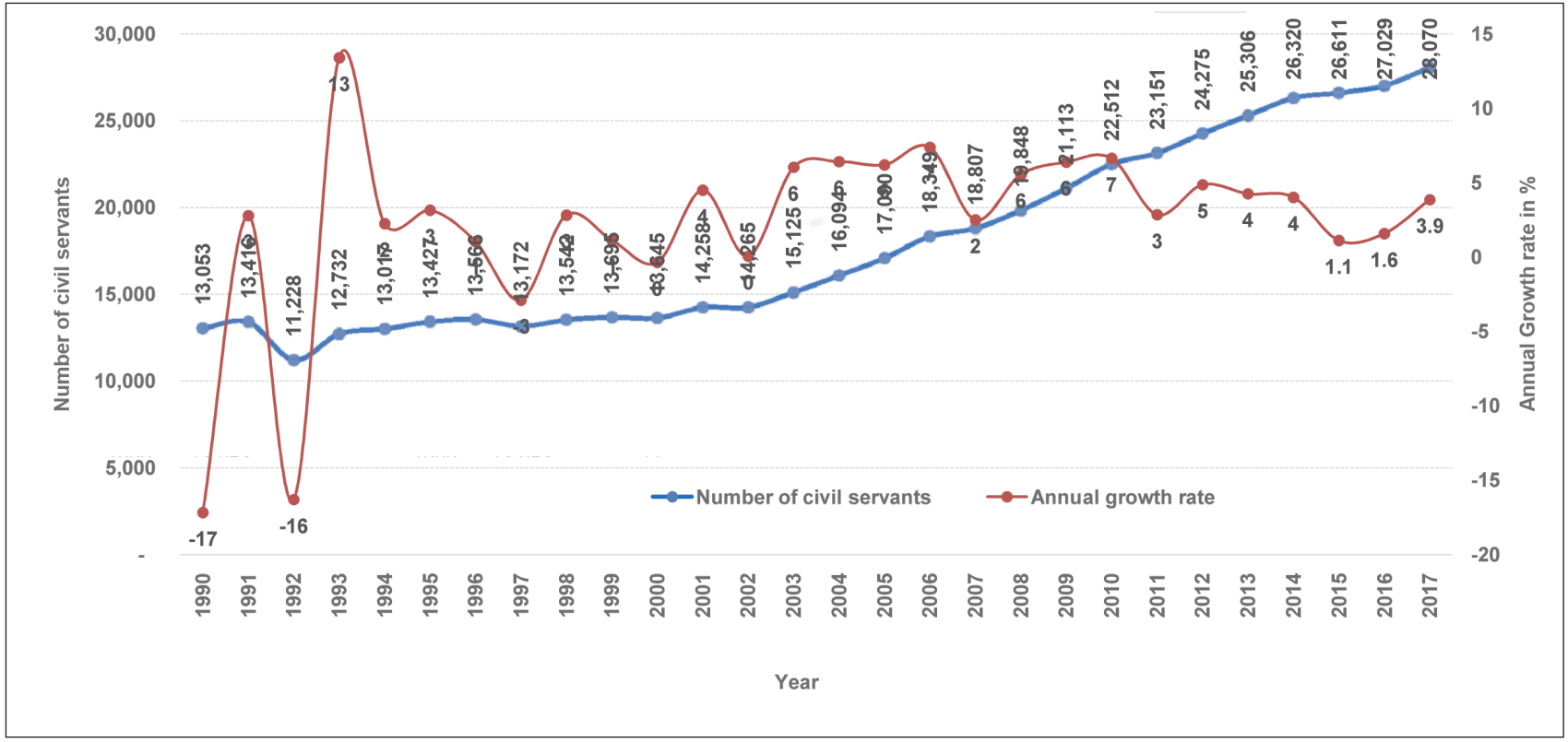
Table 4

Number of Civil/Public Servants Conferred the Royal Civil Service Award 2017

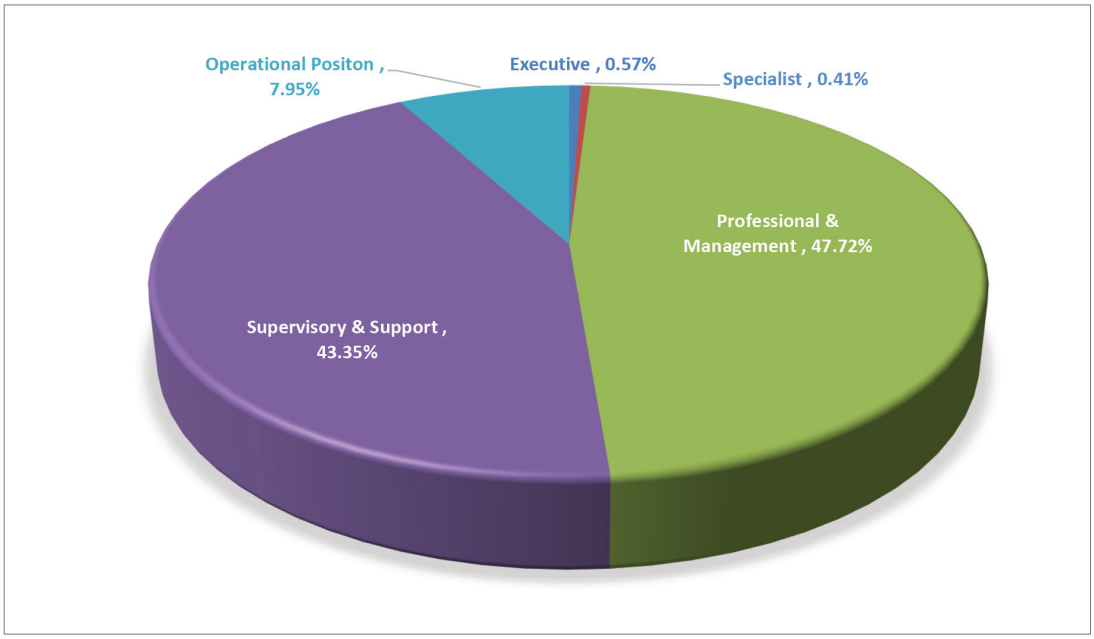
Category of Awards	Civil Service	Public Service	Total
Lifetime Services (Gold)	223	27	250
30 Years and above (Gold)	254	43	297
20 Years and above (Silver)	450	137	587
10 Years and above (Bronze)	1,433	324	1,757
Total	**2,360**	**531**	**2,891**

Graph 1

Civil Service Staffing Trend (1990 -2017)



Graph 2
Civil Servants by Position Category (in %)



Graph 3
Civil Servants by Position Category (2013 -2017)

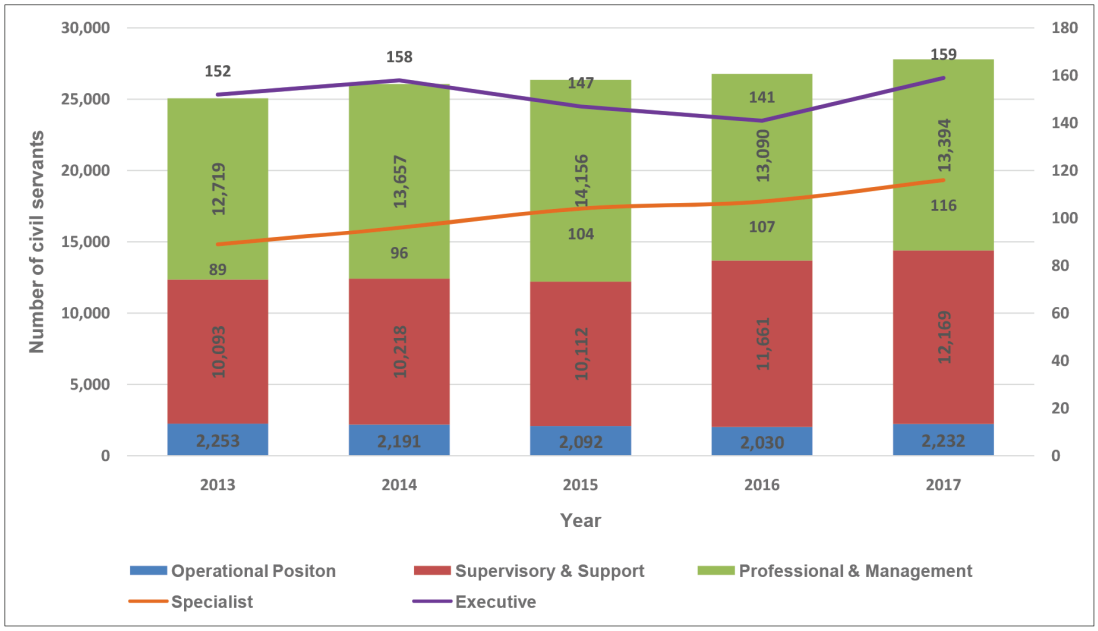


Table 5
Civil Servants by Position Category and Employment Type

Position Category & Position Level	2013			2014			2015			2016			2017		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
Executive															
No Level[1]	5	0	5	10		10	5		5	3		3	3		3
EX1	27	0	27	27		27	28		28	25		25	25		25
EX2	37	1	38	45	1	46	48	2	50	47	2	49	58	1	59
EX3	82	0	82	74	1	75	62	2	64	62	2	64	68	4	72
Total	**151**	**1**	**152**	**156**	**2**	**158**	**143**	**4**	**147**	**137**	**4**	**141**	**154**	**5**	**159**
Specialist															
ES1	3	0	3	1		1	2		2	3		3	5	1	6
ES2	11	1	12	22	1	23	26	1	27	32	2	34	36	1	37
ES3	73	1	74	71	1	72	74	1	75	69	1	70	72	1	73
Total	**87**	**2**	**89**	**94**	**2**	**96**	**102**	**2**	**104**	**104**	**3**	**107**	**113**	**3**	**116**
Professional & Management Category															
P1	413	7	420	531	9	540	658	10	668	850	16	866	944	18	962
P2	976	12	988	1,197	18	1,215	1,326	19	1,345	1,560	25	1,585	1,720	29	1,749
P3	1,825	69	1,894	2,017	71	2,088	2,214	71	2,285	2,737	96	2,833	3,202	74	3,276
P4	3,411	235	3,646	4,299	240	4,539	4,746	225	4,971	3,990	211	4,201	3,853	116	3,969
P5	5,583	188	5,771	5,088	187	5,275	4,724	163	4,887	2,925	680	3,605	2,617	821	3,438
Total	**12,208**	**511**	**12,719**	**13,132**	**525**	**13,657**	**13,668**	**488**	**14,156**	**12,062**	**1,028**	**13,090**	**12,336**	**1,058**	**13,394**

Cont.

Table 5 cont.

Position Category & Position Level	2013			2014			2015			2016			2017		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
Supervisory &Support Category															
SS1										2		2	26		26
SS2										187	2	189	272	2	274
SS3										815		815	858		858
SS4										1,229	19	1,248	1,355	15	1,370
S1	2,117	37	2,154	2,258	43	2,301	2,428	242	2,670	2,417	42	2,459	2,561	44	2,605
S2	2,367	16	2,383	2,391	21	2,412	2,222	23	2,245	2,082	258	2,340	2,057	44	2,101
S3	1,653	6	1,659	1,684	7	1,691	1,772	7	1,779	1,838	8	1,846	1,943	12	1,955
S4	1,756	42	1,798	2,025	32	2,057	2,030	31	2,061	1,710	37	1,747	1,488	32	1,520
S5	1,885	214	2,099	1,517	240	1,757	1,150	207	1,357	745	270	1,015	670	790	1,460
Total	**9,778**	**315**	**10,093**	**9,875**	**343**	**10,218**	**9,602**	**510**	**10,112**	**11,025**	**636**	**11,661**	**11,230**	**939**	**12,169**
Operational Category															
O1	723	2	725	723	4	727	720	4	724	793	5	798	846	5	851
O2	442	33	475	430	34	464	402	35	437	319	82	401	286	129	415
O3	349	0	349	389		389	395		395	412	1	413	419	2	421
O4	650	54	704	559	52	611	485	51	536	309	109	418	186	359	545
Total	**2,164**	**89**	**2,253**	**2,101**	**90**	**2,191**	**2,002**	**90**	**2,092**	**1,833**	**197**	**2,030**	**1,737**	**495**	**2,232**
Grand Total	**24,388**	**918**	**25,306**	**25,358**	**962**	**26,320**	**25,517**	**1,094**	**26,611**	**25,161**	**1,868**	**27,029**	**25,570**	**2,500**	**28,070**

Note: R= Regular, C=Contract

[1]Eminent Members of the National Council

Table 6
Civil Servants by Working Agency and Employment Type

Working Agency	Regular			Contract			Grand Total	% Against Total
	B	NB	Total	B	NB	Total		
His Majesty's Secretariat	41		**41**	27		**27**	**68**	**0.24%**
Secretariat of His Majesty The Fourth Druk Gyalpo	13		**13**	16		**16**	**29**	**0.10%**
Judiciary								
Royal Court of Justice	449		**449**	16		**16**	**465**	**1.66%**
Supreme Court of Bhutan	2		**2**				**2**	**0.01%**
Legislative								
National Assembly Secretariat	48		**48**	37		**37**	**85**	**0.30%**
National Council Secretariat	39		**39**	22		**22**	**61**	**0.22%**
Constitutional								
Royal Audit Authority	238		**238**	11		**11**	**249**	**0.89%**
Anti-Corruption Commission	99		**99**	7		**7**	**106**	**0.38%**
Royal Civil Service Commission	85		**85**	3		**3**	**88**	**0.31%**
Ministry								
Ministry of Agriculture and Forests	2,868	1	**2,869**	46		**46**	**2,915**	**10.38%**
Ministry of Health	1,194	1	**1,195**	39	11	**50**	**1,245**	**4.44%**
Ministry of Finance	871		**871**	34	1	**35**	**906**	**3.23%**
Ministry of Works & Human Settlement	653	1	**654**	9	3	**12**	**666**	**2.37%**
Ministry of Home & Cultural Affairs	540		**540**	11		**11**	**551**	**1.96%**
Ministry of Information & Communications	458		**458**	30	1	**31**	**489**	**1.74%**
Ministry of Economic Affairs	483		**483**	2		**2**	**485**	**1.73%**
Ministry of Labour & Human Resources	357		**357**	11		**11**	**368**	**1.31%**
Ministry of Education	229		**229**	14	3	**17**	**246**	**0.88%**

Cont.

Table 6 cont.

Working Agency	Regular			Contract			Grand Total	% Against Total
	B	NB	Total	B	NB	Total		
Ministry of Foreign Affairs	187	2	**189**	7		**7**	**196**	**0.70%**
Agency								
Jigme Dorji Wangchuk National Referral Hospital	992		**992**	48	8	**56**	**1,048**	**3.73%**
National Land Commission	222		**222**	12		**12**	**234**	**0.83%**
National Center for Hydrology and Meteorology	171		**171**		1	**1**	**172**	**0.61%**
Tourism Council of Bhutan	77		**77**	2		**2**	**79**	**0.28%**
Dratshang Lhentshog	48		**48**	28		**28**	**76**	**0.27%**
Gross National Happiness Commission	66		**66**				**66**	**0.24%**
Royal Institute of Management	61		**61**	2		**2**	**63**	**0.22%**
Office of the Attorney General	59		**59**	1		**1**	**60**	**0.21%**
Bhutan Standards Bureau	54		**54**				**54**	**0.19%**
National Environment Commission	52		**52**	1		**1**	**53**	**0.19%**
Bhutan Narcotic Control Authority	26		**26**	26		**26**	**52**	**0.19%**
Royal Education Council	41		**41**	8		**8**	**49**	**0.17%**
Cabinet Secretariat	43		**43**	2		**2**	**45**	**0.16%**
National Statistics Bureau	39		**39**				**39**	**0.14%**
Bhutan Council for School Examinations and Assessment	37		**37**				**37**	**0.13%**
Bhutan Information Communications & Media Authority	30		**30**	1		**1**	**31**	**0.11%**
Drug Regulatory Authority	30		**30**	1		**1**	**31**	**0.11%**
Dzongkha Development Commission	30		**30**				**30**	**0.11%**
Centre for Bhutan Studies and GNH Research	24		**24**	4		**4**	**28**	**0.10%**
Construction Development Board	25		**25**	1		**1**	**26**	**0.09%**
National Commission for Women & Children	21		**21**	1		**1**	**22**	**0.08%**

Cont.

Table 6 cont.

Working Agency	Regular			Contract			Grand Total	% Against Total
	B	NB	Total	B	NB	Total		
Bhutan Olympic Committee	19		**19**				**19**	**0.07%**
Bhutan National Legal Institute	17		**17**	1		**1**	**18**	**0.06%**
Royal Privy Council	11		**11**				**11**	**0.04%**
Bhutan Medical Health Council	10		**10**				**10**	**0.04%**
Bhutan Health Trust Fund	7		**7**				**7**	**0.02%**
Civil Society Organization Authority	4		**4**				**4**	**0.01%**
Dzongkhag								
Trashigang	1,222		**1,222**	185	9	**194**	**1,416**	**5.04%**
Samtse	1,090	1	**1,091**	124	31	**155**	**1,246**	**4.44%**
Chhukha	877	1	**878**	147	13	**160**	**1,038**	**3.70%**
Mongar	776		**776**	186	5	**191**	**967**	**3.44%**
Paro	878		**878**	40	7	**47**	**925**	**3.30%**
Wangdue Phodrang	760		**760**	40	2	**42**	**802**	**2.86%**
Dagana	637		**637**	133	2	**135**	**772**	**2.75%**
Samdrup Jongkhar	636		**636**	123	9	**132**	**768**	**2.74%**
Sarpang	697		**697**	61	9	**70**	**767**	**2.73%**
Pemagatsel	596		**596**	127	2	**129**	**725**	**2.58%**
Punakha	677		**677**	29	8	**37**	**714**	**2.54%**
Zhemgang	539		**539**	132	1	**133**	**672**	**2.39%**
Trashiyangtse	518		**518**	99	1	**100**	**618**	**2.20%**
Tsirang	543		**543**	60	1	**61**	**604**	**2.15%**
Lhuentse	441		**441**	83		**83**	**524**	**1.87%**
Bumthang	462		**462**	47		**47**	**509**	**1.81%**

Cont.

Table 6 cont.

Working Agency	Regular			Contract			Grand Total	% Against Total
	B	NB	Total	B	NB	Total		
Trongsa	408		**408**	67	1	**68**	**476**	**1.70%**
Thimphu	408		**408**	38	4	**42**	**450**	**1.60%**
Haa	339		**339**	50	1	**51**	**390**	**1.39%**
Gasa	162		**162**	20		**20**	**182**	**0.65%**
Thromde								
Thimphu	1,177		**1,177**	22	20	**42**	**1,219**	**4.34%**
Phuentsholing	285		**285**	10	20	**30**	**315**	**1.12%**
Gelephu	208		**208**	8	5	**13**	**221**	**0.79%**
Samdrup Jongkhar	141		**141**	6	3	**9**	**150**	**0.53%**
Non-civil service agency								
Defence[1]	9		**9**				**9**	**0.03%**
Non Governemental Organizations	3		**3**				**3**	**0.01%**
Corporations	2		**2**				**2**	**0.01%**
International Organizations	1		**1**				**1**	**0.00%**
Government Agency Outside Civil Service	1		**1**				**1**	**0.00%**
Total	**25,563**	**7**	**25,570**	**2,318**	**182**	**2,500**	**28,070**	**100.00%**

Note: B: Bhutanese, NB: Non Bhutanese

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

Table 7
Civil Servants by Parent Agency and Employment Type

Parent Agency	Regular			Contract			Grand Total	% Against Total
	B	NB	Total	B	NB	Total		
His Majesty's Secretariat	22		22	27		27	49	0.17%
Secretariat of His Majesty The Fourth Druk Gyalpo	11		11	16		16	27	0.10%
Judiciary								
Royal Court of Justice	409		409	19		19	428	1.52%
Supreme Court of Bhutan	4		4				4	0.01%
Legislative								
National Assembly Secretariat	37		37	37		37	74	0.26%
National Council Secretariat	31		31	22		22	53	0.19%
Constitutional								
Royal Audit Authority	221		221	11		11	232	0.83%
Royal Civil Service Commission	177		177	3		3	180	0.64%
Anti-Corruption Commission	90		90	6		6	96	0.34%
Ministry								
Ministry of Education	9,454		9,454	1,441	144	1,585	11,039	39.33%
Ministry of Health	4,079	3	4,082	142	23	165	4,247	15.13%
Ministry of Agriculture and Forests	3,433		3,433	47		47	3,480	12.40%
Ministry of Finance	1,633	1	1,634	38	1	39	1,673	5.96%
Ministry of Works & Human Settlement	1,496	1	1,497	29	7	36	1,533	5.46%
Ministry of Home & Cultural Affairs	1,230		1,230	271		271	1,501	5.35%
Ministry of Information & Communications	698		698	37	2	39	737	2.63%
Ministry of Economic Affairs	439		439	1		1	440	1.57%
Ministry of Labour & Human Resources	326		326	11		11	337	1.20%
Ministry of Foreign Affairs	153	2	155	7		7	162	0.58%

Table 7 cont.

Parent Agency	Regular			Contract			Grand Total	% Against Total
	B	NB	Total	B	NB	Total		Cont.
Agency								
National Land Commission	416		416	14		14	430	1.53%
National Center for Hydrology and Meteorology	168		168		1	1	169	0.60%
Office of the Attorney General	136		136	1		1	137	0.49%
Jigme Dorji Wangchuk National Referral Hospital	63		63	41	3	44	107	0.38%
Gross National Happiness Commission	95		95				95	0.34%
Dratshang Lhentshog	42		42	28		28	70	0.25%
Tourism Council of Bhutan	65		65	2		2	67	0.24%
National Environment Commission	66		66	1		1	67	0.24%
Royal Institute of Management	53		53	2		2	55	0.20%
Bhutan Standards Bureau	51		51				51	0.18%
National Statistics Bureau	50		50				50	0.18%
Bhutan Narcotic Control Authority	20		20	26		26	46	0.16%
Royal Education Council	36		36	7		7	43	0.15%
Cabinet Secretariat	32		32	2		2	34	0.12%
Bhutan Council for School Examinations and Assessment	28		28				28	0.10%
Drug Regulatory Authority	27		27	1		1	28	0.10%
Centre for Bhutan Studies and GNH Research	22		22	4		4	26	0.09%
Bhutan Information Communications & Media Authority	24		24	1		1	25	0.09%
Dzongkha Development Commission	25		25				25	0.09%
Construction Development Board	18		18	1		1	19	0.07%
National Commission for Women & Children	17		17	1		1	18	0.06%
Bhutan Olympic Committee	16		16				16	0.06%
Royal Privy Council	10		10				10	0.04%
Bhutan National Legal Institute	8		8	1		1	9	0.03%
Bhutan Medical Health Council	8		8				8	0.03%

Table 7 cont.

Parent Agency	Regular			Contract			Grand Total	% Against Total
	B	NB	Total	B	NB	Total		
								Cont.
Bhutan Health Trust Fund	6		6				6	0.02%
Civil Society Organization Authority	3		3				3	0.01%
Thromde								
Thimphu	64		64	10		10	74	0.26%
Gelephu	19		19	6		6	25	0.09%
Samdrup Jongkhar	16		16	3		3	19	0.07%
Phuentsholing	16		16	1	1	2	18	0.06%
Total	**25,563**	**7**	**25,570**	**2,318**	**182**	**2,500**	**28,070**	**100.00%**

Note: B: Bhutanese, NB: Non Bhutanese

Table 8
Civil Servants by Working Agency and Position Level

Working Agency	NA[1]	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3
His Majesty's Secretariat		2	2	3			1	7	3	5
Secretariat of His Majesty The Fourth Druk Gyalpo		2		2				1	3	1
Judiciary										
Royal Court of Justice									1	20
Supreme Court of Bhutan										
Legislative										
National Assembly Secretariat		1		1					4	2
National Council Secretariat	3	1		1					1	2
Constitutional										
Royal Audit Authority				3	1			12	22	24
Anti-Corruption Commission				3				7	7	10
Royal Civil Service Commission			2	3					5	12
Ministry										
Ministry of Agriculture and Forests		1	3	3	2	10	22	90	92	172
Ministry of Health		1	3	2		1	4	32	57	70
Ministry of Finance		1	1	5			3	32	46	79
Ministry of Works & Human Settlement		1		4			5	54	23	45
Ministry of Home & Cultural Affairs		1	4	4		1	1	24	23	41
Ministry of Information & Communications		1	3	2				19	17	34
Ministry of Economic Affairs		1	6	4			1	31	32	58
Ministry of Labour & Human Resources		1	1	4			2	23	21	24
Ministry of Education		1	2	2			1	23	44	27
Ministry of Foreign Affairs		1	6	5				20	28	17
Agency										
Jigme Dorji Wangchuk National Referral Hospital		1		1	3	18	10	22	32	76
National Land Commission		2		2		2	3	7	10	24
National Center for Hydrology and Meteorology							1	6	2	11
Tourism Council of Bhutan				1		1		4		20
Dratshang Lhentshog		1						1	1	
Gross National Happiness Commission		1		1				4	4	22
Royal Institute of Management			1	1		3	3	3	6	9
Office of the Attorney General								3	3	5
Bhutan Standards Bureau			1					6	4	5
National Environment Commission		1					1	5	5	4
Bhutan Narcotic Control Authority			1					2	3	2

P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
5	5		1	1	4	5			2	8	8			6	68
2			1	1	9		1		1		1	3	1		29
19	2			1	9	119	148	23	13	36	18	12	19	25	465
1	1														2
6	42			1	1	7	2	2	6	2	4	2		2	85
10	27				1	2	1	2	6	1		1	2		61
32	47		5	12	24	22	17	4	3	2	12	3	4		249
20	25				1	4	13	1	3		5		5	2	106
12	12		1		3	8	5	6	9	1	4		2	3	88
168	22	3	73	276	238	336	395	293	358	86	161	29	52	30	2,915
156	32	5	28	94	129	204	117	111	48	28	62	17	25	19	1,245
89	84		2	17	128	156	121	37	16	13	50	7	13	6	906
79	4	3	18	24	33	123	69	43	18	10	54	20	21	15	666
44	20	1	3	3	23	38	45	41	49	127	25	13	13	7	551
35	43		2	8	14	44	32	57	95	31	13	8	15	16	489
63	18		3	9	8	34	42	41	72	14	24	4	14	6	485
44	25			8	46	53	42	13	23	7	13	6	7	5	368
16	24		2	6	9	18	10	11	8	12	12	6	5	7	246
18	19			2	8	9	6	7	12	2	13	15	4	4	196
95	4	7	45	71	109	206	123	140	15	18	37	3	11	1	1,048
15	16		1	4	7	40	21	9	15	19	12	11	10	4	234
13	1		2	1		10	16	16	57	28	7		1		172
8	11			1	4	6	3	1	10	1	3	3	2		79
1	5				3	3		1	1	2	9	8	10	30	76
13	4			1	1	2	1		6		6				66
2	2			3	1	6	2	2	7	2	4	3	2	1	63
31	2				1	3	5	3			2		1	1	60
4	2			5	1	6	3		8	5	3	1			54
8	8				1	2	1	3	5	1	5	1	1	1	53
2	4				1	1	1	2	5				3	25	52

Cont.

Table 8 cont.

Working Agency	NA[1]	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3
Royal Education Council				1		1	2	12	10	6
Cabinet Secretariat		1		1				1	5	7
National Statistics Bureau				1				6	3	7
Bhutan Council for School Examinations and Assessment				1			3	6	9	4
Bhutan Information Communications & Media Authority			1					3		2
Drug Regulatory Authority				1				1	1	3
Dzongkha Development Commission		1						2	4	4
Centre for Bhutan Studies and GNH Research		1						1		2
Construction Development Board				1				2	1	1
National Commission for Women & Children				1				2	1	2
Bhutan Olympic Committee				1				1	1	3
Bhutan National Legal Institute										4
Royal Privy Council								2		
Bhutan Medical Health Council			1					1		
Bhutan Health Trust Fund				1						
Civil Society Organization Authority								1	1	
Dzongkhag										
Trashigang			1				2	22	80	181
Samtse			1				1	29	95	156
Chhukha			1					15	72	153
Mongar			1					10	71	119
Paro			1					45	100	206
Wangdue Phodrang			1					23	48	140
Dagana			1					11	37	58
Samdrup Jongkhar			1					14	28	60
Sarpang			1					37	61	127
Pemagatsel			1					10	30	91
Punakha			1				1	29	52	115
Zhemgang			1					5	26	31
Trashiyangtse			1					7	37	49
Tsirang			1					13	43	90
Lhuentse			1					5	23	44
Bumthang			1				1	11	39	87
Trongsa			1					5	27	59
Thimphu			1					23	36	72
Haa			1				1	8	20	64
Gasa			1					1	7	16

P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
2	2					2		2	3	2		1	2	1	49
4	6					2	1	1	4	1	2	4	4	1	45
5	2			1	5	1	4		1		1	1	1		39
2				1	2	3		2	2		1	1			37
6	8			1	2	3		1		2			2		31
7				3	5	1	3		2		1		2	1	31
5	5			1		1	3				3	1			30
6	6				1	1	2	3	2	1			1	1	28
5	1		1	1		4	4		1	1	1		1	1	26
4	2					3		2		1		1	2	1	22
3	1					2	3		1			3			19
2	2			1	1	2			2	1		1	1	1	18
1	1					1			1		2	1	2		11
3	1					1		1	2						10
	1			1			2			1	1				7
									1				1		4
225	290		3	15	49	110	77	99	71	110	31	21	9	20	1,416
214	323	1	4	27	38	73	78	86	32	26	21	9	9	23	1,246
174	224		2	17	32	60	53	64	41	68	17	18	7	20	1,038
153	221	1	7	21	22	66	44	55	23	79	11	33	8	22	967
166	44	1	11	17	39	58	55	65	42	30	14	7	9	15	925
155	104	1	10	28	47	56	45	54	39	21	9	9	4	8	802
123	196			11	30	54	42	50	27	79	11	13	12	17	772
106	186		5	16	27	66	46	59	29	71	16	12	7	19	768
124	119		5	12	24	56	44	50	33	38	16	3	2	15	767
128	147		3	9	16	56	39	54	19	80	11	16	8	7	725
173	61	1	2	18	32	58	28	51	28	21	16	3	6	18	714
99	194		4	11	14	64	50	35	22	56	13	22	9	16	672
98	174		2	7	28	34	32	37	22	65	10	3	4	8	618
116	76		7	25	33	44	29	42	13	36	8	5	4	19	604
87	133		1	8	11	38	33	37	16	54	4	11	7	11	524
99	63		4	6	17	34	27	35	21	31	12	6	5	10	509
85	99		1	12	15	29	29	24	27	29	7	4	7	16	476
83	36	1	7	8	20	38	20	31	17	31	8	6	7	5	450
82	52		2	9	8	29	16	29	11	30	3	6	2	17	390
25	46			5	7	21	12	14	7	6	2	4	1	7	182

Cont.

Table 8 cont.

Working Agency	NA[1]	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3
Thromde										
Thimphu				1			3	112	201	345
Phuentsholing				1			1	24	35	76
Gelephu				1				17	31	40
Samdrupjongkhar				1				4	13	30
Non-civil service agency										
Defence[2]									1	1
Non Governemental Organizations				1				2		
Corporations			1						1	
International Organizations				1						
Government Agency Outside Civil Service								1		
Total	**3**	**25**	**59**	**72**	**6**	**37**	**73**	**962**	**1,749**	**3,276**

Note: [1]Emiment Members of the National Council

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

P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
266	48			6	13	35	14	57	44	23	22	3	15	11	1,219
44	23		2	2	3	21	12	22	19	5	8	4	9	4	315
45	8	1	3	3	8	8	6	15	13	2	2	5	5	8	221
33	22		1	3	1	2	6	9	11	3		2	3	6	150
				3	3	1									9
															3
															2
															1
															1
3,969	**3,438**	**26**	**274**	**858**	**1,370**	**2,605**	**2,101**	**1,955**	**1,520**	**1,460**	**851**	**415**	**421**	**545**	**28,070**

Table 9
Civil Servants by Parent Agency and Position Level

Parent Agency	NA[1]	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3
His Majesty's Secretariat		2	1	3			1	3		3
Secretariat of His Majesty The Fourth Druk Gyalpo		2		2					2	1
Judiciary										
Royal Court of Justice										18
Supreme Court of Bhutan										
Legislative										
National Assembly Secretariat		1		1					4	
National Council Secretariat	3	1		1					1	
Constitutional										
Royal Audit Authority			1	3	1			13	21	20
Royal Civil Service Commission			1	3				5	8	26
Anti-Corruption Commission				3				7	7	9
Ministry										
Ministry of Education		1	2	2			6	429	1,169	2,258
Ministry of Health		1	3	3	3	19	16	56	106	187
Ministry of Agriculture and Forests		1	3	3	2	10	22	89	106	205
Ministry of Finance		1	1	7			3	42	82	103
Ministry of Works & Human Settlement		1		6			6	81	43	73
Ministry of Home & Cultural Affairs		1	24	5		1	1	58	31	37
Ministry of Information & Communications		1	3	2				27	23	86
Ministry of Economic Affairs		1	8	3			1	31	32	47
Ministry of Labour & Human Resources		1	1	4			2	22	18	23
Ministry of Foreign Affairs		1	6	6				16	16	14
Agency										
National Land Commission		2		2		2	3	6	12	25
National Center for Hydrology and Meteorology							1	6	2	10
Office of the Attorney General								3	8	23
Jigme Dorji Wangchuk National Referral Hospital		1		1			2		1	6
Gross National Happiness Commission		1		1				4	8	32
Dratshang Lhentshog		1								
Tourism Council of Bhutan				1		1		4		17
National Environment Commission		1					1	5	6	7
Royal Institute of Management			1			3	3	3	5	9

P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
4	6				3	2			2	8	5			6	49
2			1	1	9		1		1		1	3	1		27
13	1				6	105	138	21	13	36	18	12	19	28	428
2	1							1							4
5	42					1	2	2	6	2	4	2		2	74
8	26				1			2	6	1		1	2		53
31	44		4	10	23	16	17	4	3	2	12	3	4		232
50	53				1	5	3	6	9	1	4		2	3	180
16	24					3	11	1	3		5		5	2	96
2,389	2,692		2	1	10	30	105	515	433	769	41	129	23	33	11,039
427	36	15	99	276	495	818	562	564	105	120	150	43	89	54	4,247
181	18	3	98	385	358	460	506	295	364	89	166	31	53	32	3,480
148	129		5	48	198	494	232	57	20	18	52	8	18	7	1,673
127	3	7	45	70	90	289	204	210	41	13	114	42	38	30	1,533
172	141	1	4	1	28	53	92	86	122	189	129	53	54	218	1,501
63	57		4	35	52	100	47	56	98	31	13	8	15	16	737
56	17		2	8	3	18	41	37	71	14	26	4	14	6	440
39	22			7	45	42	37	13	23	7	13	6	7	5	337
17	17			1	3	4	5	7	11	2	13	15	4	4	162
29	22		6	4	14	68	31	19	42	97	13	15	12	6	430
12	1		2	1		10	15	16	57	28	7		1		169
66	2					15	13	3			2		1	1	137
19			1	2	2	39	10	11	4	7			1		107
26	7				1	1			7		7				95
	5				2	1		1	1	2	9	8	10	30	70
7	11				2	2	2	1	10	1	3	3	2		67
13	16					1		3	5	1	5	1	1	1	67
1	1			2	1	3	2	2	7	2	4	3	2	1	55

Cont.

Table 9 cont.

Parent Agency	NA[1]	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3
Bhutan Standards Bureau			1					6	4	5
National Statistics Bureau				1				7	2	5
Bhutan Narcotic Control Authority			1					2	2	1
Royal Education Council				1		1	2	12	9	6
Cabinet Secretariat		1		1				1	3	3
Bhutan Council for School Examinations and Assessment				1			3	6	9	3
Drug Regulatory Authority				1				1	1	3
Centre for Bhutan Studies and GNH Research		1						1		2
Bhutan Information Communications & Media Authority			1					3		1
Dzongkha Development Commission		1						2	4	3
Construction Development Board				1				2	1	
National Commission for Women & Children				1				2	1	1
Bhutan Olympic Committee								1		3
Royal Privy Council								2		
Bhutan National Legal Institute										1
Bhutan Medical Health Council			1					1		
Bhutan Health Trust Fund				1						
Civil Society Organization Authority								1		
Thromde										
Thimphu				1				2	1	
Gelephu										
Samdrup Jongkhar				1						
Phuentsholing									1	
Total	**3**	**25**	**59**	**72**	**6**	**37**	**73**	**962**	**1,749**	**3,276**

Note: [1]Eminent members of the National Council

P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
4	2			3	1	5	3		8	5	3	1			51
4	2				13	4	3	2	2	2	1	1	1		50
1	4						1	2	4				3	25	46
1								2	3	2		1	2	1	43
2	5						1	1	4	1	2	4	4	1	34
								2	2		1	1			28
6				2	5		3		2		1		2	1	28
6	6					1	1	3	2	1			1	1	26
5	7				2	1		1		2			2		25
4	4					1	2				3	1			25
4	1		1			1	3		1	1	1		1	1	19
3	2					1		2		1		1	2	1	18
3	1					2	2		1			3			16
	1					1			1		2	1	2		10
	2								2	1		1	1	1	9
2	1							1	2						8
	1			1			1			1	1				6
									1				1		3
1	2				2	4	3	6	8	2	16	3	12	11	74
						1	1		6			5	4	8	25
	1					1			6	1		1	3	5	19
	2					2	1		1		4	1	2	4	18
3,969	**3,438**	**26**	**274**	**858**	**1,370**	**2,605**	**2,101**	**1,955**	**1,520**	**1,460**	**851**	**415**	**421**	**545**	**28,070**

Table 10
Contract Employees by Working Agency and Position Category

Working Agency	ESC			PMC				SSC				OC				Grand Total
	RC	SC	T	RC	SC	CC	T	RC	SC	CC	T	RC	SC	CC	T	
His Majesty's Secretariat	4		4	6		3	9	8			8	2		4	6	27
Secretariat of His Majesty The Fourth Druk Gyalpo	2		2	1	2		3	2	7	2	11					16
Judiciary																
Royal Court of Justice				2			2			7	7			7	7	16
Legislative																
National Assembly Secretariat						37	37									37
National Council Secretariat						22	22									22
Constitutional																
Royal Audit Authority		1	1	1		9	10									11
Anti-Corruption Commission				2		1	3	4			4					7
Royal Civil Service Commission						1	1							2	2	3
Ministry																
Ministry of Health				10		11	21	21		1	22	3		4	7	50
Ministry of Agriculture and Forests				2		9	11	7	12	9	28			7	7	46
Ministry of Finance				6		1	7	22	1		23	1	2	2	5	35
Ministry of Information & Communications				1	1	8	10	7			7			14	14	31
Ministry of Education				5		4	9	3		3	6	2			2	17
Ministry of Works & Human Settlement				5			5	1		1	2			5	5	12
Ministry of Labour & Human Resources								2	2	5	9			2	2	11
Ministry of Home & Cultural Affairs	1		1	2		2	4	3			3	1		2	3	11
Ministry of Foreign Affairs				4	1		5	2			2					7
Ministry of Economic Affairs								1			1	1			1	2

Cont.

Table 10 cont.

Working Agency	ESC			PMC				SSC				OC				Grand Total
	RC	SC	T	RC	SC	CC	T	RC	SC	CC	T	RC	SC	CC	T	
Agency																
Jigme Dorji Wangchuk National Referral Hospital				8		15	23	17		16	33					56
Dratshang Lhentshog						2	2					1		25	26	28
Bhutan Narcotic Control Authority						2	2							24	24	26
National Land Commission				1			1	1	1	6	8			3	3	12
Royal Education Council				8			8									8
Centre for Bhutan Studies and GNH Research				1		3	4									4
Cabinet Secretariat												1		1	2	2
Royal Institute of Management										2	2					2
Tourism Council of Bhutan						2	2									2
Drug Regulatory Authority														1	1	1
Construction Development Board														1	1	1
Office of the Attorney General						1	1									1
National Commission for Women & Children														1	1	1
Bhutan National Legal Institute														1	1	1
National Environment Commission						1	1									1
National Center for Hydrology and Meteorology				1			1									1
Bhutan Information Communications & Media Authority										1	1					1
Dzongkhag																
Trashigang				78		9	87	13		71	84	3		20	23	194
Mongar				61		19	80	5		59	64	5		42	47	191
Chhukha				65	2	10	77	10		46	56	4		23	27	160
Samtse				108	1	6	115	14		5	19	1		20	21	155

Cont

Table 10 cont.

Working Agency	ESC			PMC				SSC				OC				Grand Total
	RC	SC	T	RC	SC	CC	T	RC	SC	CC	T	RC	SC	CC	T	
Dagana				32	1	12	45	8		57	65	5		20	25	135
Zhemgang				49	1	10	60	8		36	44	1		28	29	133
Samdrup Jongkhar				48		3	51	10	1	50	61	4		16	20	132
Pemagatsel				31		12	43	10		59	69	6		11	17	129
Trashiyangtse				32	2	9	43	3		44	47			10	10	100
Lhuntse				21		4	25	3		39	42	1		15	16	83
Sarpang				27		3	30	4		24	28			12	12	70
Trongsa				16		8	24	5		23	28	1		15	16	68
Tsirang				11		1	12	4		25	29			20	20	61
Haa				8		3	11	3		22	25			15	15	51
Paro				12		2	14	9		11	20			13	13	47
Bumthang				10		2	12	3		19	22			13	13	47
Wangdue Phodrang				24	1	6	31	5		3	8		1	2	3	42
Thimphu				8			8	7		20	27	1		6	7	42
Punakha				11		1	12	3		6	9	2		14	16	37
Gasa				7		2	9	1			1	2		8	10	20
Thromde																
Thimphu				20	1	4	25			10	10	7			7	42
Phuentsholing				25		3	28			2	2					30
Gelephu				6			6			1	1			6	6	13
Samdrup Jongkhar				6			6			1	1			2	2	9
Total	**7**	**1**	**8**	**782**	**13**	**263**	**1,058**	**229**	**24**	**686**	**939**	**55**	**3**	**437**	**495**	**2,500**

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

Table 11
Civil Service Growth by Parent Agency

Parent Agency	1st of July 2008, Starting of 10th FYP	31st Dec, 2017	% Growth
His Majesty's Secretariat	29	49	68.97%
His Majesty The 4th King Secretariat	12	27	125.00%
Judiciary			
Royal Court of Justice	311	428	37.62%
Supreme Court		4	
Legislative			
National Assembly Secretariat	27	74	174.07%
National Council	17	53	211.76%
Constitutional			
Anti-Corruption Commission	29	96	231.03%
Royal Audit Authority	185	232	25.41%
Royal Civil Service Commission	55	180	227.27%
Ministry			
Ministry of Agriculture and Forests	3,032	3,480	14.78%
Ministry of Economic Affairs	512	440	-14.06%
Ministry of Education	6,698	11,039	64.81%
Ministry of Finance	1,331	1,673	25.69%
Ministry of Foreign Affairs	121	162	33.88%
Ministry of Health	2,394	4,247	77.40%
Ministry of Home & Cultural Affairs	1,091	1,501	37.58%
Ministry of Information & Communications	315	737	133.97%
Ministry of Labour & Human Resources	255	337	32.16%
Ministry of Works & Human Settlement	1,639	1,533	-6.47%
Autonomous & other Agency			
National Land Commission	278	430	54.68%
National Center for Hydrology and Meteorology		169	0.00%
Office of the Attorney General	21	137	552.38%
Jigme Dorji Wangchuk National Referral Hospital		107	0.00%
Gross National Happiness Commission	207	95	-54.11%
Dratshang Lhentshog	28	70	0.00%
National Environment Commission	58	67	15.52%
Tourism Council of Bhutan	52	67	28.85%
Royal Institute of Management	60	55	-8.33%
Bhutan Standards Bureau		51	0.00%
National Statistics Bureau	57	50	-12.28%
Bhutan Narcotic Control Authority	6	46	666.67%
Royal Education Council		43	0.00%

Cont

Table 11 cont.

Parent Agency	1st of July 2008, Starting of 10th FYP	31st Dec, 2017	% Growth
Cabinet Secretariat	20	34	70.00%
Bhutan Council for School Examinations and Assessment		28	0.00%
Drug Regulatory Authority		28	0.00%
Centre for Bhutan Studies and GNH Research	22	26	18.18%
Bhutan Information Communications & Media Authority	17	25	47.06%
Dzongkha Development Commission	23	25	8.70%
Construction Development Board		19	0.00%
National Commission for Women & Children	6	18	200.00%
Bhutan Olympic Committee	7	16	128.57%
Royal Privy Council		10	0.00%
Bhutan National Legal Institute		9	0.00%
Bhutan Medical Health Council		8	0.00%
Bhutan Health Trust Fund		6	0.00%
Civil Society Organization Authority		3	0.00%
Thromde			
Gelephu		25	0.00%
Phuentsholing		18	0.00%
Samdrup Jongkhar		19	0.00%
Thimphu		74	0.00%
Total	**18,915**	**28,070**	**48.40%**

Table 12
Progressive Growth of Parent Agency

Parent Agency	2013		2014		2015		2016		2017	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
His Majesty's Secretariat	38	-19.15%	50	31.58%	51	2.00%	52	1.96%	49	-5.77%
His Majesty The 4th King's Secretariat	25	0.00%	27	8.00%	28	3.70%	28	0.00%	27	-3.57%
Judiciary										
Royal Court of Justice	396	61.63%	485	22.47%	478	-1.44%	403	-15.69%	428	6.20%
Supreme Court					2		3	50.00%	4	33.33%
Legislative										
National Assembly Secretariat	37	-2.63%	37	0.00%	38	2.70%	67	76.32%	74	10.45%
National Council	33	10.00%	32	-3.03%	31	-3.13%	54	74.19%	53	-1.85%
Constitutional										
Royal Audit Authority	193	-4.46%	197	2.07%	197	0.00%	205	4.06%	232	13.17%
Royal Civil Service Commission[1]	156	200.00%	166	6.41%	183	10.24%	188	2.73%	180	-4.26%
Anti-Corruption Commission	60	25.00%	57	-5.00%	62	8.77%	93	50.00%	96	3.23%
Ministry										
Ministry of Education	9,231	3.59%	9,623	4.25%	10,040	4.33%	10,625	5.83%	11,039	3.90%
Ministry of Health	3,551	4.69%	3,912	10.17%	4,055	3.66%	4,155	2.47%	4,247	2.21%
Ministry of Agriculture & Forest	3,654	3.22%	3,695	1.12%	3,629	-1.79%	3,479	-4.13%	3,480	0.03%
Ministry of Finance	1,728	4.73%	1,736	0.46%	1,693	-2.48%	1,606	-5.14%	1,673	4.17%
Ministry of Works & Human Settlement	1,549	-9.04%	1,636	5.62%	1,620	-0.98%	1,580	-2.47%	1,533	-2.97%
Ministry of Home & Cultural Affairs	1,318	-2.87%	1,346	2.12%	1,284	-4.61%	1,260	-1.87%	1,501	19.13%
Ministry of Information and Communications	764	1.06%	782	2.36%	760	-2.81%	747	-1.71%	737	-1.34%

Cont

Table 12 cont.

Parent Agency	2013		2014		2015		2016		2017	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
Ministry of Economic Affairs	584	0.00%	601	2.91%	596	-0.83%	573	-3.86%	440	-23.21%
Ministry of Labour & Human Resources	340	-4.49%	328	-3.53%	329	0.30%	335	1.82%	337	0.60%
Ministry of Foreign Affairs	166	0.61%	161	-3.01%	158	-1.86%	156	-1.27%	162	3.85%
Autonomous & other Agency										
National Land Commission	456	25.62%	445	-2.41%	382	-14.16%	388	1.57%	430	10.82%
National Center for Hydrology and Meteorology (NCHM)									169	NA
Office of Attorney General	132	13.79%	128	-3.03%	141	10.16%	138	-2.13%	137	-0.72%
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)									107	NA
Gross National Happiness Commission	104	-1.89%	98	-5.77%	97	-1.02%	91	-6.19%	95	4.40%
Dratshang Lhentshog	51	-1.92%	51	0.00%	51	0.00%	49	-3.92%	70	42.86%
Tourism Council of Bhutan	52	13.04%	59	13.46%	57	-3.39%	63	10.53%	67	6.35%
National Environment Commission	70	7.69%	70	0.00%	67	-4.29%	67	0.00%	67	0.00%
Royal Institute of Management	63	-4.55%	60	-4.76%	55	-8.33%	55	0.00%	55	0.00%
Bhutan Standards Bureau	44	-4.35%	54	22.73%	54	0.00%	54	0.00%	51	-5.56%
National Statistical Bureau	58	3.57%	57	-1.72%	56	-1.75%	52	-7.14%	50	-3.85%
Bhutan Narcotic Control Agency	16	0.00%	16	0.00%	16	0.00%	16	0.00%	46	187.50%
Royal Education Council	4	100.00%	2	-50.00%	1	-50.00%	43	4200.00%	43	0.00%
Cabinet Secretariat	31	3.33%	34	9.68%	33	-2.94%	34	3.03%	34	0.00%
Bhutan Council for School Examinations and Assessment	25	19.05%	26	4.00%	24	-7.69%	27	12.50%	28	3.70%
Drug Regulatory Authority	21	0.00%	22	4.76%	22	0.00%	22	0.00%	28	27.27%
Centre for Bhutan Studies and GNH Research	23	-4.17%	24	4.35%	31	29.17%	25	-19.35%	26	4.00%

Cont.

Table 12 cont.

Parent Agency	2013		2014		2015		2016		2017	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
Bhutan Information Communications & Media Authority	27	28.57%	27	0.00%	25	-7.41%	24	-4.00%	25	4.17%
Dzongkha Development Commission	26	0.00%	23	-11.54%	23	0.00%	26	13.04%	25	-3.85%
Construction Development Board							19	NA	19	0.00%
National Commission for Women & Children	13	18.18%	14	7.69%	15	7.14%	16	6.67%	18	12.50%
Bhutan Olympic Committee	6	0.00%	16	166.67%	15	-6.25%	15	0.00%	16	6.67%
Jigme Singye Wangchuck School of Law	7	NA	7	0.00%	10	42.86%	14	40.00%	Delinked	
Royal Privy Council	9	-10.00%	11	22.22%	11	0.00%	11	0.00%	10	-9.09%
Bhutan National Legal Institute	7	133.33%	11	57.14%	7	-36.36%	7	0.00%	9	28.57%
Bhutan Medical Health Council									8	NA
Bhutan Health Trust Fund							5	NA	6	20.00%
Civil Society Organisation Authority	3	NA	2	-33.33%	2	0.00%	4	100.00%	3	-25.00%
Thromde										
Thimphu	102	NA	116	13.73%	116	0.00%	90	-22.41%	74	-17.78%
Gelephu	23	NA	24	4.35%	22	-8.33%	20	-9.09%	25	25.00%
Samdrup Jongkhar	15	NA	23	53.33%	17	-26.09%	19	11.76%	19	0.00%
Phuentsholing	31	NA	29	-6.45%	27	-6.90%	26	-3.70%	18	-30.77%
Cumulative Growth	**25,242**	**4.27%**	**26,320**	**4.27%**	**26,611**	**1.11%**	**27,029**	**1.57%**	**28,070**	**3.9%**

Note: [1]With the BCSR 2012, the Parent agencies of HROs is RCSC. As working agency, the RCSC has only 88 civil servants while rest are with Ministries, Autonomous Agencies, Dzongkhags and Thromdes.

Table 13
Civil Servants under Dzongkhag/Thromde Administration by Position Category

Dzongkhag/Thromde	ESC		PMC			SSC			OC			Grand Total
	R	T	R	C	T	R	C	T	R	C	T	
Trashigang	3	3	711	87	798	450	84	534	58	23	81	1,416
Samtse	2	2	702	115	817	346	19	365	41	21	62	1,246
Chhukha	1	1	561	77	638	281	56	337	35	27	62	1,038
Mongar	1	1	494	80	574	254	64	318	27	47	74	967
Paro	1	1	547	14	561	298	20	318	32	13	45	925
Wangdue Phodrang	1	1	439	31	470	293	8	301	27	3	30	802
Dagana	1	1	380	45	425	228	65	293	28	25	53	772
Samdrup Jongkhar	1	1	343	51	394	258	61	319	34	20	54	768
Sarpang	1	1	438	30	468	234	28	262	24	12	36	767
Pemagatsel	1	1	363	43	406	207	69	276	25	17	42	725
Punakha	2	2	418	12	430	230	9	239	27	16	43	714
Zhemgang	1	1	295	60	355	212	44	256	31	29	60	672
Trashiyangtse	1	1	322	43	365	180	47	227	15	10	25	618
Tsirang	1	1	326	12	338	200	29	229	16	20	36	604
Lhuentse	1	1	267	25	292	156	42	198	17	16	33	524
Bumthang	2	2	287	12	299	153	22	175	20	13	33	509
Trongsa	1	1	251	24	275	138	28	166	18	16	34	476
Thimphu	1	1	242	8	250	146	27	173	19	7	26	450
Haa	2	2	215	11	226	109	25	134	13	15	28	390
Gasa	1	1	86	9	95	71	1	72	4	10	14	182
Thromde												
Thimphu	4	4	947	25	972	182	10	192	44	7	51	1,219
Phuentsholing	2	2	174	28	202	84	2	86	25		25	315
Gelephu	1	1	135	6	141	58	1	59	14	6	20	221
Samdrup Jongkhar	1	1	96	6	102	35	1	36	9	2	11	150
Grand Total	**34**	**34**	**9,039**	**854**	**9,893**	**4,803**	**762**	**5,565**	**603**	**375**	**978**	**16,470**

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

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

Position Category and Position Level	Under Dzongkhag & Thromde Administration as on 31st December 20176	Total Strength as on 31st December 2017	% of the total
Executive and Specialist	**34**	**275**	**12.36%**
No level1		3	0.00%
EX1		25	0.00%
EX2	20	59	33.90%
EX3	4	72	5.56%
ES1		6	0.00%
ES2		37	0.00%
ES3	10	73	13.70%
Professional & Management Category	**9,893**	**13,394**	**73.86%**
P1	480	962	49.90%
P2	1,212	1,749	69.30%
P3	2,409	3,276	73.53%
P4	2,903	3,969	73.14%
P5	2,889	3,438	84.03%
Supervisory & Support Category	**5,565**	**12,169**	**45.73%**
SS1	7	26	26.92%
SS2	86	274	31.39%
SS3	296	858	34.50%
SS4	534	1,370	38.98%
S1	1,110	2,605	42.61%
S2	837	2,101	39.84%
S3	1,074	1,955	54.94%
S4	627	1,520	41.25%
S5	994	1,460	68.08%
Operational Category	**978**	**2,232**	**43.82%**
O1	272	851	31.96%
O2	225	415	54.22%
O3	159	421	37.77%
O4	322	545	59.08%
Total	**16,470**	**28,070**	**58.67%**

Note: [1]Eminent members of the National Council

Table 15
Civil Servants by Location and Position Category

Location	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Thimphu	210	8	218	3,629	204	3,833	3,062	156	3,218	770	99	869	8,138
Chhukha	4		4	863	110	973	840	61	901	122	27	149	2,027
Sarpang	6		6	708	42	750	846	45	891	103	23	126	1,773
Trashigang	3		3	744	87	831	647	85	732	87	27	114	1,680
Paro	8		8	665	25	690	720	27	747	89	19	108	1,553
Mongar	5		5	575	86	661	645	67	712	65	50	115	1,493
Samtse	2		2	730	115	845	511	22	533	55	22	77	1,457
Samdrup Jongkhar	2		2	505	58	563	549	63	612	72	24	96	1,273
Wangdue Phodrang	2		2	478	31	509	501	10	511	45	3	48	1,070
Bumthang	4		4	368	13	381	463	34	497	75	17	92	974
Dagana	1		1	391	45	436	292	65	357	31	26	57	851
Zhemgang	2		2	321	60	381	327	46	373	47	32	79	835
Punakha	2		2	430	12	442	292	9	301	38	16	54	799
Pemagatshel	1		1	368	43	411	266	70	336	29	18	47	795
Trashiyangtse	1		1	330	43	373	252	48	300	19	10	29	703
Tsirang	1		1	339	13	352	276	29	305	20	20	40	698
Trongsa	1		1	263	24	287	229	28	257	25	17	42	587
Lhuentse	1		1	267	25	292	171	42	213	19	16	35	541
Haa	2		2	222	11	233	153	26	179	18	16	34	448
Gasa	1		1	92	9	101	158	6	164	8	11	19	285
Outside Bhutan	8		8	48	2	50	30		30		2	2	90
Total	**267**	**8**	**275**	**12,336**	**1,058**	**13,394**	**11,230**	**939**	**12,169**	**1,737**	**495**	**2,232**	**28,070**

Note: Eminent members of the National Council are reflected under Executive Services
R: Regular, C: Contract & T: Total

Table 16

Civil Servants by Location and Dzongkhag/Thromde Administration

Dzongkhag	Civil Servants under Dzongkhag/Thromde Administration			Civil Servants by Location[1]		
	R	C	T	R	C	T
Thimphu	408	42	450	7,671	467	8,138
Chhukha	878	160	1,038	1,829	198	2,027
Sarpang	697	70	767	1,663	110	1,773
Trashigang	1,222	194	1,416	1,481	199	1,680
Paro	878	47	925	1,482	71	1,553
Mongar	776	191	967	1,290	203	1,493
Samtse	1,091	155	1,246	1,298	159	1,457
Samdrup Jongkhar	636	132	768	1,128	145	1,273
Wangdue Phodrang	760	42	802	1,026	44	1,070
Bumthang	462	47	509	910	64	974
Dagana	637	135	772	715	136	851
Zhemgang	539	133	672	697	138	835
Punakha	677	37	714	762	37	799
Pemagatshel	596	129	725	664	131	795
Tsirang	543	100	643	602	101	703
Trashiyangtse	518	61	579	636	62	698
Trongsa	408	68	476	518	69	587
Lhuentse	441	83	524	458	83	541
Haa	339	51	390	395	53	448
Gasa	162	20	182	259	26	285
Total	**12,668**	**1,897**	**14,565**	**25,484**	**2,496**	**27,980**
Thromde						
Thimphu	1,177	42	1,219			
Phuentsholing	285	30	315			
Gelephu	208	13	221			
Samdrup Jongkhar	141	9	150			
Outside Bhutan				86	4	90
Total	**1,811**	**94**	**1,905**			
Grand Total	**14,479**	**1,991**	**16,470**	**25,570**	**2,500**	**28,070**

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

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

Table 17

Civil Servants under Dzongkhag/Thromde Administration by Major Occuputional Groups

Dzongkhag/ Thromde	Education & Training Services	Administration & Support Services	Medical and Health Services	Architectural, Engineering & Land Services	Agriculture & Livestock Services	Others	Total
Trashigang	708	211	202	89	49	157	1,416
Samtse	744	129	153	65	50	105	1,246
Chhukha	573	150	108	53	37	117	1,038
Mongar	523	161	68	71	47	97	967
Paro	506	106	106	71	34	102	925
Wangdue Phodrang	413	80	106	73	50	80	802
Dagana	363	107	74	53	39	75	711
Samdrup Jongkhar	345	138	90	54	39	88	754
Sarpang	419	125	112	49	33	104	842
Pemagatsel	353	81	75	57	38	80	684
Punakha	383	118	85	50	30	89	755
Zhemgang	309	120	100	44	31	68	672
Trashiyangtse	325	86	65	51	24	67	618
Tsirang	290	90	79	51	36	58	604
Lhuentse	244	81	68	40	25	66	524
Bumthang	261	74	54	37	20	63	509
Trongsa	241	74	62	30	15	54	476
Thimphu	210	72	30	46	31	61	450
Haa	192	65	36	27	21	49	390
Gasa	71	32	20	18	17	24	182
Thromde							
Thimphu	904	88		115		112	1,219
Phuentsholing	178	45		52		40	315
Gelephu	121	34		40		26	221
Samdrup Jongkhar	81	21		28		20	150
Total	**8,757**	**2,288**	**1,693**	**1,264**	**666**	**1,802**	**16,470**

Table 18
Trend in the Civil Service by Location

Location	2013	2014	2015	2016	2017
Bumthang	865	876	889	901	974
Chhukha	1,714	1,827	1,758	1,932	2,027
Dagana	617	682	690	744	851
Gasa	252	243	244	260	285
Haa	372	393	403	432	448
Lhuentse	460	454	479	490	541
Mongar	1,245	1,354	1,288	1,394	1,493
Paro	1,408	1,509	1,533	1,361	1,553
Pemagatshel	613	666	665	700	795
Punakha	691	781	759	805	799
Samdrup Jongkhar	1,011	1,085	1,083	1,154	1,273
Samtse	1,111	1,246	1,224	1,384	1,457
Sarpang	1,413	1,572	1,566	1,650	1,773
Thimphu	8,742	8,606	8,481	8,459	8,138
Trashiyangtse	517	566	582	657	1,680
Trashigang	1,431	1,445	1,407	1,557	703
Trongsa	525	560	544	555	587
Tsirang	602	633	622	665	698
Wangdue Phodrang	947	1,012	1,044	1,046	1,070
Zhemgang	688	702	756	799	835
Outside Bhutan	82	108	594	84	90
Total	**25,306**	**26,320**	**26,611**	**27,029**	**28,070**

Table 19
Civil Servants by Major Occupational Groups and Position Category

MOG	ESC[1]			PMC			SCC			OC			Grand Total	% of the Total
	R	C	T	R	C	T	R	C	T	R	C	T		
Education & Training Services				8,060	817	8,877	148	26	174				9,051	32.24%
Administration & Support Services	1		1	700	53	753	1,477	402	1,879	1,576	485	2,061	4,694	16.72%
Medical and Health Services				597	51	648	2,490	46	2,536				3,184	11.34%
Architectural, Engineering & Land Services				625	16	641	1,882	41	1,923	161	10	171	2,735	9.74%
Finance & Audit Services				512	10	522	1,014	4	1,018				1,540	5.49%
Forestry & Environment Protection Services				227	3	230	1,235	15	1,250				1,480	5.27%
Agriculture & Livestock Services				309	2	311	982		982				1,293	4.61%
Laboratory & Technical Services				76	1	77	755	174	929				1,006	3.58%
Legal, Judiciary and Legislative Services				195	3	198	291	10	301				499	1.78%
Human Resource Services				226	1	227	202	1	203				430	1.53%
Library, Archives & Museum Services				26		26	307	56	363				389	1.39%
Information Communication &Technology Services				192	16	208	171	2	173				381	1.36%
Planning & Research Services				219	66	285	33		33				318	1.13%
Executive and Specialist Services	266	8	274										274	0.98%
Transportation & Aviation Services				45	2	47	202	7	209				256	0.91%
Sports & Youth Services				100	3	103	4	140	144				247	0.88%
Trade, Industry & Tourism Services				110	7	117	19	1	20				137	0.49%

Cont.

Table 19 cont.

MOG	ESC[1]			PMC			SCC			OC			Grand Total	% of the Total
	R	C	T	R	C	T	R	C	T	R	C	T		
Foreign Services				74	4	78							78	0.28%
Arts, Culture & Literary Services				43	3	46	18	14	32				78	0.28%
Total	**267**	**8**	**275**	**12,336**	**1,058**	**13,394**	**11,230**	**939**	**12,169**	**1,737**	**495**	**2,232**	**28,070**	**100%**

Note: [1]Eminent members of the National Council are reflected under Executive Services (includes Civil servants on "Stand Alone" Position holders)
R: Regular, C: Contract, T: Total

Graph 4
Civil Servants by Major Occupational Groups

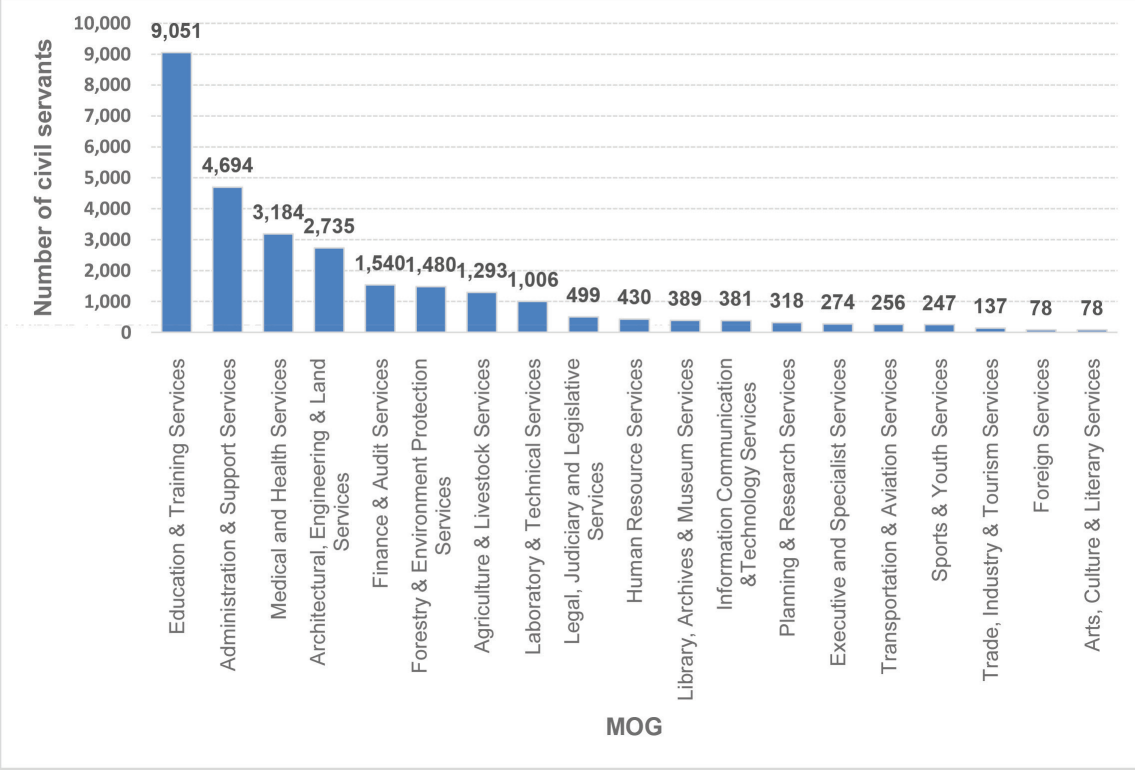


Table 20
Civil Servants by Major Occupational Groups/Sub Groups by Position Level

MOG/Subgroup	NA[1]	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Education & Training Services Group											
Teaching Services								302	612	2,080	2,353
Education Management & Administration Services								85	460	138	20
Training/Tertiary Teaching Services								6	13	21	8
Education Support Services								40	73	10	
Vocational Education & Managment Services								6	4	1	
Administration & Support Services Group											
Administration Services								40	19	3	147
Secretarial Services								1	2	2	1
Property and Management Services								2	5	4	11
Stand Alone Positions				1				2			
Program Services								54	66	46	76
Palace Services										1	
Secondment Services								7	3	1	1
Medical and Health Services Group											
Nursing Services								16	20	33	76
Public Health Services								1	6	27	27
Medical Technical Services										5	2
Medical & Dental Services								17	35	69	197
Pharmaceutical Services								2	2	9	30
Traditional Medicine Services								9	6	8	25
Radiology & Technical Services										2	5
Physiotherapy & Rehabilitation Services								2	1	6	9
Architectural, Engineering & Land Services Group											
Engineering Services								115	62	110	140
Technical Support Services											
Land Services								4	2	3	23
Survey Engineering Services								2	8	21	5
Meteorology/Hydrology Services								2	1	3	5
Geology and Mines Services								3	7	10	6
Architectural Services								1	8	10	18
Urban Planing Services								7	3	5	25
Map Production Services									1	1	

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
2,637					9									7,993
														703
8		3	10	53	42	33	4	12	8					221
														123
														11
163					2	2	7	5	5	691	258	415	521	2,278
8	1	1	6	42	105	208	208	409	383	20				1,397
51				2	12	25	70	97	92	3	4	1		379
1					3		1	2	161		122		24	317
36														278
		2	2	10	10	2	3	1		1		1		33
														12
	14	74	70	212	453	116	103	19	10					1,216
1		19	86	137	151	168	124	7						754
			37	47	77	68	91	2	1					330
														318
		2	27	34	21	54	47							228
			11	10	44	39								152
			11	15	19	25	26	2						105
			2	12	19	17	13							81
	8	62	83	91	218	115	16	1						1,021
				13	111	131	439	82	9	136	31	4		956
22				4	21	16	8	15	65					183
		6	4	9	42	19	9	19	31					175
1					8	13	13	51	27					124
					1	14	16	35	5					97
			4	8	13	1	1		1					65
														40
			1	1	10	3	2	3	2					24

Cont.

Table 20 cont.

MOG/Subgroup	NA[1]	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Urban Development Control Services								2			
Farm Mechanization Services											
Sanitary Services											
Geographic Information System Services										1	1
Heritage Sites Conservation Services								2			
Urban Design Services									1		
Finance & Audit Services Group											
Finance, Accounting & Budgets Services								14	36	35	41
Revenue Services								13	25	46	64
Audit Services								12	21	18	27
Internal Audit Services								6	1	8	24
Forestry & Environment Protection Services Group											
Forestry Services								17	40	64	60
Environment Services								5	7	9	13
Agriculture & Livestock Services Group											
Extension Services									16	30	3
Livestock Production Services								5	7	23	30
Agriculture Regulatory Services								1		12	11
Agriculture Production Services								12	11	16	17
Livestock Health Services								8	2	22	12
Horticulture Development Services								4	6	5	9
Biodiversity Services								3	2	4	2
Post Production Services								1		5	4
Plant Protection Services								1	3	1	3
Feed & Fodder Development Services								1	2	4	3
Soil Survey & Land Evaluation Services								1	1	1	2
Mushroom Development Services										2	
Soil Fertility & Plant Nutrition Services								1		1	1
Laboratory & Technical Services Group											
Laboratory Support Services											
Diagnostic Services								4	7	20	39
Analytical Services								1	1	1	

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
			2		9	9								22
		1	6	2		1								10
								8	1					9
				1	2				1					6
														2
														1
19		4	41	85	373	117	15	2						782
63			5	103	101	98	8	2	1					529
45		4	10	22	15	12								186
4														43
	3	48	110	130	135	237	249	271	57					1,421
15							3	7						59
		27	112	110	113	107	2		1					521
		1	19	27	73	31	4	5	2					227
		5	46	36	32	8	1							152
		6	25	20	16	20								143
		1	23	9	15	10	4	6	1					113
			1	1	1	2	1							30
		3	3		3			3						23
		1	2	1	2	4			1					21
					5	4		1						18
			2	1	3									16
			2	1	1	2								11
			2	4	1	1								10
		1		1	1	2								8
		1	52	28	72	97	251	215	213					929
2														72
2														5

Cont.

Table 20 cont.

MOG/Subgroup	NA[1]	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Legal, Judiciary and Legislative Services Group											
Judiciary Support Services											
Legal Services								3	8	27	76
Integrity & Promotion Services								6	6	7	10
Registration Services										16	13
Legislative Service											2
Human Resource Services Group											
Immigration Services								3	1	12	8
HR Management & Development Services								9	10	31	60
Industrial Relations Services											
Civil Registration & Census Services								4	2	5	4
Library, Archives & Museum Services Group											
Library Services								2	7	2	3
Archives & Cultural Properties Services								2	4	2	3
Information Communication &Technology Services Group											
ICT Services								11	15	65	42
Media Services								3	2	4	9
Development Communication Services								2	3	3	3
Planning & Research Services Group											
Planning Services								8	17	50	50
Research Services								5	7	10	22
Statistical Services								6	7	10	7
Executive and Specialist Services Group[2]											
Executive Services	3	25	59	71							
Specialist Services					6	37	73				
Transportation & Aviation Services Group											
Aviation Safety Services								3	3	4	1
Land Transport Services								5	2	1	2
Aviation Communication & Navigation Services								3			2
Sports & Youth Services Group											
Sports Services								1	1	4	3
Counselling Services								2	7	21	6
Scouts Services									1		
Trade, Industry & Tourism Services Group											
Trade Services								11	3	9	14
Marketing Services								3	4	4	4
Industries Services								7	5	5	8

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
				5	102	138	15							260
1				1	15	13	2							146
22					1	9								61
1														30
														2
8				2	8	17	16	19	111					205
64														174
					1	6	6	13	4					30
6														21
				2	5	26	116	106	87					356
1				3	1	3	8	4	2					33
24		2	32	41	65	17		7	1					322
18														36
4				3	1		4							23
9														134
77					2	2		4						129
				14	5	1	2	1	2					55
														158
														116
5					2	5	23	71	25					142
12			3	6	14	20	21	5						91
4				1	11	2								23
2					2	1		1	140					155
55														91
														1
4														41
8			6	5	1	1								36
1														26

Cont.

Table 20 cont.

MOG/Subgroup	NA[1]	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Tourism Services								3		5	2
Intellectual Property Services								1	2	3	5
Foreign Services Group											
Embassy, Missions & Secretariat Services								13	12	13	14
Protocol Services								3	3		1
Consular Services								1	1		1
Arts, Culture & Literary Services Group								2	8	6	18
Arts & Culture Services								1	5	2	9
Literary and Translation Services								1	3	4	9
Total	**3**	**25**	**59**	**72**	**6**	**37**	**73**	**962**	**1,749**	**3,276**	**3,969**

Note: [1]Eminent Members of the National Council

[2]One Executive is in Stand Alone Position

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
3						2		4	1					20
3														14
8														60
8														15
														3
12				5	5	7	3	3	9					78
7				5	5	7	3	3	9					56
5														22
3,438	**26**	**274**	**858**	**1,370**	**2,605**	**2,101**	**1,955**	**1,520**	**1,460**	**851**	**415**	**421**	**545**	**28,070**

Table 21
Progressive Growth of Civil Service Strength by Major Occupatioal Groups

Major Occupational Groups	1st July 2008	Dec-17	% Growth
Education & Training Services	6,257	9,051	44.65%
General Administration & Support Services	3,259	4,694	44.03%
Medical and Health Services	1,700	3,184	87.29%
Architectural & Engg. & Land Services	2,152	2,735	27.09%
Finance & Audit Services	1,230	1,540	25.20%
Forestry & Environment Protection Services	1,192	1,480	24.16%
Agriculture & Livestock Services	1,018	1,293	27.01%
Laboratory & Technical Services	509	1,006	97.64%
Legal, Judiciary and Legislative Services	318	499	56.92%
Human Resource Services	287	430	49.83%
Information Communication &Technology Services	323	381	17.96%
Library, Archives & Museum Services	293	389	32.76%
Planning & Research Services	393	318	-19.08%
Executive & Specialist Services	186	274	47.31%
Transportation & Aviation Services	154	256	66.23%
Sports & Youth Services	22	247	1022.73%
Trade, Industry & Tourism Services	86	137	59.30%
Foreign Services	55	78	41.82%
Arts, Culture & Literary Services	82	78	-4.88%
Total	**19,516**	**28,070**	**43.83%**

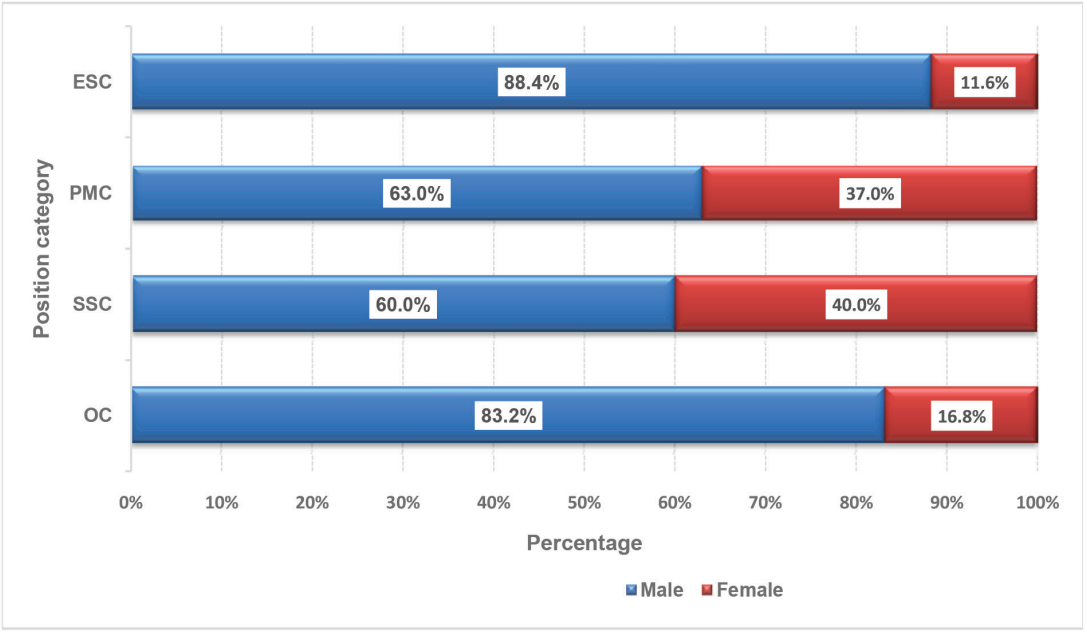
Table 22
Civil Servants by Position Level and Gender

Position Level	Regular						Regular Total	Contract						Con-tract Total	Male Total	Female Total	Grand Total
	Bhutanese			Non-bhutanese				Bhutnaese			Non-bhutanese						
	M	F	T	M	F	T		M	F	T	M	F	T				
No level 1	2	1	3				3								2	1	3
EX1	25		25				25								25	0	25
EX2	55	3	58				58	1		1				1	56	3	59
EX3	58	10	68				68	4		4				4	62	10	72
ES1	4	1	5				5	1		1				1	5	1	6
ES2	31	5	36				36	1		1				1	32	5	37
ES3	60	12	72				72	1		1				1	61	12	73
P1	700	244	944				944	11	1	12	5	1	6	18	716	246	962
P2	1,208	512	1,720				1,720	9	2	11	10	8	18	29	1,227	522	1,749
P3	1,967	1,235	3,202				3,202	7	4	11	50	13	63	74	2,024	1,252	3,276
P4	2,424	1,429	3,853				3,853	24	29	53	40	23	63	116	2,488	1,481	3,969
P5	1,538	1,079	2,617				2,617	441	358	799	9	13	22	821	1,988	1,450	3,438
SS1	15	11	26				26								15	11	26
SS2	184	88	272				272	2		2				2	186	88	274
SS3	667	190	857		1	1	858								667	191	858
SS4	923	431	1,354	1		1	1,355	11	3	14		1	1	15	935	435	1,370
S1	1,583	976	2,559		2	2	2,561	29	11	40	1	3	4	44	1,613	992	2,605
S2	1,238	819	2,057				2,057	29	15	44				44	1,267	834	2,101
S3	1,099	843	1,942	1		1	1,943	6	5	11	1		1	12	1,107	848	1,955
S4	728	758	1,486	2		2	1,488	25	6	31		1	1	32	755	765	1,520
S5	360	310	670				670	396	394	790				790	756	704	1,460
O1	709	137	846				846	4		4	1		1	5	714	137	851
O2	219	67	286				286	49	80	129				129	268	147	415
O3	363	56	419				419	2		2				2	365	56	421
O4	174	12	186				186	335	22	357	2		2	359	511	34	545
Total	**16,334**	**9,229**	**25,563**	**4**	**3**	**7**	**25,570**	**1,388**	**930**	**2,318**	**119**	**63**	**182**	**2,500**	**17,845**	**10,225**	**28,070**

Note: [1]Eminent members of the National Council
M: Male, F: Female & T: Total

Graph 5

Percentage of Civil Servants within Position Category by Gender



Graph 6

Female Civil Servants (2002 - 2017)

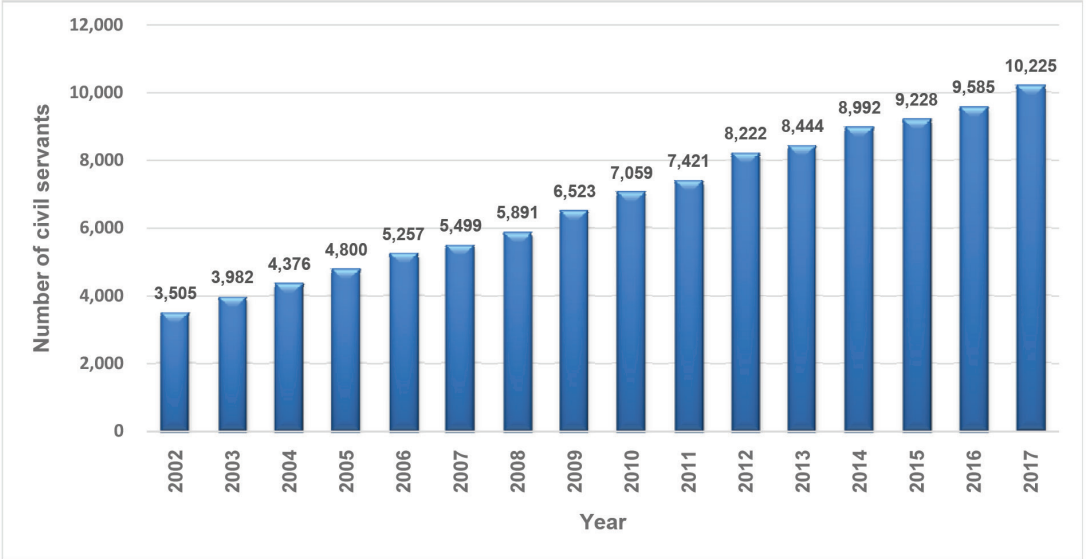


Table 23
Civil Seravnts by Major Occupational Groups and Gender

MOG	Regular					Contract					Female Total	Grand Total	% of Female within MOG	% of Female to Total CS
	B		NB		Regular Total	B		NB		Contract Total				
	M	F	M	F		M	F	M	F					
Education & Training Services	4,864	3,344			8,208	408	291	99	45	843	3,680	9,051	35.99%	13.11%
Administration & Support Services	2,377	1,375	2		3,754	591	345	4		940	1,720	4,694	16.82%	6.13%
Medical and Health Services	1,704	1,380		3	3,087	34	42	5	16	97	1,441	3,184	14.09%	5.13%
Architectural, Engineering & Land Services	1,957	710	1		2,668	52	7	8		67	717	2,735	7.01%	2.55%
Finance & Audit Services	997	528	1		1,526	4	10			14	538	1,540	5.26%	1.92%
Forestry & Environment Protection Services	1,230	232			1,462	17		1		18	232	1,480	2.27%	0.83%
Agriculture & Livestock Services	1,013	278			1,291	2				2	278	1,293	2.72%	0.99%
Laboratory & Technical Services	413	418			831	87	87		1	175	506	1,006	4.95%	1.80%
Legal, Judiciary and Legislative Services	281	205			486	3	10			13	215	499	2.10%	0.77%
Human Resource Services	302	126			428	2				2	126	430	1.23%	0.45%
Library, Archives & Museum Services	95	238			333	11	45			56	283	389	2.77%	1.01%
Information Communication &Technology Services	222	141			363	8	9	1		18	150	381	1.47%	0.53%
Planning & Research Services	193	59			252	37	28		1	66	88	318	0.86%	0.31%
Executive and Specialist Services	234	32			266	8				8	32	274	0.31%	0.11%
Transportation & Aviation Services	195	52			247	6	2	1		9	54	256	0.53%	0.19%
Sports & Youth Services	68	36			104	98	45			143	81	247	0.79%	0.29%
Trade, Industry & Tourism Services	80	49			129	4	4			8	53	137	0.52%	0.19%
Foreign Services	54	20			74	1	3			4	23	78	0.22%	0.08%
Arts, Culture & Literary Services	55	6			61	15	2			17	8	78	0.08%	0.03%
Grand Total	**16,334**	**9,229**	**4**	**3**	**25,570**	**1,388**	**930**	**119**	**63**	**2,500**	**10,225**	**28,070**	**100%**	**36.43%**

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

Table 24
Civil Servants by Position Level and Age Groups

Position Level	18-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	>60	Total
No level[1]						1	1	1			3
EX1						1	1	10	11	2	25
EX2							10	20	28	1	59
EX3						11	37	15	6	3	72
ES1									5	1	6
ES2							5	10	21	1	37
ES3						2	15	32	24		73
P1				1	58	227	266	259	144	7	962
P2			1	42	546	481	377	209	85	8	1,749
P3			78	1,002	1,366	583	147	56	38	6	3,276
P4		64	839	1,866	909	189	44	38	20		3,969
P5		347	2,182	658	161	33	27	21	8	1	3,438
SS1						8	13	5			26
SS2					25	126	91	24	6	2	274
SS3				14	196	253	192	142	60	1	858
SS4			66	299	582	167	116	100	30	10	1,370
S1		55	685	897	349	149	239	185	40	6	2,605
S2		180	574	370	319	272	220	138	22	6	2,101
S3		96	439	561	526	149	101	68	10	5	1,955
S4		15	381	548	399	94	49	28	5	1	1,520
S5	19	332	671	255	76	31	37	28	10	1	1,460
O1			6	70	216	241	198	97	19	4	851
O2	4	42	89	124	75	33	22	22	3	1	415
O3		8	119	181	75	23	10	4	1		421
O4	7	77	167	157	83	35	11	5	3		545
Total	**30**	**1,216**	**6,297**	**7,045**	**5,961**	**3,109**	**2,229**	**1,517**	**599**	**67**	**28,070**

Note: Qualifying age for Civil Service is 18 yrs

[1]Emiment Members of the National Council

Graph 7
Civil Servants by Age

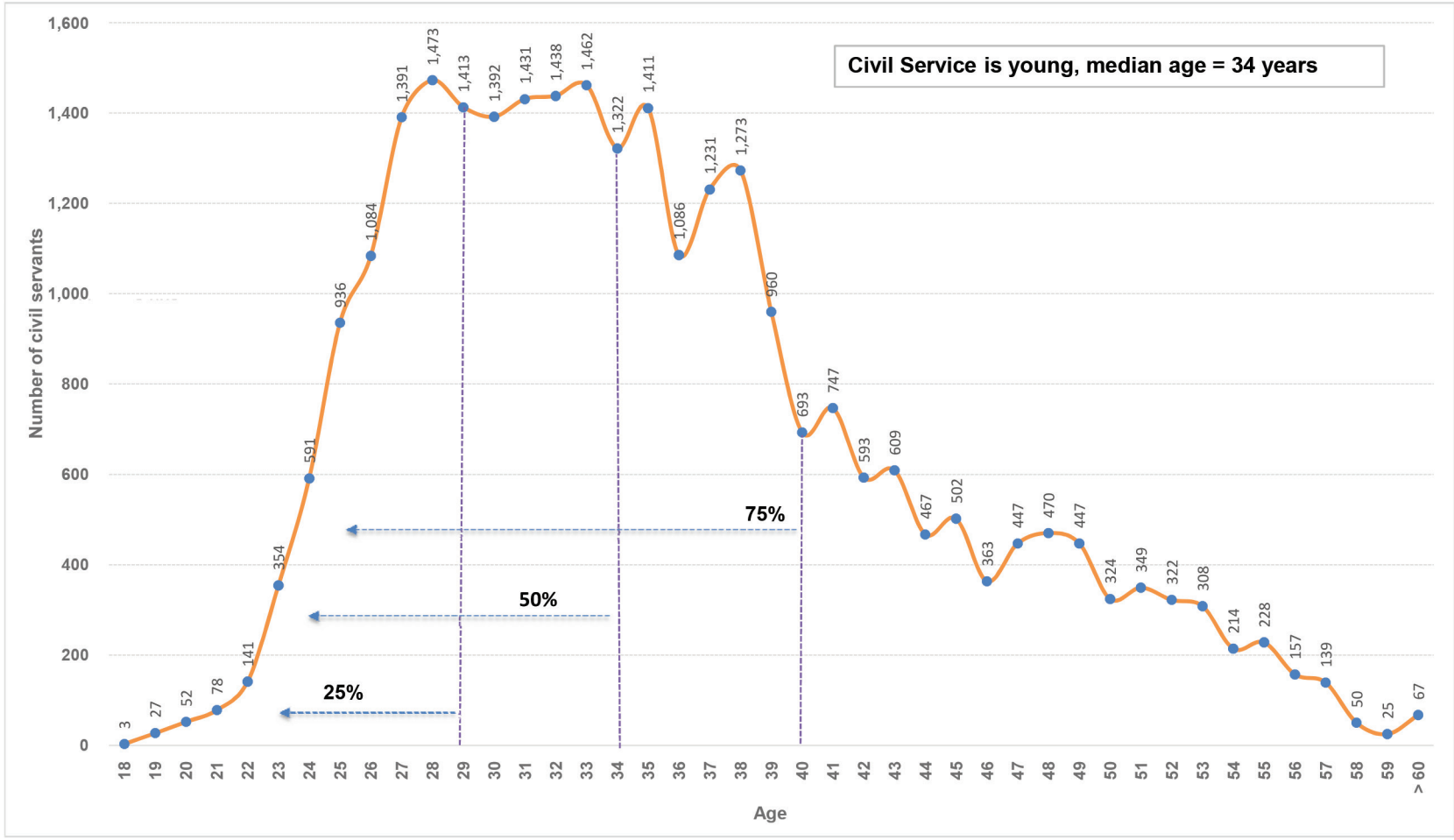


Table 25
Civil Servants by Age Groups and Gender

Age Group	Male			Female			Grand Total	%
	R	C	T	R	C	T		
18-19		10	10		20	20	30	0.11%
20-24	330	234	564	360	292	652	1,216	4.33%
25-29	2,810	645	3,455	2,337	505	2,842	6,297	22.43%
30-34	4,005	274	4,279	2,666	100	2,766	7,045	25.10%
35-39	3,686	104	3,790	2,153	18	2,171	5,961	21.24%
40-44	2,140	51	2,191	902	16	918	3,109	11.08%
45-49	1,692	49	1,741	473	15	488	2,229	7.94%
50-54	1,197	43	1,240	262	15	277	1,517	5.40%
55-59	462	48	510	78	11	89	599	2.13%
>60	16	49	65	1	1	2	67	0.24%
Grand Total	**16,338**	**1,507**	**17,845**	**9,232**	**993**	**10,225**	**28,070**	**100%**

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

Graph 8
Distribution of Civil Servants by Age & Gender

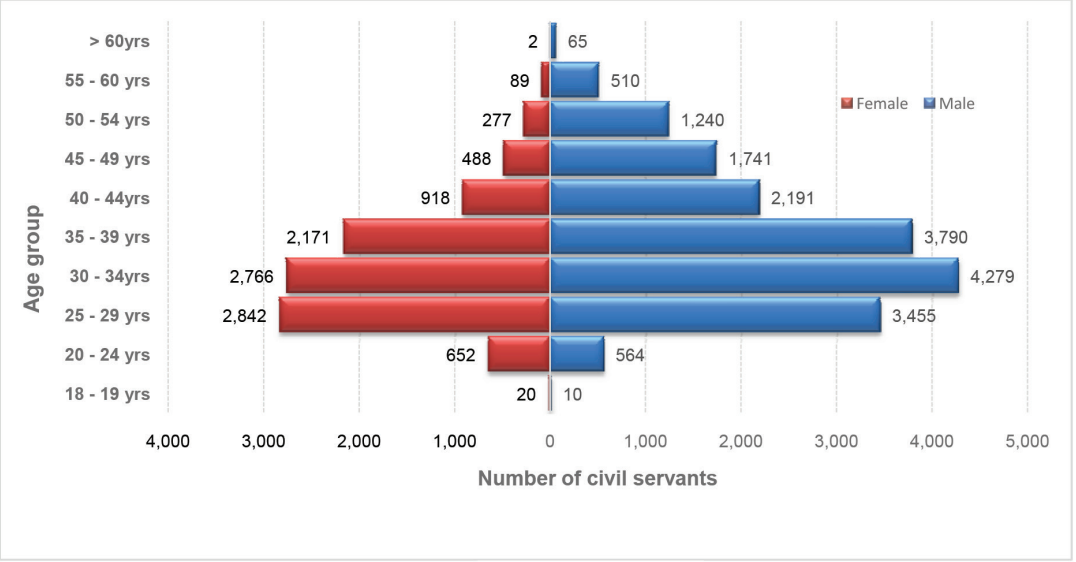


Table 26
Civil Servants Recruited by Parent Agency from January - December 2017

Parent Agency	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	O1	O2	O4	Total
Judiciary														
Royal Court of Justice				4			20						10	34
Supreme Court of Bhutan					1									1
Legislative														
National Council Secretariat				2	6									8
National Assembly Secretariat					8									8
Constitution														
Royal Audit Authority	1			5	15		10	1						32
Royal Civil Service Commission					9								2	11
Anti-Corruption Commission		1			4		1							6
Ministry														
Ministry of Education	2			3	569				1	529		56	6	1,166
Ministry of Health			1	122	1	82	6	73					7	292
Ministry of Home & Cultural Affairs	1			2	33					64			185	285
Ministry of Agriculture and Forests				26	13		94	5		6	1		1	146
Ministry of Finance		1	1		17	2	33	1		7			2	64
Ministry of Works & Human Settlement	1			23			6	15		1			7	53
Ministry of Information & Communications	1	1		5	19		2	5		8			4	45
Ministry of Economic Affairs				6	2		7			6				21
Ministry of Labour & Human Resources				3	5		7						2	17
Ministry of Foreign Affairs					3									3
Agency														
National Land Commission				2	2	15	8			80				107
National Center for Hydrology and Meteorology (NCHM)				5						26				31

Cont.

Table 26 cont.

Parent Agency	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	O1	O2	O4	Total
Jigme Dorji Wangchuk National Referral Hospital				4		18		8						30
Dratshang Lhentshog					2					1	2	2	23	30
Bhutan Narcotic Control Authority					2		1						25	28
Office of the Attorney General				3	1		2							6
Tourism Council of Bhutan				1	3									4
Centre for Bhutan Studies and GNH Research				1	3									4
Drug Regulatory Authority				3									1	4
Cabinet Secretariat					3									3
Royal Privy Council	1				1									2
Gross National Happiness Commission					2									2
Bhutan Standards Bureau				1	1									2
Bhutan Information Communications & Media Authority				2										2
National Commission for Women & Children					1								1	2
Dzongkha Development Commission					2									2
Construction Development Board													1	1
National Environment Commission					1									1
Bhutan Health Trust Fund					1									1
Royal Institute of Management								1						1
Thromde														
Gelephu													6	6
Phuentsholing		1			1									2
Thimphu								1						1
Total	**7**	**4**	**2**	**223**	**731**	**117**	**197**	**110**	**1**	**728**	**3**	**58**	**283**	**2,464**

Note: A total of 313 civil servants (Substitute teachers and EOL replacement) were excluded.

Table 27
Civil Servants Recruited by MOG from January - December 2017

MOG	Regular		Regular Total	Contract		Contract Total	Grand Total
	Male	Female		Male	Female		
Administration & Support Services	10	6	16	461	293	754	770
Education & Training Services	208	188	396	100	81	181	577
Medical and Health Services	143	142	285	2	1	3	288
Architectural, Engineering & Land Services	138	84	222	11	2	13	235
Laboratory & Technical Services	16	14	30	35	64	99	129
Finance & Audit Services	33	35	68	4	7	11	79
Agriculture & Livestock Services	38	23	61	1		1	62
Library, Archives & Museum Services				11	44	55	55
Forestry & Environment Protection Services	43	8	51	2		2	53
Sports & Youth Services	7	2	9	19	19	38	47
Human Resource Services	22	15	37	1		1	38
Legal, Judiciary and Legislative Services	9	16	25	3	8	11	36
Planning & Research Services	2	3	5	9	8	17	22
Transportation & Aviation Services	9	1	10	8	2	10	20
Information Communication &Technology Services	5	4	9	6	5	11	20
Trade, Industry & Tourism Services	1	1	2	6	9	15	17
Arts, Culture & Literary Services	2		2	9	2	11	13
Foreign Services	2	1	3				3
Total	**688**	**543**	**1,231**	**688**	**545**	**1,233**	**2,464**

Table 28
Civil Servants Recruited by Position Level (2013-2017)

Position Level	2013			2014			2015			2016			2017		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
EX1/ES1			0			0			0			0			
EX2/ES2			0			0		1	1			0			
EX3/ES3			0		1	1		1	1			0			
P1		1	1		2	2			0		6	6	1	6	7
P2			0		2	2		1	1		4	4		4	4
P3			0		1	1			0		6	6	1	1	2
P4	113	9	122	142	17	159	161	3	164	151	12	163	218	5	223
P5	545	4	549	647	9	656	415	1	416	376	359	735	466	265	731
SS1												0			
SS2											1	1			
SS3												0			
SS4											2	2			
S1	112	4	116	108	8	116	126	202	328		1	1	114	3	117
S2	180	4	184	194	5	199	77	2	79	1	67	68	176	21	197
S3	83	1	84	109	1	110	67		67			0	106	4	110
S4	60		60	49	1	50	1		1		7	7		1	1
S5	192	6	198	66	10	76		2	2	50	27	77	143	585	728
O1			0	1	1	2			0			0	2	1	3
O2		7	7			0		1	1		17	17	2	56	58
O3	12		12	17		17	1		1			0			
O4	86	3	89	21	2	23	3	2	5		31	31	2	281	283
Total	**1,383**	**39**	**1,422**	**1,354**	**60**	**1,414**	**851**	**216**	**1,067**	**578**	**540**	**1,118**	**1,231**	**1,233**	**2,464**

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

Table 29
Civil Servants Recruited by Position Level and Gender

Positon Level	Regular			Contract			Grand Total
	Male	Female	Total	Male	Female	Total	
P1		1	1	6		6	7
P2				3	1	4	4
P3	1		1	1		1	2
P4	137	81	218	5		5	223
P5	252	214	466	135	130	265	731
S1	47	67	114	3		3	117
S2	97	79	176	12	9	21	197
S3	56	50	106	2	2	4	110
S4					1	1	1
S5	94	49	143	247	338	585	728
O1	2		2	1		1	3
O2	1	1	2	14	42	56	58
O4	1	1	2	259	22	281	283
Total	**688**	**543**	**1,231**	**688**	**545**	**1,233**	**2,464**

Graph 10
Civil Servants Recruited by Position Category

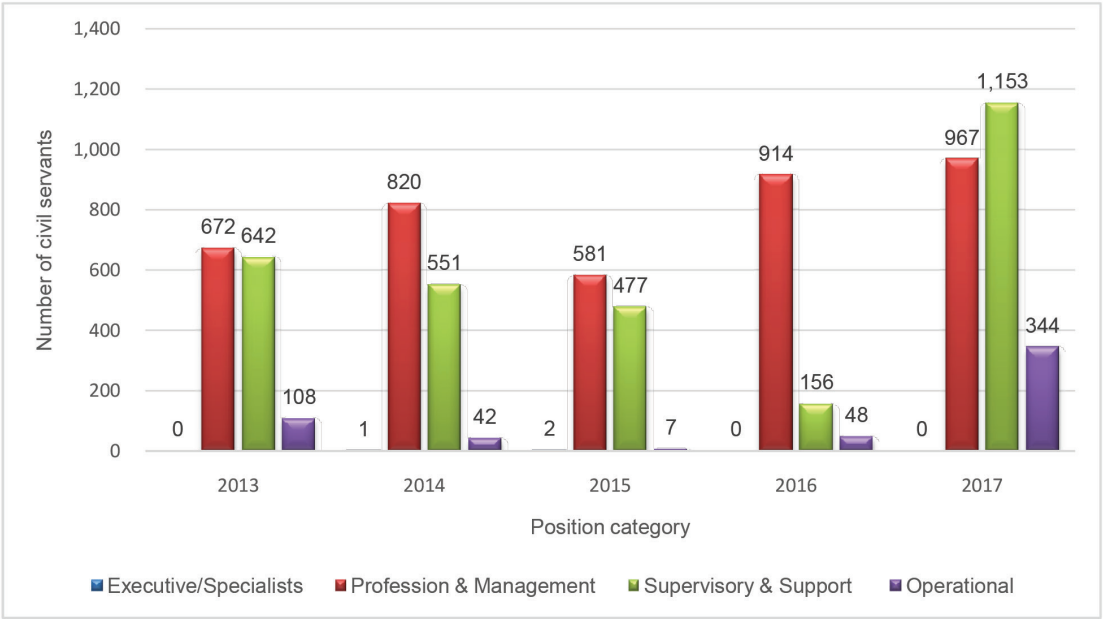


Table 30
Civil Servants Promoted (2013-2017)

Position Category/Position Level	2013	2014	2015	2016	2017
Executive & Specialist Category					
EX1		5	2	1	1
EX2	9	14	9	5	9
EX3	9	14	6	10	21
ES1	2		1	1	2
ES2	3	12	5	10	5
ES3	9	15	8	11	11
Total	**32**	**60**	**31**	**38**	**49**
Professional & Management Category					
P1	90	146	150	197	215
P2	272	375	377	371	410
P3	484	554	610	779	877
P4	888	1,224	1,069	751	710
P5	411	378	280	90	18
Total	**2,145**	**2,677**	**2,486**	**2,188**	**2,230**
Supervisory & Support Category					
SS1					3
SS2				32	23
SS3				349	154
SS4				220	210
S1	404	441	391	433	318
S2	262	387	329	368	284
S3	261	235	304	623	283
S4	213	339	486	193	317
S5	125	109	53	35	8
Total	**1,265**	**1,511**	**1,563**	**2,253**	**1,600**
Operational Category					
O1	111	91	65	97	100
O2	119	71	45	53	62
O3	57	97	78	88	108
Total	**287**	**259**	**188**	**238**	**270**
Total	**3,729**	**4,507**	**4,268**	**4,717**	**4,149**

Table 31
Civil Servants Separated by Parent Agency and Position Level (January - December 2017)

Parent Agency	ES3	EX1	EX2	EX3	P1	P2	P3	P4	P5	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
His Majesty's Secretariat																1		1				2
Secretariat of His Majesty The Fourth Druk Gyalpo												1										1
Judiciary																						
Royal Court of Justice													2	5				2				9
Legislative																						
National Council Secretariat									8											1		9
National Assembly Secretariat									4													4
Constitutional																						
Royal Audit Authority					3	2	1	2	2				1		1							12
Royal Civil Service Commission		1			1	1	1	1						1	1			1			1	9
Anti-Corruption Commission						1		1	2					1								5
Ministry																						
Ministry of Education					36	36	48	43	96				1	6	5	9	17		10		1	308
Ministry of Agriculture and Forests	1				6	5	4	4	5	1	11	1	6	11	4	4	8	15	2	2		90
Ministry of Health	1				2	3	3	9	1	3	5	9	9	7	4	2		3	1	2	2	66
Ministry of Works & Human Settlement					7	3	4	2		1	3	5	7	3	1		1	2	3	2	1	45
Ministry of Home & Cultural Affairs				1	2	1	3	4	3				1	3	1	1	7	1			10	38
Ministry of Finance						4	2		3	1		2	2	9	1	3	2	3				32
Ministry of Economic Affairs					2	4	2	1			1		1	1	4	1		2		1		20
Ministry of Labour & Human Resources					2	3	1	1				2		3					1	3	1	17

Cont.

Table 31 cont.

Parent Agency	ES3	EX1	EX2	EX3	P1	P2	P3	P4	P5	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
Ministry of Information & Communications					1	1	1	4	1		1		2	2	1		1					15
Ministry of Foreign Affairs					1				1									1				3
Agency																						
National Land Commission					1	1	1		18		1		1	4	2		2				2	33
Jigme Singye Wangchuck School of Law			1				4	2	2				3								2	14
Dratshang Lhentshog															1		1	1	3		4	10
National Center for Hydrology and Meteorology							1										6	1				8
Royal Privy Council					1	1			1							1						4
Bhutan Standards Bureau					1								1				1					3
Royal Education Council						1	1										1					3
Tourism Council of Bhutan							1										1	1				3
Jigme Dorji Wangchuk National Referral Hospital													2									2
Dzongkha Development Commission						1																1
Gross National Happiness Commission					1																	1
Bhutan Narcotic Control Authority																					1	1
Office of the Attorney General																		1				1
Civil Society Organization Authority																					1	1
Royal Institute of Management													1									1
Construction Development Board													1									1

Cont.

Table 31 cont.

Parent Agency	ES3	EX1	EX2	EX3	P1	P2	P3	P4	P5	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
National Environment Commission								1														1
Cabinet Secretariat																			1			1
National Commission for Women & Children								1														1
Thromde																						
Thimphu													1			2		1		2		6
Gelephu																					1	1
Total	**2**	**1**	**1**	**1**	**67**	**68**	**78**	**76**	**147**	**6**	**22**	**20**	**42**	**56**	**26**	**24**	**48**	**36**	**21**	**13**	**27**	**782**

Table 32
Civil Servants Separated by MOG (January - December 2017)

MOG	Regular		Regular Total	Contract		Contract Total	Grand Total
	Male	Female		Male	Female		
Education & Training Services	100	76	176	58	34	92	268
Administration & Support Services	83	32	115	32	9	41	156
Architectural, Engineering & Land Services	63	22	85	11	13	24	109
Medical and Health Services	23	18	41	7	6	13	54
Finance & Audit Services	22	12	34	6	1	7	41
Forestry & Environment Protection Services	25	1	26	6		6	32
Agriculture & Livestock Services	18	5	23				23
Planning & Research Services	3		3	7	6	13	16
Laboratory & Technical Services	4	8	12	1		1	13
Information Communication &Technology Services	8	1	9		3	3	12
Legal, Judiciary and Legislative Services	5	3	8		3	3	11
Human Resource Services	7	4	11				11
Trade, Industry & Tourism Services	2	1	3		4	4	7
Library, Archives & Museum Services	4	2	6		1	1	7
Transportation & Aviation Services	3	2	5	1		1	6
Sports & Youth Services		2	2	3		3	5
Arts, Culture & Literary Services	5		5				5
Executive and Specialist Services	5		5				5
Foreign Services	1		1				1
Total	**381**	**189**	**570**	**132**	**80**	**212**	**782**

Table 33
Civil Servants Separated by Category of Separation (Janurary - December 2017)

Position Level	Superannu-ation EX and ES	Superannu-ation P1 and Below		VR P1 & below		ERS		CT	De-link	Death	CR	Termina-tion		Cancel / Withdrawal Of Appointment		Total
	R	R	C	R	C	R	C	C	R	R	R	R	C	R	C	
EX1	1															1
EX2									1							1
EX3	1															1
ES3	2															2
P1		35		15	1	11		1		4						67
P2		24		34	1	3				6						68
P3		3		58	6	2	1	2	4	2						78
P4				57	7			7	2		3					76
P5		2	2	28	60			48	2	1	3			1		147
SS2		1		5												6
SS3		10		5		1				6						22
SS4		3		10	2	2				2	1					20
S1		5		20	2	5		2	3	4	1					42
S2		8		20	8	2		5		11	1	1				56
S3		3		13		2		1		5	2					26
S4		1		17	2	1				3						24
S5		2	3	22	9			10		2						48
O1		4		21		6		1		3				1		36
O2		1		6	10			2		2						21
O3		1		12												13
O4				6	10			3		1	1		5		1	27
Total	**4**	**103**	**5**	**349**	**118**	**35**	**1**	**82**	**12**	**52**	**12**	**1**	**5**	**2**	**1**	**782**

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

Table 34
Civil Servants Separated by Position Level and Employment Type

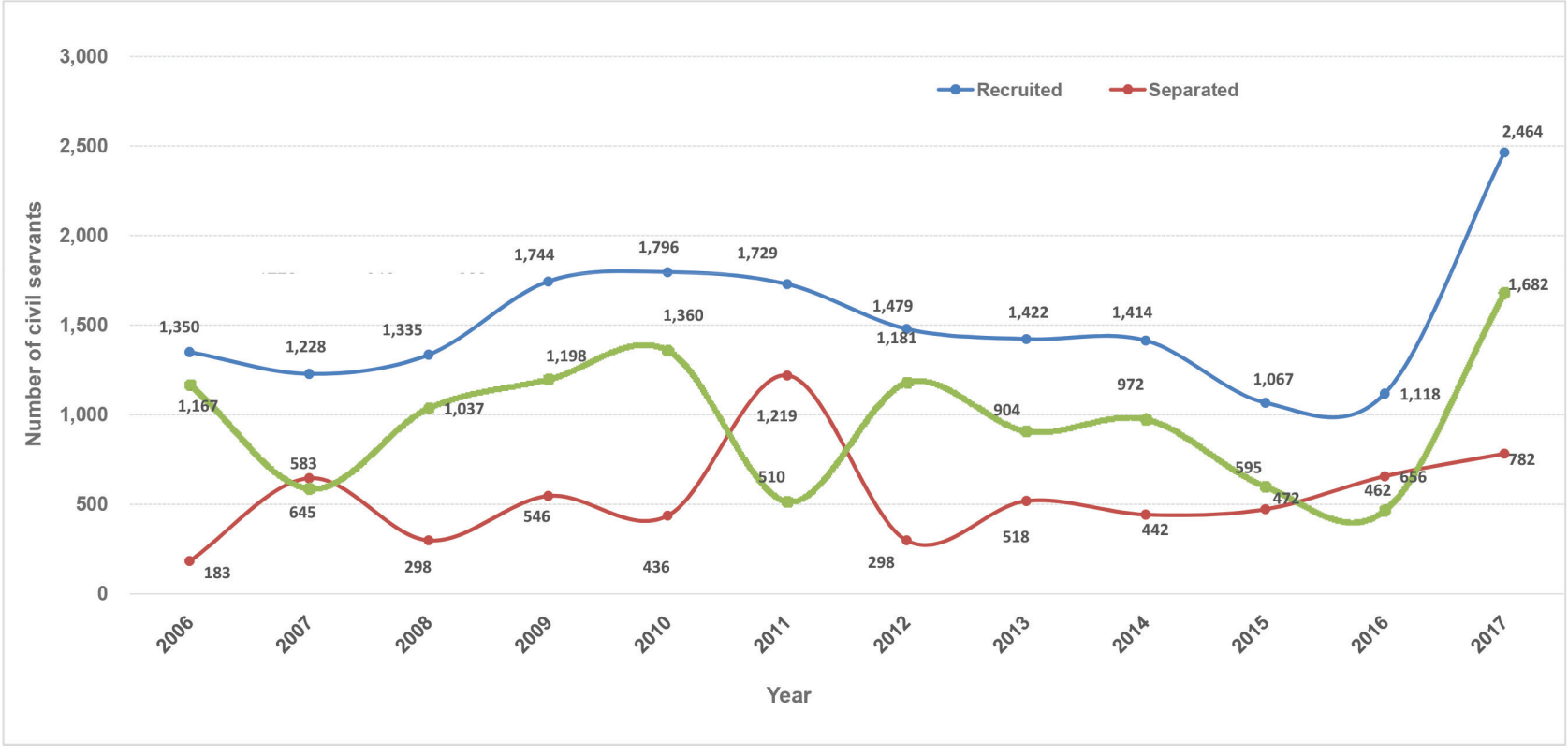
Position Level	2013			2014			2015			2016			2017		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
EX1/ES1	2		2	6		6	3		3	10		10	1		1
EX2/ES2	7		7	5		5	4		4	5		5	1		1
EX3/ES3	29		29	6		6	7		7	6		6	3		3
P1	40	1	41	17	1	18	14		14	42	2	44	65	2	67
P2	41		41	42		42	55		55	54	2	56	67	1	68
P3	40	13	53	46	3	49	33	8	41	51	9	60	69	9	78
P4	44	38	82	53	18	71	54	21	75	58	20	78	62	14	76
P5	37	20	57	41	8	49	42	14	56	30	11	41	37	110	147
SS1												0			
SS2										10		10	6		6
SS3										17		17	22		22
SS4										35		35	18	2	20
S1	28	4	32	35	5	40	41	2	43	53	3	56	38	4	42
S2	25	1	26	31		31	29	2	31	34	2	36	43	13	56
S3	16		16	30		30	34		34	47		47	25	1	26
S4	19	3	22	20	11	31	18		18	34	2	36	22	2	24
S5	46	8	54	16	5	21	25	35	60	27	7	34	26	22	48
O1	18		18	10	1	11	11		11	38		38	35	1	36
O2	11	1	12	4	1	5	4		4	13	1	14	9	12	21
O3	8		8	13		13	8		8	13		13	13		13
O4	15	3	18	13	1	14	8		8	19	1	20	8	19	27
Total	**426**	**92**	**518**	**388**	**54**	**442**	**390**	**82**	**472**	**596**	**60**	**656**	**570**	**212**	**782**

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

Table 35
Civil Servants Separated by Position Levels and Gender (Jan - Dec 2017)

Position Level	Regular			Contract			Grand Total
	Female	Male	Total	Female	Male	Total	
EX1		1	1				1
EX2		1	1				1
EX3		1	1				1
ES3		2	2				2
P1	16	49	65	1	1	2	67
P2	17	50	67	1		1	68
P3	35	34	69	2	7	9	78
P4	26	36	62	8	6	14	76
P5	15	22	37	50	60	110	147
SS2	2	4	6				6
SS3	4	18	22				22
SS4	8	10	18		2	2	20
S1	13	25	38	1	3	4	42
S2	17	26	43	6	7	13	56
S3	8	17	25		1	1	26
S4	12	10	22		2	2	24
S5	12	14	26	4	18	22	48
O1	3	32	35		1	1	36
O2		9	9	7	5	12	21
O3		13	13				13
O4	1	7	8		19	19	27
Total	**189**	**381**	**570**	**80**	**132**	**212**	**782**

Graph 11
Trends of Civil Servants Recruited, Separated & Net Increase



Note: A total of 313 civil servants (Substitute teachers and EOL replacement) were excluded.

Table 36
Projection of Superannuation of Regular Civil Servants

Position Level	2018	2019	2020	2021	2022
EX1	2	1	2	4	2
EX2	5	5	9	4	5
EX3	1	1	1	1	2
ES1	2	2	1		
ES2	1	6	3	8	3
ES3	2	5	5	6	6
P1	8	47	32	51	38
P2	5	23	30	22	29
P3	1	8	6	5	3
P4		1	5	5	1
P5		3	1	2	3
SS1				1	1
SS2	2	2	1	4	3
SS3	14	14	26	22	30
SS4	5	8	12	17	26
S1	27	17	37	50	37
S2	15	20	21	16	42
S3	7	5	8	20	17
S4	2	7	4	6	5
S5	4	3	5	7	4
O1	14	12	17	18	24
O2	2	3	4	3	5
O3				1	1
O4	2	1	1	1	2
Total	**121**	**194**	**231**	**274**	**289**

Table 37
Qualification of Regular Civil Servants as on 31st December 2017 - Summary

Educational Qualification	Male	Female	Total	Percentage
PhD	31	6	37	0.14%
Master's Degree	1,666	608	2,274	8.89%
P.G Diploma	1,260	780	2,040	7.98%
P.G Certificate	93	73	166	0.65%
Bachelor's Degree	4,855	2,728	7,583	29.66%
Diploma	2,579	1,284	3,863	15.11%
Certificate	5,130	3,619	8,749	34.22%
Class XII	185	108	293	1.15%
Class X and Below	446	25	471	1.84%
Functional Literacy	93	1	94	0.37%
Total	**16,338**	**9,232**	**25,570**	**100%**

Graph 12

Regular Civil Servants by Qualification Levels

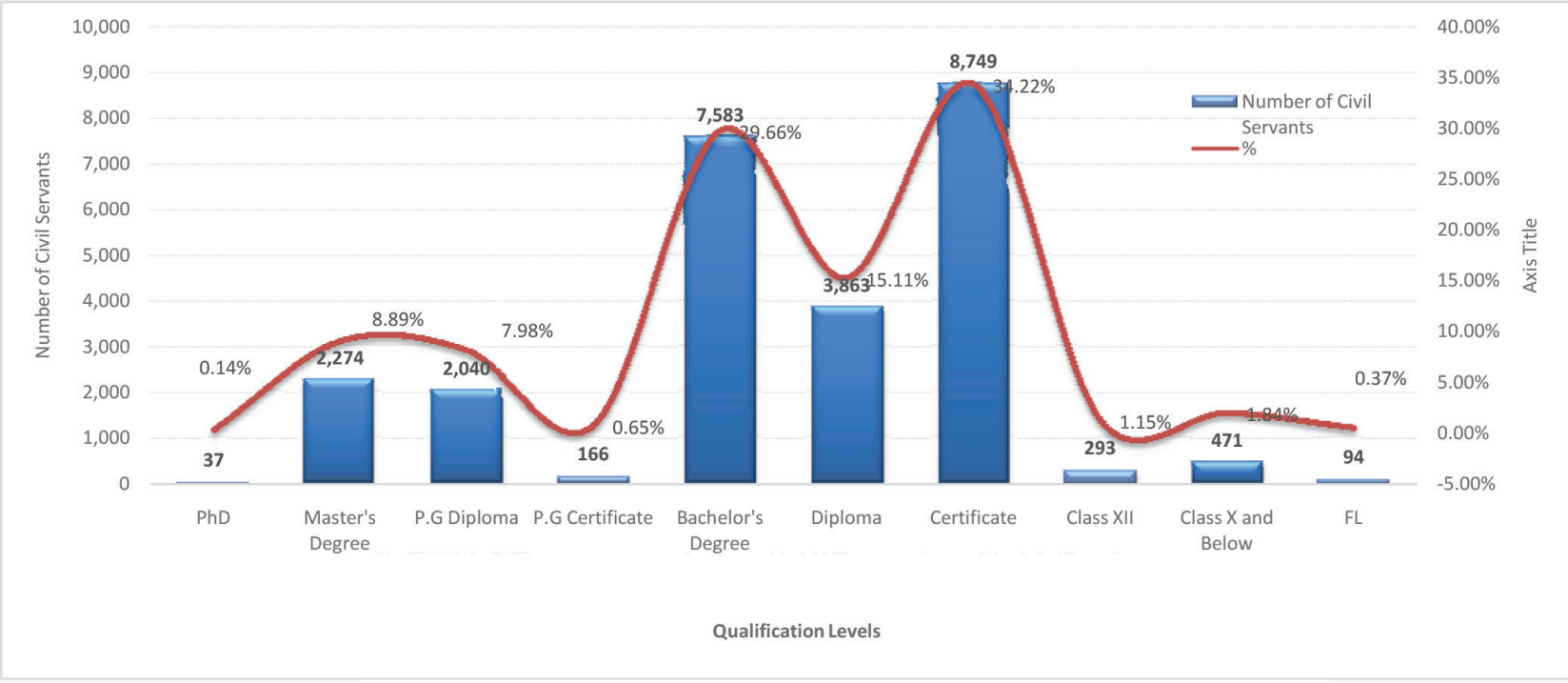


Table 38
Regular Civil Servants by Parent Agency and Qualification Level

Parent Agency	PhD	Master's Degree	P.G Diploma	P.G Certificate	Bachelor's Degree	Diploma	Certificate	Class XII	Class X and Below	Functional Literacy	Total
His Majesty's Secretariat		3	1		6	1	7	2	2		**22**
Secretariat of His Majesty The Fourth Druk Gyalpo		2			1		4		2	2	**11**
Judiciary											
Royal Court of Justice		13	12		17	152	172	16	27		**409**
Supreme Court of Bhutan		1	2				1				**4**
Legislative											
National Assembly Secretariat		5	5		6	1	20				**37**
National Council Secretariat		5	6		7	1	12				**31**
Constitutional											
Royal Audit Authority		23	67	4	38	32	47	4	5	1	**221**
Royal Civil Service Commission	2	38	78	1	27	2	28	1			**177**
Anti-Corruption Commission		21	20	1	22	10	15		1		**90**
Ministry											
Ministry of Education	2	922	1,165	124	4,716	124	2,323	35	35	8	**9,454**
Ministry of Health	1	185	43	2	670	963	2,122	19	69	9	**4,083**
Ministry of Agriculture and Forests	21	222	93	3	683	1,021	1,289	16	78	7	**3,433**
Ministry of Finance		149	234	18	188	592	414	10	18	11	**1,634**
Ministry of Works & Human Settlement		68	14	1	274	519	546	8	36	31	**1,497**
Ministry of Home & Cultural Affairs	1	141	30	3	302	36	561	51	93	12	**1,230**
Ministry of Information & Communications	1	63	21		187	134	279	2	10	1	**698**
Ministry of Economic Affairs	2	90	28	2	77	20	192	9	17	2	**439**

Cont.

Table 38 cont.

Parent Agency	PhD	Master's Degree	P.G Diploma	P.G Certificate	Bachelor's Degree	Diploma	Certificate	Class XII	Class X and Below	Functional Literacy	Total
Ministry of Labour & Human Resources		39	29	1	59	109	80	3	2	4	**326**
Ministry of Foreign Affairs		41	20	1	21	3	50	7	10	2	**155**
Agency											
National Land Commission		22	12	1	83	35	178	78	6	1	**416**
National Center for Hydrology and Meteorology	1	7	1		36	11	90	21	1		**168**
Office of the Attorney General		13	80		12	22	7		2		**136**
Gross National Happiness Commission		43	27		10	1	10		4		**95**
National Environment Commission		23	2		24	5	8		2	2	**66**
Tourism Council of Bhutan		14	15		9	5	19		3		**65**
Jigme Dorji Wangchuk National Referral Hospital		6			9	23	22	2			**62**
Royal Institute of Management	1	17	1		6	3	21		3	1	**53**
Bhutan Standards Bureau		10	2		14	6	17	1	1		**51**
National Statistics Bureau		12	2		9	17	9	1			**50**
Dratshang Lhentshog					3	1	20	4	14		**42**
Royal Education Council	2	19	1	1	3	2	8				**36**
Cabinet Secretariat		8	6		2	1	12	1	2		**32**
Bhutan Council for School Examinations and Assessment		14		2	7		4		1		**28**
Drug Regulatory Authority		2			9	4	11	1			**27**
Dzongkha Development Commission	1	4	6	1	6	1	6				**25**
Bhutan Information Communications & Media Authority		6			11		7				**24**

Cont.

Table 38 cont.

Parent Agency	PhD	Master's Degree	P.G Diploma	P.G Certificate	Bachelor's Degree	Diploma	Certificate	Class XII	Class X and Below	Functional Literacy	Total
Centre for Bhutan Studies and GNH Research	1	6	5		4		6				**22**
Bhutan Narcotic Control Authority		4	4		2	1	9				**20**
Construction Development Board		1			6	5	5		1		**18**
National Commission for Women & Children		4	5		2		6				**17**
Bhutan Olympic Committee					2		12		2		**16**
Royal Privy Council		1	1		2		5		1		**10**
Bhutan National Legal Institute		1			2		4		1		**8**
Bhutan Medical Health Council		2			3		3				**8**
Bhutan Health Trust Fund	1		1				3		1		**6**
Civil Society Organization Authority		1					2				**3**
Thromde											
Thimphu		2	1		4		41	1	15		**64**
Gelephu							16		3		**19**
Samdrup Jongkhar		1			1		14				**16**
Phuentsholing					1		12		3		**16**
Total	**37**	**2,274**	**2,040**	**166**	**7,583**	**3,863**	**8,749**	**293**	**471**	**94**	**25,570**

Table 39
Regular Civil Servants meeting the Minimum Qualification Criteria

Position Level	Master's Degree	Bachelor's Degree	Certificate	Class X and Below	Actual Strength	%
Executive and Specialists						
EX1		26			28	92.86%
EX2		58			58	100.00%
EX3		67			68	98.53%
Total		151			154	98.05%
ES1	5				5	100.00%
ES2	35				36	97.22%
ES3	60				72	83.33%
Total	**100**				**113**	**88.50%**
Professional & Management						
P1		750			944	79.45%
P2		1,416			1,720	82.33%
P3		2,705			3,202	84.48%
P4		3,318			3,853	86.11%
P5		2,583			2,617	98.70%
Total		**10,772**			**12,336**	**87.32%**
Supervisory & Support						
S1			2,527		2,561	98.67%
S2			2,007		2,057	97.57%
S3			1,913		1,943	98.46%
S4			1,461		1,488	98.19%
S5			526		670	78.51%
SS1			26		26	100.00%
SS2			271		272	99.63%
SS3			854		858	99.53%
SS4			1,343		1,355	99.11%
Total			**10,928**		**11,230**	**97.31%**
Operational						
O1				797	846	94.21%
O2				272	286	95.10%
O3				412	419	98.33%
O4				171	186	91.94%
Total				1,652	1,737	95.11%
Total				**23,603**	**25,570**	**92.31%**

Table 40
Long-Term Implementation Status

Type of Training	Approved (Jan - Dec 2017)	Undergoing LTT as on 31st Dec, 2017
PhD	6	61
Specialization/Non-Degree/Fellowship/ Internship/Attachment	11	9
Master's Degree	326	825
Bachelor's Degree	93	488
P.G Diploma	27	136
Diploma	9	44
Certificate	27	50
Total	**499**	**1,613**

Table 41
Long-Term Training by Mode of Study (Jan - Dec 2017)

Type of Training	Full Time	Mixed Mode	Mixed Mode (INSET)	Total
PhD	6			6
Specialization/Non-Degree/ Fellowship/Internship/Attachment	11			11
Master's Degree	275	51		326
Bachelor's Degree	14	79		93
PG Diploma	2		25	27
Diploma	9			9
Certificate	27			27
Total	**344**	**130**	**25**	**499**

Table 42
Long-Term Training Implemented by Country (Jan - Dec 2017)

Country	PhD	Specialization/ Non-Degree/Fellowship/Internship/Attachment	Master's Degree	Bachelor's Degree	PG Diploma	Diploma	Certificate	Total
Bhutan			154	90	25		20	289
Thailand		1	59			6	1	67
Australia	4		50				1	55
India		10	36	3	2	1		52
Japan	1		3				5	9
United States of America			4					4
Austria			2			1		3
Netherland			3					3
United Kingdom			2					2
China			2					2
France			2					2
Philippines			2					2
Italy	1		1					2
Canada			1					1
United States			1					1
Bangladesh			1					1
Singapore						1		1
New Zealand			1					1
South Korea			1					1
Germany			1					1
Total	**6**	**11**	**326**	**93**	**27**	**9**	**27**	**499**

Table 43
Civil Servants Undergoing Long-Term Training as on December 2017

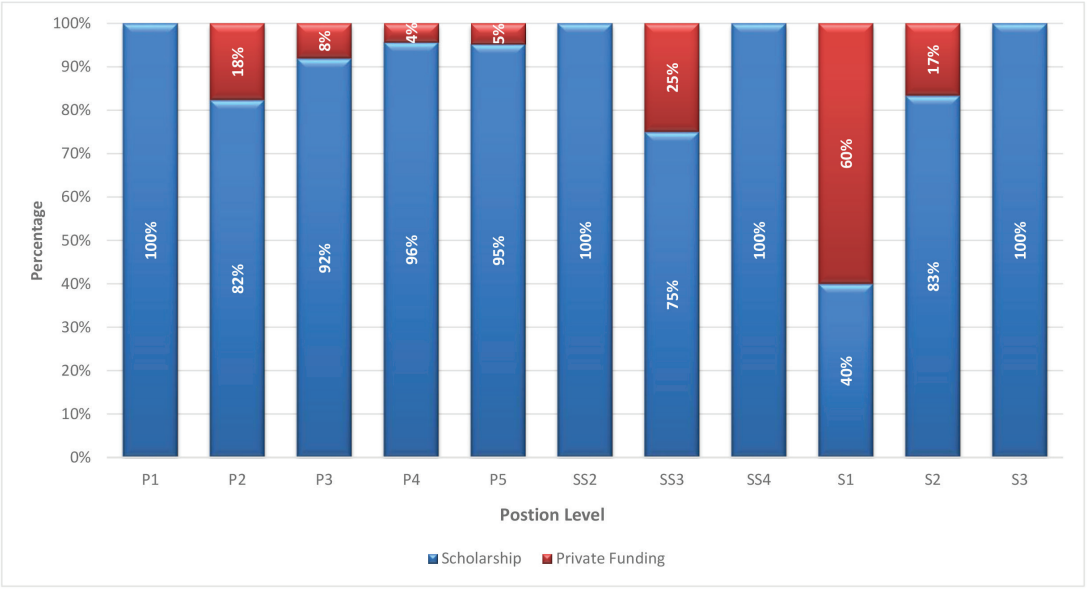
Country	PhD	Specialization/Visiting Fellowship	Master's Degree	P.G Diploma	Bachelor's Degree	Diploma	Certificate	Total
Bhutan			366	127	433	2	24	952
India	2	5	127	4	44	8	8	198
Australia	39	2	109	3	3	22	2	180
Thailand	8	2	124		4	9	8	155
Japan	2		12	1			6	21
United States	2		12		1			15
Bangladesh			13		1			14
United Kingdom	1		8	1	1		1	12
Netherland	1		9			1		11
Austria	1		4			1		6
France	1		5					6
Germany	1		4					5
Italy	1		3					4
Poland			3					3
South Korea			3					3
Canada	1		1		1			3
Mongolia			3					3
Philipines			3					3
Bulgaria			2					2
New Zealand			2					2
Singapore			1			1		2
Sweden			2					2
Switzerland			1				1	2

Cont.

Table 43 cont.

Country	PhD	Specialization/Visiting Fellowship	Master's Degree	P.G Diploma	Bachelor's Degree	Diploma	Certificate	Total
Malaysia			2					2
China			1					1
Korea			1					1
Hong Kong			1					1
Spain			1					1
Hungary			1					1
Indonesia			1					1
Denmark	1							1
Total	**61**	**9**	**825**	**136**	**488**	**44**	**50**	**1,613**

Graph 13
Long - Term Training by Type of Finding



Graph 14
Undergoing Long-Term Training by Parent Agecny through Private Funding (Jan - Dec 2017)

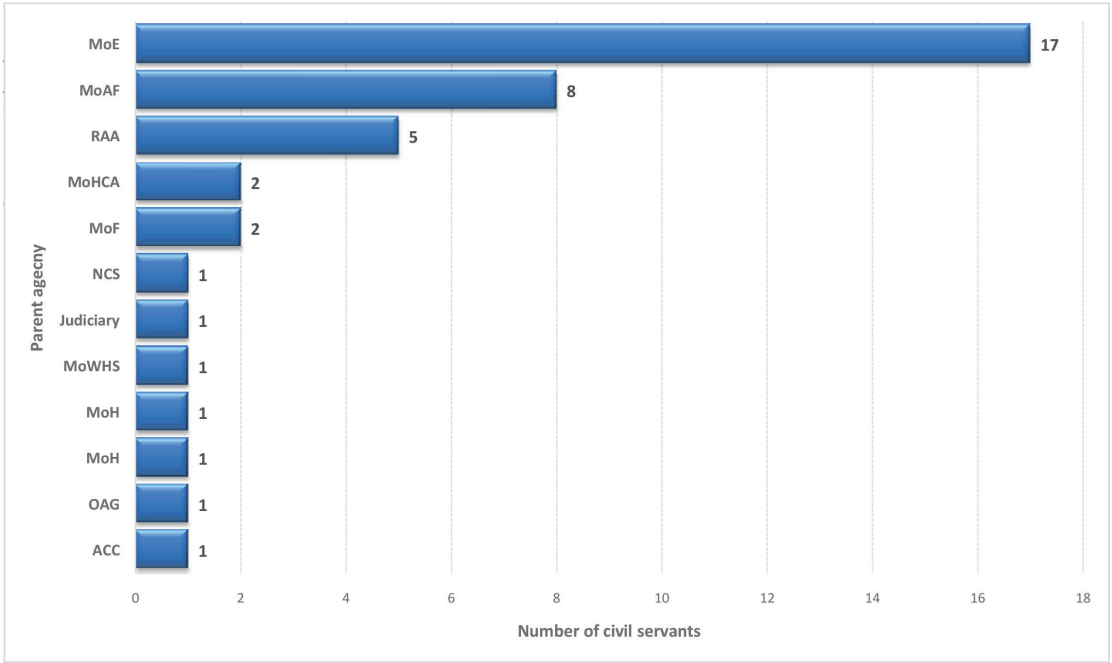


Table 44
Long-Term Training Implementated by Parent Agency (Jan - Dec 2017)

Parent Agency	PhD	Specialization/ Non-Degree/ Fellowship/Intern-ship/Attachment	Master,s Degree	PG Diploma	Bachelor's Degree	Diploma	Certifi-cate	Total
Royal Court of Justice	1		2		1			4
Constitutional								
Royal Audit Authority		2	6					8
Royal Civil Service Commission			2					2
ACC					1			1
Ministry								
Ministry of Education			193	25	79		3	300
Ministry of Health			45		1	8	20	74
Ministry of Agriculture and Forests	3		17		9		2	31
Ministry of Finance		8	13	2	1			24
Ministry of Information & Communications			11				2	13
Ministry of Home & Cultural Affairs	1		8					9
Ministry of Works & Human Settlement			7		1			8
Ministry of Economic Affairs			4					4
Ministry of Labour and Human Resources		1	3					4
Ministry of Foreign Affairs			4					4
Agency								
Office of Attorney General			4					4
Gross National Happiness Commission			2					2
National Commission for Women and Children			1					1
Bhutan Council for School Examinations and Assessment	1							1
National Land Commission			1					1
Bhutan Information Communications & Media Authority			1					1
Toursim Council of Bhutan						1		1
National Center for Hydrology and Meteorology			1					1
National Council Secretariat			1					1
Total	**6**	**11**	**326**	**27**	**93**	**9**	**27**	**499**

Table 45
Long-Term Training by Source of Funding (Jan - Dec 2017)

Funding Agency	PhD	Specialization/ Non-Degree/Fellowship/Internship/ Attachment	Master,s Degree	PG Diploma	Bachelor's Degree	Diploma	Certificate	Total
RGoB		2	165	2	80	7	20	276
Private Funding		1	28		12			41
MoE				25				25
TICA full scholarship			19				1	20
Australia Awards Scholarship			20					20
University Scholarship	1		14		1			16
RGoB (Prince of Songkla University, Thailand)			9					9
Open Scholarship	2		6					8
TCS Colombo Plan		6						6
Agency Budget			5					5
MEXT Scholarship (Monbukagakusho)	1						3	4
Trongsa Penlop Scholarship			4					4
GoI PTA			4					4
Govt. of India		1	2					3
RGoB (GoI)		1	2					3
HM's Scholarship			3					3
WHO			3					3
Joint Japan/World Bank			2					2
JJ/WB			2					2
JICA/JOCV							2	2
Erasmus Mundus Scholarship			2					2
ADA			2					2

Cont.

Table 45 cont.

Funding Agency	PhD	Specialization/ Non-Degree/Fellowship/Internship/ Attachment	Master,s Degree	PG Diploma	Bachelor's Degree	Diploma	Certificate	Total
ADB			2					2
Others			1				1	2
Bhutan Trust Fund			2					2
Monbukagakusho Scholarship			2					2
Govt. of India:CP-TCS			2					2
Nehru Wangchuck Scholarship			2					2
World Bank			2					2
Nehru-Wangchuck Scholarship			2					2
NUFFIC			2					2
PNST/MEXT Scholarship			1					1
cost sharing	1							1
CCOUC Scholarship, Hongkong			1					1
Govt. of Italy			1					1
Endeavour			1					1
RGoB (His Majesty Scholarship)			1					1
TICA/RGOB			1					1
HM Scholarship (Kidu Foundation)			1					1
RGoB (GoI)			1					1
Chevening Scholarship			1					1
World Bank/ Govt.of Japan			1					1
TICA Cost sharing and MoH			1					1
Austrian Development Agency						1		1
TICA Cost sharing Scholarship			1					1
Kasetsart University			1					1

Cont.

Table 45 cont.

Funding Agency	PhD	Specialization/ Non-Degree/Fellowship/Internship/ Attachment	Master,s Degree	PG Diploma	Bachelor's Degree	Diploma	Certificate	Total
International Postgraduate Scholarship	1							1
University & RGoB (MoH)			1					1
New Zealand Development Schloarhip			1					1
WWF			1					1
ITEC/BIMSTEC			1					1
University Scholrship & RGoB						1		1
Total	**6**	**11**	**326**	**27**	**93**	**9**	**27**	**499**

Table 46
Long-Term Training Availed by Civil Servants (2013 - 2017)

Qualification	2013	2014	2015	2016	2017
PhD	12	6	3	5	6
Masters	219	350	237	257	326
Specialization/Non-Degree/ Fellowship/Internship/Attachment			24	6	11
P.G Dip. /P.G Cert.		58	27	70	27
Bachelors	223	321	174	100	93
Diploma	32	21	20	4	9
Certificate	23	26	28	48	27
Total	**509**	**782**	**513**	**490**	**499**

Table 47
Earmarked Undergraduate Scholarships for Civil Service by Country in 2018

Discipline	India	Sri Lanka	Bangla-desh	USA	UK	Canada	Total
Medicine & Biological Science							
MBBS	2	18	10				30
B. Pharmacy	3						3
B. Medical Lab Technology	2						2
BDS (B. Dental Surgery)			2				2
B. Sc Chemistry				2			2
B. Sc Dairy Science	2						2
B. Sc. Veterinary Science	2						2
B. Physiotherapy	2						2
B. Radio Imaging Technology	2						2
B. Biomedical Engineering	2						2
B. Sc Botany	1						1
B. Orthotic & Prosthetic Technology	1						1
B. Clinical Psychology	1						1
B. Sc Environment Science	1						1
B. Sc Microbiology	1						1
B. Sc Biotechnology	1						1
Engineering							
B. Statistics	7						7
B.Tech/B. E Mechanical Engineering	6						6
B. Physics	2			3			5
B. Mathematics				3			3
B. Geo Information System	2						2
B. Tech Mining Engineering	2						2
B. Sc Geology	2						2
B. Water Engineering						1	1
B. E Big Data & Analytics	1						1
B.Tech/B. E Civil Engineering	1						1
B. Tech Automobile Engineering	1						1
B. Chemical Engineering	1						1

cont.

Discipline	India	Sri Lanka	Bangla-desh	USA	UK	Canada	Total
B. Sc Metrology					1		1
Arts, Humanities, Education & Academics							
B. A Economics	3						3
B. A Archaeology	1						1
B. Com Honours	1						1
B. A English	1						1
Total	**54**	**18**	**12**	**8**	**1**	**1**	**94**

Table 48
Civil Servants on Secondment

Seconded to	Total
His Majestys Secretariat	33
Royal Academy Project	16
Royal Construction Division	8
Royal Institute for Governance and Strategic Studies	7
Tashichodzong Garden	5
Army Welfare Project	2
Regional Office for People's Welfare Mongar	2
Armed Forces School Project	1
People Project	1
National Council	3
Bhutan Olympic Committee	1
Trashiyangtse Dzongkhag	2
Tsirang Dzongkhag	1
Sarpang Dzongkhag	1
Samdrup Jongkhar Dzongkhag	1
Dagana Dzongkhag	1
Trashigang Dzongkhag	1
Gasa Dzongkhag	1
Zhemgang Dzongkhag	1
Haa Dzongkhag	1
Samtse Dzongkhag	1
Lhuentse Dzongkhag	1
Chukha Dzongkhag	1
Thimphu Dzongkhag	1
Mongar Dzongkhag	1
Trongsa Dzongkhag,	1
Paro Dzongkhag	1
Wangdue Phodrang Dzongkhag	1
Pemagatsel Dzongkhag	1
Bumthang Dzongkhag	1
Punakha Dzongkhag	1
Youth Development Fund	3
Royal University of Bhutan	1
Druk Holding and Investment Ltd.	1
Druk Green Power Corporation	1
Tarayana Foundation	1
Punatshangchu Hydroelectric Project Authority	1
Bay of Bengal Initiatives for Multi-Sectoral	1
Royal Monetary Authority	1
Total	**110**

Table 49
Civil Servants on Extraordinary Leave by Position Levels and Gender

Position Level	Male	Female	Total
EX2	1		1
ES2		1	1
ES3	1		1
P1	11	10	21
P2	28	7	35
P3	51	55	106
P4	48	61	109
P5	8	6	14
SS2	4	2	6
SS3	5	2	7
SS4	5	14	19
S1	18	24	42
S2	6	8	14
S3	3	6	9
S4	4	13	17
S5	1	3	4
O1	4	2	6
O2	2		2
O3	6		6
Total	**206**	**214**	**420**

Note: The figures are as on 31st December 2017

Graph 15
Civil Servants on Extraordinary Leave by MOGs and Gender (as on 31st December 2017)

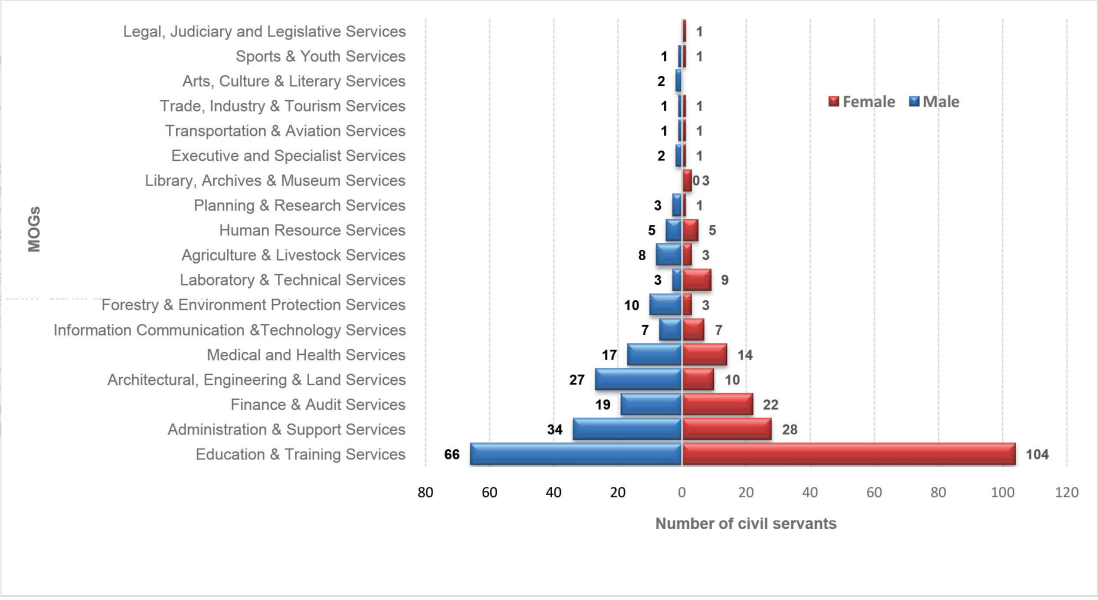


Table 50
Civil Servants on Extraordinary Leave by Working Agency and Gender

Working Agency	Male	Female	Total
Judiciary			
Royal Court of Justice		1	1
Legislative			
National Council Secretariat		1	1
National Assembly Secretariat		1	1
Constitutional			
Royal Civil Service Commission	3	1	4
Royal Audit Authority	1		1
Ministry			
Ministry of Agriculture and Forests	25	11	36
Ministry of Finance	10	14	24
Ministry of Health	11	12	23
Ministry of Economic Affairs	5	6	11
Ministry of Works & Human Settlement	6	4	10
Ministry of Labour & Human Resources	7	2	9
Ministry of Information & Communications	6	2	8
Ministry of Home & Cultural Affairs	3	5	8
Ministry of Education	3	3	6
Agency			
Jigme Dorji Wangchuk National Referral Hospital	6	13	19
National Land Commission	7	1	8
Tourism Council of Bhutan	2	1	3
Bhutan Council for School Examinations and Assessment	1	2	3
National Environment Commission		2	2
Bhutan Standards Bureau	2		2
Gross National Happiness Commission	1	1	2
Drug Regulatory Authority		2	2
Bhutan National Legal Institute	1		1
Dzongkha Development Commission	1		1
Office of the Attorney General		1	1
Centre for Bhutan Studies and GNH Research	1		1
Bhutan Narcotic Control Authority	1		1
Civil Society Organization Authority	1		1
Dzongkhag			
Paro	9	11	20
Wangdue Phodrang	9	9	18
Chhukha	8	7	15
Samtse	9	5	14
Punakha	8	6	14
Bumthang	4	6	10

Cont

Table 50 cont.

Working Agency	Male	Female	Total
Mongar	4	4	8
Thimphu	4	3	7
Dagana	5	2	7
Trashiyangtse	3	4	7
Sarpang	4	3	7
Tsirang	1	5	6
Trashigang	1	4	5
Haa	1	3	4
Trongsa	3	1	4
Gasa		2	2
Pemagatsel	2		2
Samdrup Jongkhar	2		2
Thromde			
Thimphu	19	41	60
Gelephu	2	9	11
Phuentsholing	4	3	7
Total	**206**	**214**	**420**

Note: The figure is as on 31st December 2017

Graph 16

Percentage of Civil Servants within Super Structure by Gender

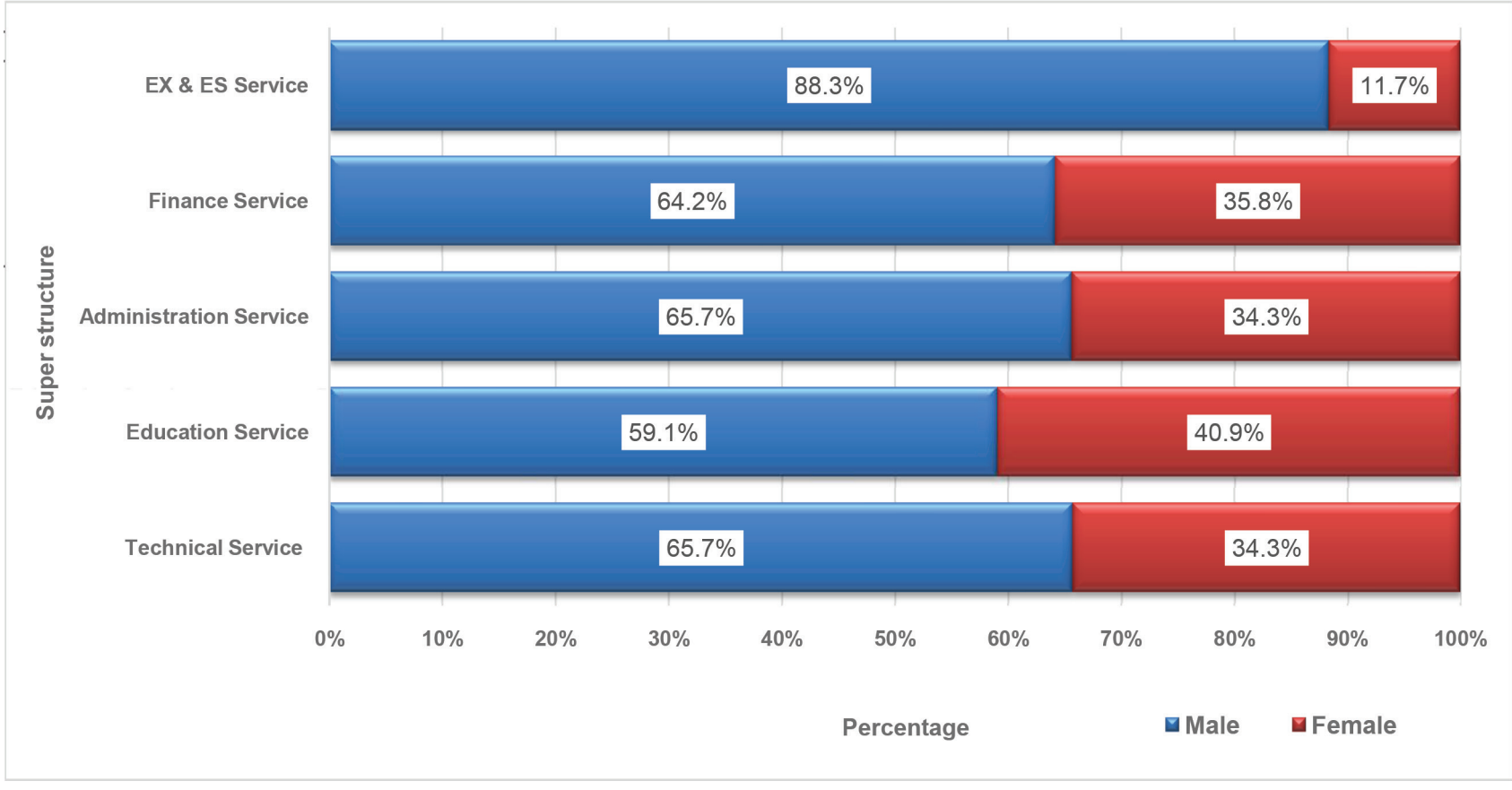


Table 51
Civil Servants by Age Group and Super Structure

Age Group	EX & ES Service[1]			Administration Service			Education Service			Finance Service			Technical Service			Grand Total
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	
<20				5	9	14	2	3	5		2	2	3	6	9	**30**
20-24				129	100	229	176	241	417	27	51	78	232	260	492	**1,216**
25-29				567	439	1,006	1,173	1,077	2,250	161	157	318	1,554	1,169	2,723	**6,297**
30-34				845	507	1,352	1,501	979	2,480	334	227	561	1,599	1,053	2,652	**7,045**
35-39				796	384	1,180	1,330	900	2,230	263	120	383	1,401	767	2,168	**5,961**
40-44	12	3	15	459	152	611	662	412	1,074	158	67	225	900	284	1,184	**3,109**
45-49	58	11	69	349	132	481	404	150	554	156	43	199	774	152	926	**2,229**
50-54	77	10	87	205	70	275	278	102	380	105	20	125	575	75	650	**1,517**
55-60	87	8	95	74	13	87	128	54	182	29	1	30	207	13	220	**614**
>60	8		8	27		27	3		3				12	2	14	**52**
Total	**242**	**32**	**274**	**3,456**	**1,806**	**5,262**	**5,657**	**3,918**	**9,575**	**1,233**	**688**	**1,921**	**7,257**	**3,781**	**11,038**	**28,070**

Note: [1]Eminent Members of the National Council are included

M: Male, F: Female & T: Total

Table 52
Civil Servants by Super Structure and Position Category

SuperStructure/MOG	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
EX & ES Service													
No level[1]	3		3										**3**
Executive and Specialist Services	263	8	271										**271**
Administration Service													
Administration & Support Services	1		1	571	52	623	1,240	191	1,431	1,575	363	1,938	**3,993**
Human Resource Services				226	1	227	202	1	203				**430**
Planning & Research Services				189	66	255	8		8				**263**
Architectural, Engineering & Land Services				54		54	128	1	129				**183**
Trade, Industry & Tourism Services				110	7	117	19	1	20				**137**
Transportation & Aviation Services				26		26	72	5	77				**103**
Foreign Services				74	4	78							**78**
Legal, Judiciary and Legislative Services				36	1	37							**37**
Information Communication &Technology Services				35	1	36							**36**
Finance & Audit Services				1		1							**1**
Medical and Health Services				1		1							**1**
Education Service													
Education & Training Services				8,060	817	8,877	148	26	174				**9,051**
Administration & Support Services				1		1		148	148		122	122	**271**
Sports & Youth Services				100	3	103	4	140	144				**247**
Legal, Judiciary and Legislative Services				6		6							**6**
Finance Service													
Finance & Audit Services				511	10	521	1,014	4	1,018				**1,539**
Administration & Support Services				81		81	235	63	298				**379**

Cont

Table 52 cont.

SuperStructure/MOG	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Legal, Judiciary and Legislative Services				3		3							**3**
Technical Service													
Medical and Health Services				596	51	647	2,490	46	2,536				**3,183**
Architectural, Engineering & Land Services				571	16	587	1,754	40	1,794	161	10	171	**2,552**
Forestry & Environment Protection Services				227	3	230	1,235	15	1,250				**1,480**
Agriculture & Livestock Services				309	2	311	982		982				**1,293**
Laboratory & Technical Services				76	1	77	755	174	929				**1,006**
Legal, Judiciary and Legislative Services				150	2	152	291	10	301				**453**
Library, Archives & Museum Services				26		26	307	56	363				**389**
Information Communication &Technology Services				157	15	172	171	2	173				**345**
Transportation & Aviation Services				19	2	21	130	2	132				**153**
Arts, Culture & Literary Services				43	3	46	18	14	32				**78**
Planning & Research Services				30		30	25		25				**55**
Administration & Support Services				47	1	48	2		2	1		1	**51**
Total	**267**	**8**	**275**	**12,336**	**1,058**	**13,394**	**11,230**	**939**	**12,169**	**1,737**	**495**	**2,232**	**28,070**

Note: [1]Eminent Members of the National Council

C: Contract, R: Regular & T: Total

Table 53
Civil Servants by Super Structure and Position Level

Position Level	EX & ES Service[1]			Administration Service			Education Service			Finance Service			Technical Service			Grand Total
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	
NA	2	1	3													**3**
ES1	5	1	6													**6**
ES2	32	5	37													**37**
ES3	61	12	73													**73**
EX1	25		25													**25**
EX2	56	3	59													**59**
EX3	61	10	71	1		1										**72**
O1				582	133	715							132	4	136	**851**
O2				196	66	262	43	79	122				29	2	31	**415**
O3				361	56	417							4		4	**421**
O4				510	34	544							1		1	**545**
P1				155	28	183	272	170	442	41	6	47	248	42	290	**962**
P2				119	41	160	796	379	1,175	64	25	89	248	77	325	**1,749**
P3				140	66	206	1,288	990	2,278	83	31	114	513	165	678	**3,276**
P4				312	119	431	1,407	983	2,390	112	61	173	657	318	975	**3,969**
P5				272	203	475	1,553	1,149	2,702	115	67	182	48	31	79	**3,438**
S1				76	77	153	36	17	53	298	203	501	1,203	695	1,898	**2,605**
S2				117	142	259	18	16	34	148	104	252	984	572	1,556	**2,101**
S3				118	153	271	2	2	4	58	35	93	929	658	1,587	**1,955**
S4				183	326	509	11	2	13	60	41	101	501	396	897	**1,520**
S5				267	328	595	174	122	296	45	48	93	270	206	476	**1,460**
SS1					1	1							15	10	25	**26**
SS2				2	1	3	3		3	7	1	8	174	86	260	**274**
SS3				6	8	14	9	1	10	45	11	56	607	171	778	**858**
SS4				39	24	63	45	8	53	157	55	212	694	348	1,042	**1,370**
Total	**242**	**32**	**274**	**3,456**	**1,806**	**5,262**	**5,657**	**3,918**	**9,575**	**1,233**	**688**	**1,921**	**7,257**	**3,781**	**11,038**	**28,070**

Note: [1]Eminent Members of the National Council are inclulded

M: Male, F:Female & T: Total

Table 54
Civil Servants by Working Agency and Super Structure

Working Agency	No level[1]			EX & ES Service			Administration Service		
	M	F	T	M	F	T	M	F	T
His Majesty's Secretariat				8		8	28	19	47
Secretariat of His Majesty The Fourth Druk Gyalpo				4		4	23		23
Judiciary									
Royal Court of Justice							71	61	132
Supreme Court of Bhutan									
Legislative									
National Assembly Secretariat				2		2	41	23	64
National Council Secretariat	2	1	3	2		2	20	20	40
Constitutional									
Royal Audit Authority				4		4	23	16	39
Anti-Corruption Commission				3		3	44	18	62
Royal Civil Service Commission				4	1	5	31	33	64
Ministry									
Ministry of Agriculture and Forests				38	3	41	314	110	424
Ministry of Health				10	1	11	159	89	248
Ministry of Finance				9	1	10	83	54	137
Ministry of Works & Human Settlement				10		10	100	37	137
Ministry of Home & Cultural Affairs				11		11	256	129	385
Ministry of Information & Communications				6		6	152	61	213
Ministry of Economic Affairs				11		11	132	83	215
Ministry of Labour & Human Resources				7	1	8	87	55	142
Ministry of Education				4	2	6	74	56	130
Ministry of Foreign Affairs				9	3	12	107	47	154
Agency									
Jigme Dorji Wangchuk National Referral Hospital				23	10	33	25	42	67
National Land Commission				9		9	77	42	119
National Center for Hydrology and Meteorology				1		1	6	5	11
Tourism Council of Bhutan				1	1	2	20	18	38
Dratshang Lhentshog				1		1	56	3	59
Gross National Happiness Commission				2		2	31	26	57
Royal Institute of Management				8		8	14	8	22
Office of the Attorney General							4	3	7

Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
	1	1	6		6	3	3	6	**68**
			1		1	1		1	**29**
			21	12	33	153	147	300	**465**
			1		1	1		1	**2**
			1	2	3	10	6	16	**85**
			1	1	2	10	4	14	**61**
			146	45	191	10	5	15	**249**
5	1	6	3	2	5	18	12	30	**106**
			1	2	3	11	5	16	**88**
7	1	8	85	41	126	1,890	426	2,316	**2,915**
			27	31	58	544	384	928	**1,245**
3		3	428	212	640	90	26	116	**906**
			37	13	50	347	122	469	**666**
9	3	12	26	10	36	69	38	107	**551**
			13	9	22	195	53	248	**489**
2		2	13	12	25	177	55	232	**485**
116	40	156	20	8	28	20	14	34	**368**
32	13	45	14	9	23	20	22	42	**246**
1		1	15	4	19	7	3	10	**196**
1		1	5	10	15	396	536	932	**1,048**
			6	2	8	70	28	98	**234**
			1	2	3	112	45	157	**172**
9	9	18	3	6	9	9	3	12	**79**
	2	2	3	1	4	7	3	10	**76**
			2		2	4	1	5	**66**
12	6	18	2	2	4	7	4	11	**63**
				3	3	34	16	50	**60**

Cont.

Table 54 cont.

Working Agency	No level[1]			EX & ES Service			Administration Service		
	M	F	T	M	F	T	M	F	T
Bhutan Standards Bureau				1		1	6	2	8
National Environment Commission				2		2	12	7	19
Bhutan Narcotic Control Authority				1		1	24	18	42
Royal Education Council				4		4	6	9	15
Cabinet Secretariat				2		2	22	11	33
National Statistics Bureau				1		1	6	4	10
Bhutan Council for School Examinations and Assessment				3	1	4	6	4	10
Bhutan Information Communications & Media Authority				1		1	7	8	15
Drug Regulatory Authority				1		1	3	5	8
Dzongkha Development Commission				1		1	10	5	15
Centre for Bhutan Studies and GNH Research				1		1	13	8	21
Construction Development Board				1		1	5	4	9
National Commission for Women & Children					1	1	6	8	14
Bhutan Olympic Committee				1		1	3	1	4
Bhutan National Legal Institute							2	4	6
Royal Privy Council							6	4	10
Bhutan Medical Health Council				1		1	3	3	6
Bhutan Health Trust Fund				1		1	1	3	4
Civil Society Organization Authority							2	2	4
Dzongkhag									
Trashigang				3		3	115	48	163
Samtse				2		2	94	34	128
Chhukha				1		1	81	43	124
Mongar				1		1	83	35	118
Paro				1		1	57	45	102
Wangdue Phodrang				1		1	53	25	78
Dagana					1	1	79	36	115
Samdrup Jongkhar				1		1	79	29	108
Sarpang				1		1	66	36	102
Pemagatsel				1		1	54	28	82
Punakha				2		2	50	31	81
Zhemgang				1		1	64	25	89
Trashiyangtse				1		1	42	22	64
Tsirang					1	1	59	22	81
Lhuentse				1		1	47	21	68
Bumthang				1	1	2	39	22	61
Trongsa				1		1	45	15	60

Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
			2	1	3	22	20	42	**54**
			1	1	2	15	15	30	**53**
	2	2	1	1	2	1	4	5	**52**
20	5	25	1	1	2	2	1	3	**49**
			3	1	4	4	2	6	**45**
			1	1	2	18	8	26	**39**
10	7	17	3		3	1	2	3	**37**
			1		1	9	5	14	**31**
			1		1	17	4	21	**31**
				2	2	10	2	12	**30**
			1	1	2	2	2	4	**28**
				2	2	11	3	14	**26**
1		1	2	1	3	2	1	3	**22**
12		12	2		2				**19**
			2	3	5	4	3	7	**18**
				1	1				**11**
				1	1	2		2	**10**
			1		1		1	1	**7**
									4
526	238	764	31	16	47	291	148	439	**1,416**
472	287	759	16	12	28	209	120	329	**1,246**
362	247	609	19	14	33	161	110	271	**1,038**
385	194	579	17	14	31	147	91	238	**967**
227	292	519	10	16	26	143	134	277	**925**
242	180	422	16	13	29	161	111	272	**802**
237	154	391	26	7	33	147	85	232	**772**
260	111	371	19	7	26	181	81	262	**768**
274	160	434	12	12	24	135	71	206	**767**
285	111	396	18	10	28	150	68	218	**725**
230	165	395	13	10	23	127	86	213	**714**
222	124	346	12	12	24	147	65	212	**672**
254	94	348	13	8	21	119	65	184	**618**
202	99	301	16	10	26	132	63	195	**604**
201	69	270	10	6	16	116	53	169	**524**
184	95	279	15	6	21	84	62	146	**509**
152	108	260	14	6	20	88	47	135	**476**

Cont.

Table 54 cont.

Working Agency	No level[1]			EX & ES Service			Administration Service		
	M	F	T	M	F	T	M	F	T
Thimphu				1		1	36	28	64
Haa				2		2	46	15	61
Gasa				1		1	23	9	32
Thromde									
Thimphu				2	2	4	62	27	89
Phuentsholing				1	1	2	23	18	41
Gelephu				1		1	21	15	36
Samdrup Jongkhar				1		1	15	9	24
Non-civil Service Agency									
Defence[2]									
Non-Governemental Organizations				1		1	1		1
Corporations				1		1	1		1
International Organizations				1		1			
Government Agency Outside Civil Service									
Total	**2**	**1**	**3**	**240**	**31**	**271**	**3,456**	**1,806**	**5,262**

Note: [1]Eminent Members of the National Council

[2]Finance and Accounts staff placed in RBG/RBA/RBP

Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
125	97	222	9	16	25	82	56	138	**450**
104	96	200	5	12	17	68	42	110	**390**
54	22	76	7	2	9	49	15	64	**182**
253	665	918	11	11	22	88	98	186	**1,219**
70	111	181	7	8	15	40	36	76	**315**
58	65	123	2	3	5	34	22	56	**221**
38	44	82	5		5	21	17	38	**150**
			7	1	8	1		1	**9**
							1	1	**3**
									2
									1
						1		1	**1**
5,657	**3,918**	**9,575**	**1,233**	**688**	**1,921**	**7,257**	**3,781**	**11,038**	**28,070**

Table 55
Civil Servants by Parent Agency and Super Structure

Parent Agency	No level[1]			EX & ES Service			Administration Service		
	M	F	T	M	F	T	M	F	T
His Majesty's Secretariat				7		7	23	17	40
Secretariat of His Majesty The Fourth Druk Gyalpo				4		4	23		23
Judiciary									
Royal Court of Justice							72	60	132
Supreme Court of Bhutan								1	1
Legislative									
National Assembly Secretariat				2		2	41	22	63
National Council Secretariat	2	1	3	2		2	20	19	39
Constitutional									
Royal Audit Authority				5		5	22	16	38
Royal Civil Service Commission				3	1	4	103	69	172
Anti-Corruption Commission				3		3	43	17	60
Ministry									
Ministry of Education				6	5	11	286	321	607
Ministry of Health				34	11	45	309	203	512
Ministry of Agriculture and Forests				38	3	41	322	105	427
Ministry of Finance				11	1	12	90	52	142
Ministry of Works & Human Settlement				13		13	129	39	168
Ministry of Home & Cultural Affairs				30	2	32	957	347	1,304
Ministry of Information & Communications				6		6	154	65	219
Ministry of Economic Affairs				12		12	131	83	214
Ministry of Labour & Human Resources				7	1	8	85	55	140
Ministry of Foreign Affairs				10	3	13	101	47	148
Agency									
National Land Commission				9		9	165	74	239
National Center for Hydrology and Meteorology				1		1	6	5	11
Office of the Attorney General							4	3	7
Jigme Dorji Wangchuk National Referral Hospital				3	1	3	2	4	6
Gross National Happiness Commission				2		2	59	32	91
Dratshang Lhentshog				1		1	56	3	59
Tourism Council of Bhutan				1	1	2	20	17	37
National Environment Commission				2		2	10	7	17
Royal Institute of Management				7		7	13	7	20
Bhutan Standards Bureau				1		1	6	2	8

Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
			1		1		1	1	**49**
									27
			2		2	151	143	294	**428**
			1		1	2		2	**4**
			1		1	5	3	8	**74**
						5	4	9	**53**
			139	45	184	5		5	**232**
						3	1	4	**180**
5	1	6	1	1	2	14	11	25	**96**
5,448	3,840	9,288	84	83	167	359	607	966	**11,039**
1		1	21	24	45	2,041	1,603	3,644	**4,247**
7	1	8	10	10	20	2,434	550	2,984	**3,480**
3		3	923	508	1,431	74	11	85	**1,673**
			11	3	14	986	352	1,338	**1,533**
12	5	17	19	5	24	90	34	124	**1,501**
			1		1	357	154	511	**737**
2		2		1	1	160	51	211	**440**
116	40	156	7	2	9	12	12	24	**337**
						1		1	**162**
			2		2	153	27	180	**430**
			1		1	111	45	156	**169**
						84	46	130	**137**
						50	47	97	**107**
						2		2	**95**
	2	2				6	2	8	**70**
9	9	18	1	1	2	6	2	8	**67**
						28	20	48	**67**
12	6	18	1		1	6	3	9	**55**
			2		2	21	19	40	**51**

Cont.

Table 55 cont.

Parent Agency	No level[1]			EX & ES Service			Administration Service		
	M	F	T	M	F	T	M	F	T
National Statistics Bureau				1		1	6	3	9
Bhutan Narcotic Control Authority				1		1	22	18	40
Royal Education Council				4		4	6	8	14
Cabinet Secretariat				2		2	20	9	29
Bhutan Council for School Examinations and Assessment				3	1	4	4	3	7
Drug Regulatory Authority				1		1	3	4	7
Centre for Bhutan Studies and GNH Research				1		1	14	8	22
Bhutan Information Communications & Media Authority				1		1	6	8	14
Dzongkha Development Commission				1		1	9	5	14
Construction Development Board				1		1	5	4	9
National Commission for Women & Children					1	1	6	8	14
Bhutan Olympic Committee							3	1	4
Royal Privy Council							6	4	10
Bhutan National Legal Institute							2	4	6
Bhutan Medical Health Council				1		1	3	3	6
Bhutan Health Trust Fund				1		1	1	3	4
Civil Society Organization Authority							1	2	3
Thromde									
Thimphu				1		1	50	4	54
Gelephu							17	6	23
Samdrup Jongkhar				1		1	10	4	14
Phuentsholing							10	5	15
Total	**2**	**1**	**3**	**240**	**31**	**271**	**3,456**	**1,806**	**5,262**

Note: [1]Eminent Members of the National Council

Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
						34	6	40	**50**
	2	2		1	1	1	1	2	**46**
19	5	24				1		1	**43**
			1		1	1	1	2	**34**
10	7	17							**28**
						16	4	20	**28**
				1	1	2		2	**26**
						8	2	10	**25**
				1	1	8	1	9	**25**
						7	2	9	**19**
1		1	2		2				**18**
12		12							**16**
									10
			1	1	2	1		1	**9**
						1		1	**8**
							1	1	**6**
									3
						7	12	19	**74**
				1	1	1		1	**25**
			1		1	1	2	3	**19**
						2	1	3	**18**
5,657	**3,918**	**9,575**	**1,233**	**688**	**1,921**	**7,257**	**3,781**	**11,038**	**28,070**

Table 56
International Volunteers by Parent Agency

Parent Agency	AV	BCFV	FFT	JOCA	SV	Total
Ministry of Education	5	7		11	2	25
Ministry of Agriculture and Forests	3		1	5	1	10
Ministry of Labour and Human Resources			4	4	1	9
Ministry of Health				8		8
Ministry of Works and Human Settlement				3	1	4
Toursim Council of Bhutan			2			2
Bhutan Chamber of Commerce and Industries				2		2
Ministry of Home and Cultural Affairs				2		2
Bhutan Olympic Committee				2		2
Royal Institute of Management	1					1
Ministry of Economic Affairs					1	1
Ministry of Inofrmation and Communication				1		1
Anti-Corruption Commission					1	1
Phuentsholing Thromde					1	1
Total	**9**	**7**	**7**	**38**	**8**	**69**

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