

# TABLE OF CONTENTS

|  |      |
|--|------|
| Introduction   | v    |
| <b>Part I - Overview of the Report</b>                                 |      |
| General  | vi   |
| • Civil Servants by Position Category and Position Level               | vi   |
| • Civil Servants by Type of Employment                                 | vii  |
| • Civil Servants by Agencies   | vii  |
| • Civil Servants by Dzongkhags   | vii  |
| • Civil Servants by Occupational Groups                                | viii |
| • Civil Servants by Gender   | viii |
| • Civil Servants by Age Groups   | viii |
| • Recruitment  | viii |
| • Promotion  | viii |
| • Separation   | xi   |
| • Regular Civil Servants by Qualification                              | xi   |
| • Long-term Training   | xi   |
| • Secondment   | xi   |
| • Expatriates and Volunteers   | x    |
| <b>Part II – Detailed Statistics</b>                                   |      |
| General  |      |
| 1. Summary (Table – 1)   | 1    |
| 2. Proportion of Civil Servants to Population (Table – 2)              | 2    |
| 3. Civil Servants by Position Category & Years of Service (Table – 3)  | 3    |
| 4. Royal Civil Service Award 2015 – Summary (Table – 4)                | 3    |
| 5. Civil Service Staffing Trend from 1989 till 2015 (Graph - 1)        | 4    |
| Civil Servants by Position Category and Position Level                 |      |
| 1. Civil Servants by Position Category and Position Level (Table – 5)  | 5    |
| 2. Civil Servants by Position Category in % (Graph – 2)                | 6    |
| 3. Civil Servants by Position Category from 2011 till 2015 (Graph – 3) | 6    |
| 4. Number of Civil Servants by Position Level (Graph – 4)              | 7    |

## Civil Servants by Type of Employment

1. Civil Servants by Type of Employment from 2011 till 2015 (Table – 6) 8
2. Civil Servants by Working Agency and Type of Employment (Table – 7) 9-10
3. Civil Servants by Parent Agency and Type of Employment (Table – 8) 11

## Civil Servants by Agencies

1. Civil Servants by Working Agency and Position Level (Table – 9) 12-14
2. Civil Servants by Parent Agency and Position Level (Table – 10) 15-16
3. Contract Employees by Working Agency and Position Category (Table – 11) 17
4. Civil Service Growth by Agency (Table – 12) 18
5. Progressive Growth of Civil Service strength by Parent Agency (Table – 13) 19-20

## Civil Servants by Dzongkhags / Location

1. Civil Servants under Dzongkhag/Thromde Adm. by Position Category (Table – 14) 21
2. Civil Servants under Dzongkhag & Thromde Adm. by Position Level (Table – 15) 22
3. Civil Servants by Location and Position Category (Table – 16) 23
4. Civil Servants by Dzongkhag/ Thromde Adm. and Location (Table – 17) 24
5. Civil Servants by Dzongkhag/ Thromde Adm. and by MOG (Table – 18) 25
6. Increase in Civil Servants by Location (Table – 19) 26

## Civil Servants by Occupational Groups

1. Civil Servants by Major Occupational Groups and Position Category (Table – 20) 27
2. Civil Servants by MOG/sub Groups by Position Level (Table – 21) 28-30
3. Civil Servants by Major Occupational Groups (Graph – 5) 31
4. Progressive Growth of Civil Service strength by Occupational Groups (Table – 22) 32-34

## Civil Servants by Gender

1. Civil Servants by Position Level and Gender (Table – 23, Graph 6) 35-36
2. Civil Servants by Position Category and Gender (Graph – 7) 37
3. Civil Servants by Gender in % (Graph – 8) 38
4. Female Civil Servants from 2001 till 2015 (Graph – 9) 38
5. Civil Servants by Major Occupational Groups and Gender (Table – 24) 39

|   |       |
|---|-------|
| <b>Civil Servants by Age Groups</b>   |       |
| 1. Civil Servants by Age Groups and Position Levels (Table – 25)                        | 40    |
| 2. Civil Servants by Gender and Age Groups (Table – 26)                                 | 41    |
| 3. Distribution of Civil Servants by Age and Gender (Graph – 10)                        | 42    |
| 4. Civil Servants by Age Groups in % (Graph – 11)                                       | 42    |
| <br>  |       |
| <b>Recruitment</b>  |       |
| 1. Civil Servants recruited by Agency from Jan till Dec 2015 (Table – 27)               | 43    |
| 2. Civil Servants recruited (New) by MOG from Jan till Dec 2015 (Table – 28)            | 44    |
| 3. Civil Servants recruited by Position Level from 2011 till 2015 (Table – 29)          | 45    |
| 4. Trends of Civil Servants recruited and separated from 2006 till 2015 (Graph – 12)    | 46    |
| <br>  |       |
| <b>Promotion</b>  |       |
| 1. Civil Servants recruited, promoted and separated from Jan till Dec 2015 (Table – 30) | 47    |
| 2. Civil Servants promoted from 2011 till 2015 (Table – 31)                             | 48    |
| <br>  |       |
| <b>Separation</b>   |       |
| 1. Civil Servants separated by Agency from Jan till Dec 2015 (Table– 32)                | 49-50 |
| 2. Civil Servants separated by MOG from Jan till Dec 2015 (Table – 33)                  | 51    |
| 3. Civil Servants separated by Category of Separation (Table – 34)                      | 52    |
| 4. Civil Servants separated by Position Level from 2011 till 2015 (Table – 35)          | 53    |
| 5. Projection of superannuation of regular Civil Servants (Table – 36)                  | 54    |
| 6. Trends of Civil Servants recruited, separated and net increase (Graph – 13)          | 55    |
| <br>  |       |
| <b>Regular Civil Servants by Qualification</b>  |       |
| 1. Qualification of Regular Civil Servants (Table - 37, Graph -14)                      | 56    |
| 2. Civil Servants by Parent Agency and Qualification (Table - 38)                       | 57-58 |
| 3. Civil Servants by Qualification (Graph – 15)   | 59    |
| 4. Civil Servants meeting the Minimum Qualification Criteria (Table- 39, Graph - 16)    | 60-61 |
| <br>  |       |
| <b>Long-Term Training</b>   |       |
| 1. Long Term Training implementation Status from Jan till Dec 2015 (Table – 40)         | 62    |
| 2. Long-Term Training implemented by Country from Jan till Dec. 2015 (Table – 41)       | 63    |
| 3. Civil Servants undergoing Long Term Training as on 31 Dec 2015 (Table – 42)          | 64    |
| 4. Undergoing Bachelor Degree by type of funding(Graph – 17)                            | 65    |
| 5. Undergoing Bachelor Degree by Agencies through private funding (Graph – 18)          | 66    |
| 6. Long Term Training implemented by Type and Agency (Table – 43)                       | 67-68 |

|  |       |
|--|-------|
| 7. Long Term Training implementation by Source of Funding (Table – 44)   | 69-70 |
| 8. Year-wise Long Term Training availed by Civil Servants (Table – 45, Graph – 19)                                     | 71    |
| 9. Long Term Training implementation from Jul. 2008 till Dec. 2015 (Table – 46)  | 72    |
| 10. Supply Projection of University Graduates in Scarce Professions (Table – 47)                                       | 72    |
| <br>   |       |
| <b>Secondment</b>  |       |
| 1. Civil Servants on Secondment by Agency (Table – 48)   | 73    |
| <br>   |       |
| <b>Expatriates and Volunteers</b>  |       |
| 1. Expatriates and International Volunteers (Table – 49)   | 74    |
| 2. Expatriates by Agency and Employment Category (Table – 50)  | 74    |
| 3. International Volunteers by Agencies (Table – 51)   | 75    |
| <br>   |       |
| <b>Part III – Spotlight on Bhutan Civil Service Examination</b>  |       |
| 1. Background  | 76    |
| 2. Report on Performance of Graduates from different Institutes: 2011-2015   | 77    |
| 3. Trend of Graduates appearing BCSE (2011-2015)   | 78    |
| 4. Summary of overall performances - BCSE 2015   | 79    |
| 5. Comparison of written examination marks of candidates who studied within Bhutan & outside Bhutan (General Category) | 80    |
| 6. Colleges/ Universities where the top 36 graduates under PGDPA category have graduated from                          | 81    |
| 7. Colleges/ Universities where the top 36 graduates under PGDFM category have graduated from                          | 82    |
| 8. Performance of Technical Category (field wise)  | 83-84 |
| 9. Graph on performance of Technical Category- field wise (top 10 fields)  | 85    |
| 10. Comparison of overall eligibility for selection (EFS) percentage with BCSE 2014                                    | 86    |

## INTRODUCTION

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

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

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

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

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

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

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

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

## **PART I - OVERVIEW OF THE REPORT**

### **GENERAL**

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

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

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

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

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

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

### **CIVIL SERVANTS BY POSITION CATEGORY AND POSITION LEVEL**

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

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

## **CIVIL SERVANTS BY TYPE OF EMPLOYMENT**

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

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

## **CIVIL SERVANTS BY AGENCIES**

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

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

## **CIVIL SERVANTS BY DZONGKHAGS**

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

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

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

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

## **CIVIL SERVANTS BY OCCUPATIONAL GROUPS**

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

## **CIVIL SERVANTS BY GENDER**

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

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

## **CIVIL SERVANTS BY AGE GROUPS**

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

## **RECRUITMENT**

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

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

## **PROMOTION**

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



## SEPARATION

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

## CIVIL SERVANTS BY QUALIFICATION

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

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

## TRAINING

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

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

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

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

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

## SECONDMENT

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

## **EXPATRIATES AND VOLUNTEERS**

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

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

## PART II - DETAILED STATISTICS GENERAL

### TABLE [1]

### SUMMARY

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

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

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

\* Source: Department of Public Accounts, MoF

**TABLE - 2 PROPORTION OF CIVIL SERVANTS TO POPULATION**

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

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

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

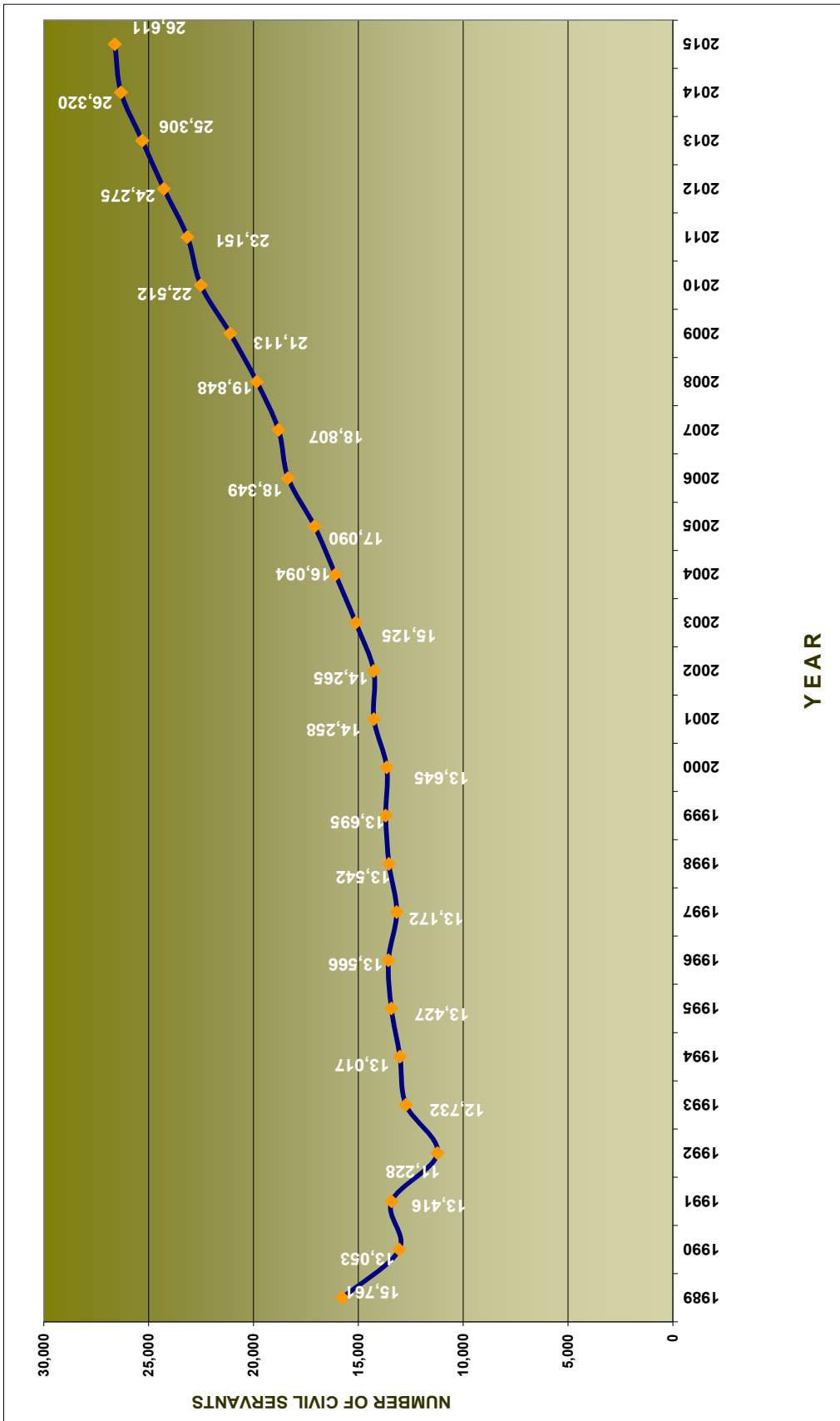
**TABLE - 3 CIVIL SERVANTS BY POSITION CATEGORY AND YEARS OF SERVICE BY EMPLOYEE TYPE**

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

**TABLE - 4 SUMMARY OF ROYAL CIVIL SERVICE AWARD 2015**

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

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



Note: Based on Bi-annual Statistic book figure

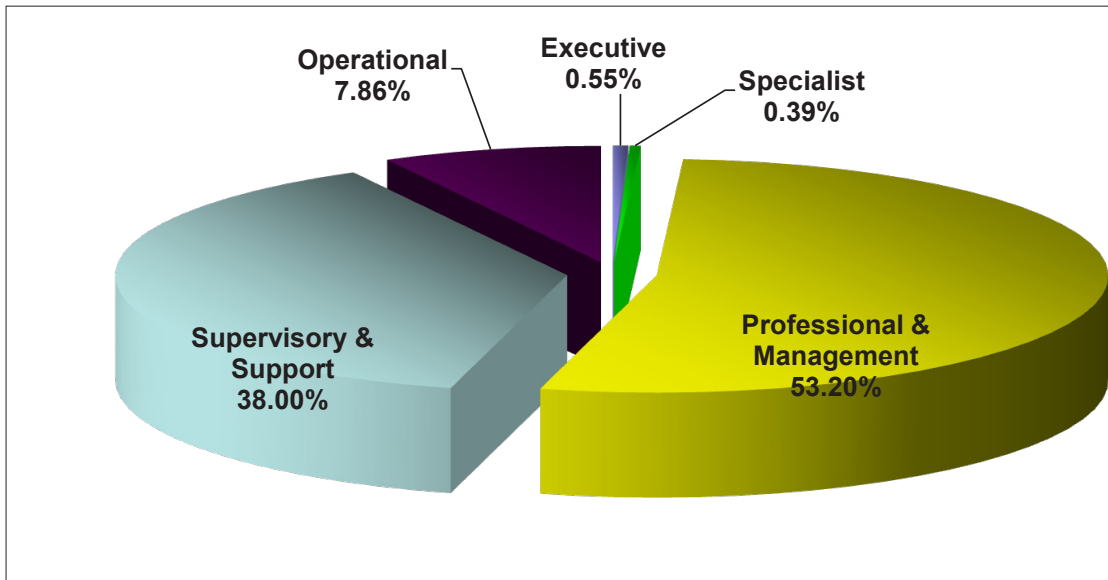
## CIVIL SERVANTS BY POSITION CATEGORY AND POSITION LEVEL

**TABLE - 5 CIVIL SERVANTS BY POSITION CATEGORY AND POSITION LEVEL**

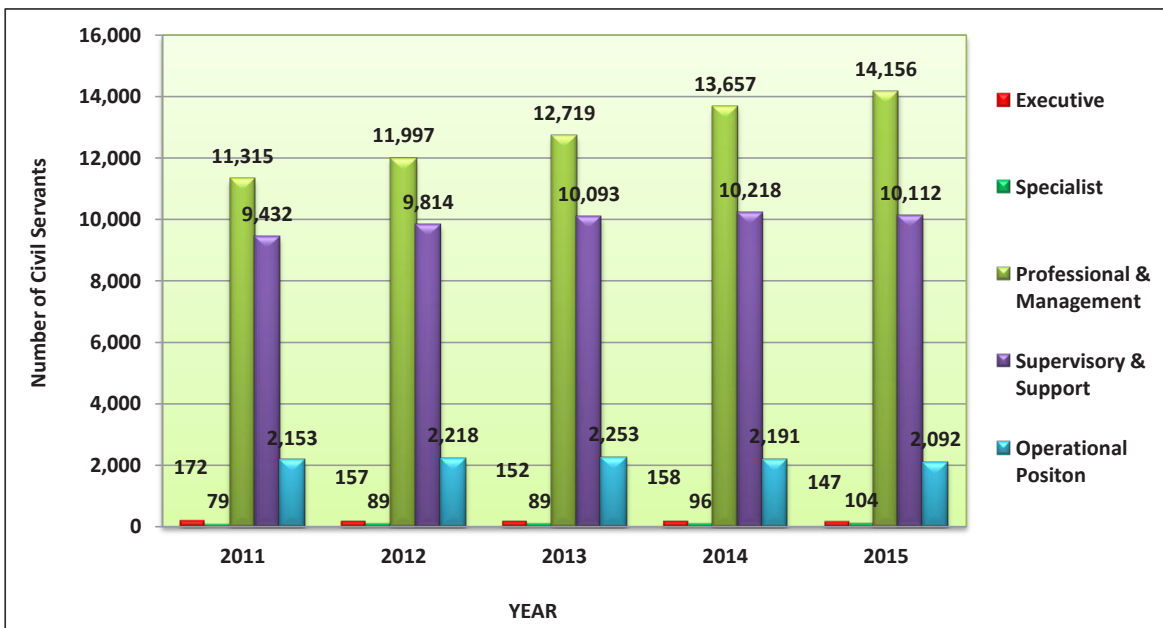
| Position Category & Position Level                     | 31 <sup>st</sup> December 2010 | 31 <sup>st</sup> December 2011 | 31 <sup>st</sup> December 2012 | 31 <sup>st</sup> December 2013 | 31 <sup>st</sup> December 2014 | 31 <sup>st</sup> December 2015 |
|--|--------------------------------|--------------------------------|--------------------------------|----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

\* Eminent members of the parliament

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

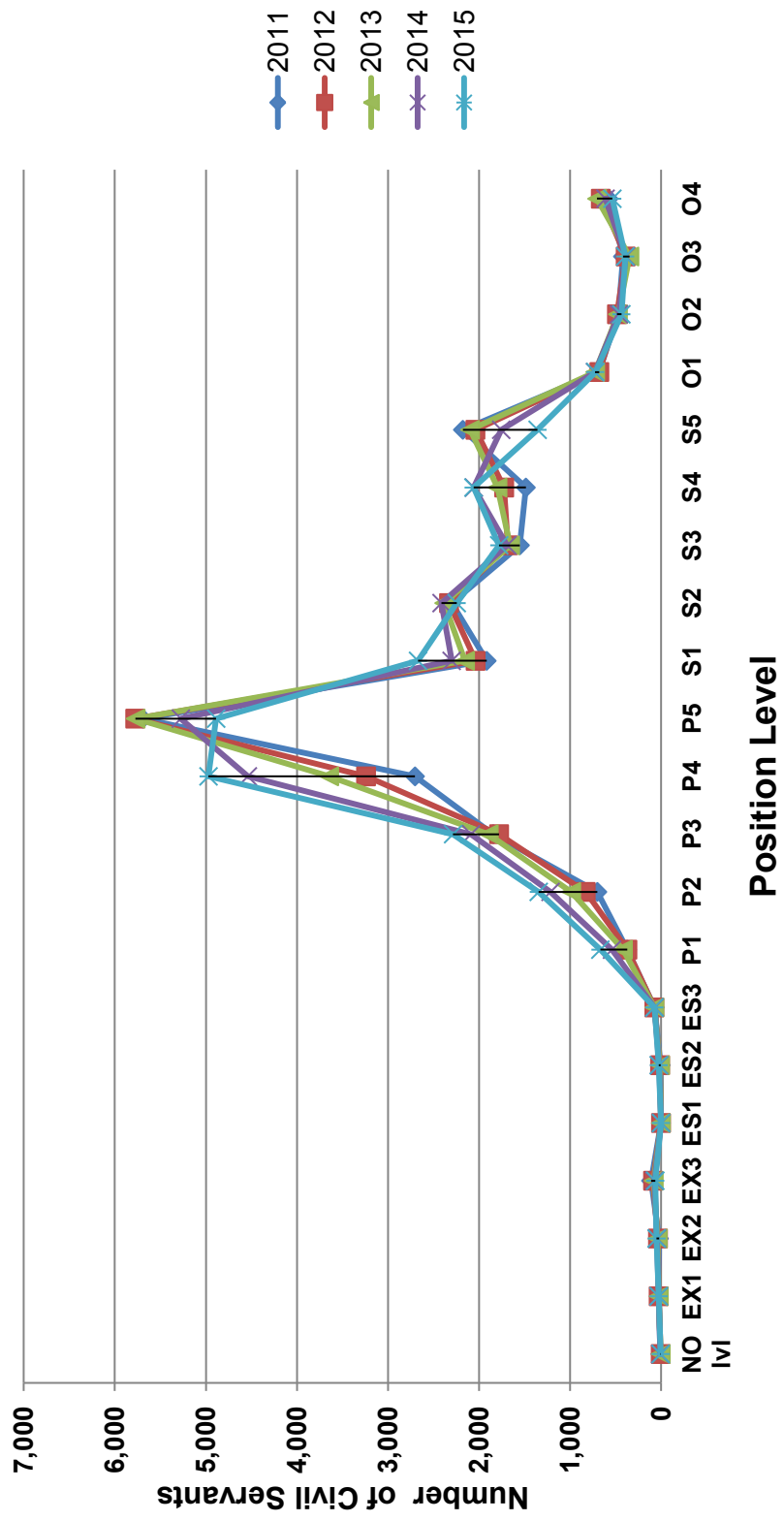


**GRAPH - 3 CIVIL SERVANTS BY POSITION CATEGORY (2011 - 2015)**





**GRAPH - 4 NUMBER OF CIVIL SERVANTS BY POSITION LEVEL**



# CIVIL SERVANTS BY TYPE OF EMPLOYMENT

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

| Position Category & Position Level                     | 31 <sup>st</sup> December 2011 |            |               | Total as on 30th June 2012 |            |           | 31 <sup>st</sup> December 2012 |               |            | 31st December 2013 |               |            | 31st December 2014 |               |            | 31st December 2015 |               |              |               |
|--|--------------------------------|------------|---------------|----------------------------|------------|-----------|--------------------------------|---------------|------------|--------------------|---------------|------------|--------------------|---------------|------------|--------------------|---------------|--------------|---------------|
|  | R                              | C          | Total         | R                          | C          | SPC       | Total                          | R             | C          | Total              | R             | C          | Total              | R             | C          | Total              | R             | C            | Total         |
| <b>Executive Position Category</b>                     |                                |            |               |                            |            |           |                                |               |            |                    |               |            |                    |               |            |                    |               |              |               |
| Constitutional Offices                                 | 9                              |            | 9             |                            |            |           | 9                              | 5             |            | 5                  | 5             | 0          | 5                  | 10            |            | 10                 |               |              | 5             |
| EX1  | 27                             |            | 27            | 30                         | 0          | 0         | 30                             | 28            |            | 28                 | 27            | 0          | 27                 | 27            |            | 27                 | 28            |              | 28            |
| EX2  | 23                             | 1          | 24            | 29                         | 1          | 0         | 30                             | 34            | 1          | 35                 | 37            | 1          | 38                 | 45            | 1          | 46                 | 48            | 2            | 50            |
| EX3  | 112                            |            | 112           | 109                        | 0          | 0         | 109                            | 89            |            | 89                 | 82            | 0          | 82                 | 74            | 1          | 75                 | 62            | 2            | 64            |
| <b>Total</b>   | <b>171</b>                     | <b>1</b>   | <b>172</b>    | <b>177</b>                 | <b>1</b>   | <b>0</b>  | <b>178</b>                     | <b>156</b>    | <b>1</b>   | <b>157</b>         | <b>151</b>    | <b>1</b>   | <b>152</b>         | <b>156</b>    | <b>2</b>   | <b>158</b>         | <b>143</b>    | <b>4</b>     | <b>147</b>    |
| <b>Specialist Position Category</b>                    |                                |            |               |                            |            |           |                                |               |            |                    |               |            |                    |               |            |                    |               |              |               |
| ES1  | 3                              |            | 3             | 3                          | 0          | 0         | 3                              | 2             |            | 2                  | 3             | 0          | 3                  | 1             |            | 1                  | 2             |              | 2             |
| ES2  | 5                              |            | 5             | 6                          | 1          |           | 7                              | 11            | 1          | 12                 | 11            | 1          | 12                 | 22            | 1          | 23                 | 26            | 1            | 27            |
| ES3  | 70                             | 1          | 71            | 72                         | 2          |           | 74                             | 74            | 1          | 75                 | 73            | 1          | 74                 | 71            | 1          | 72                 | 74            | 1            | 75            |
| <b>Total</b>   | <b>78</b>                      | <b>1</b>   | <b>79</b>     | <b>81</b>                  | <b>3</b>   | <b>0</b>  | <b>84</b>                      | <b>87</b>     | <b>2</b>   | <b>89</b>          | <b>87</b>     | <b>2</b>   | <b>89</b>          | <b>94</b>     | <b>2</b>   | <b>96</b>          | <b>102</b>    | <b>2</b>     | <b>104</b>    |
| <b>Professional &amp; Management Position Category</b> |                                |            |               |                            |            |           |                                |               |            |                    |               |            |                    |               |            |                    |               |              |               |
| P1   | 368                            | 6          | 374           | 370                        | 6          | 0         | 376                            | 364           | 7          | 371                | 413           | 7          | 420                | 531           | 9          | 540                | 658           | 10           | 668           |
| P2   | 688                            | 13         | 701           | 761                        | 9          | 0         | 770                            | 820           | 9          | 829                | 976           | 12         | 988                | 1197          | 18         | 1,215              | 1326          | 19           | 1,345         |
| P3   | 1733                           | 111        | 1,844         | 1,706                      | 85         | 4         | 1,795                          | 1,698         | 82         | 1,780              | 1,825         | 69         | 1,894              | 2017          | 71         | 2,088              | 2,214         | 71           | 2,285         |
| P4   | 2378                           | 325        | 2,703         | 2,970                      | 315        | 11        | 3,296                          | 2,963         | 278        | 3,241              | 3,411         | 235        | 3,646              | 4,299         | 240        | 4,539              | 4,746         | 225          | 4,971         |
| P5   | 5480                           | 213        | 5,693         | 5,474                      | 237        | 5         | 5,716                          | 5,559         | 217        | 5,776              | 5,583         | 188        | 5,771              | 5,088         | 187        | 5,275              | 4,724         | 163          | 4,887         |
| <b>Total</b>   | <b>10,647</b>                  | <b>668</b> | <b>11,315</b> | <b>11,281</b>              | <b>652</b> | <b>20</b> | <b>11,953</b>                  | <b>11,404</b> | <b>593</b> | <b>11,997</b>      | <b>12,208</b> | <b>511</b> | <b>12,719</b>      | <b>13,132</b> | <b>525</b> | <b>13,657</b>      | <b>13,668</b> | <b>488</b>   | <b>14,156</b> |
| <b>Supervisory &amp; Support</b>                       |                                |            |               |                            |            |           |                                |               |            |                    |               |            |                    |               |            |                    |               |              |               |
| S1   | 1885                           | 31         | 1,916         | 1,888                      | 29         | 0         | 1,917                          | 2,006         | 32         | 2,038              | 2,117         | 37         | 2,154              | 2,258         | 43         | 2,301              | 2,428         | 242          | 2,670         |
| S2   | 2290                           | 11         | 2,301         | 2,354                      | 10         | 0         | 2,364                          | 2,317         | 13         | 2,330              | 2,367         | 16         | 2,383              | 2,391         | 21         | 2,412              | 2,222         | 23           | 2,245         |
| S3   | 1544                           | 7          | 1,551         | 1,558                      | 7          | 0         | 1,565                          | 1,675         | 7          | 1,682              | 1,653         | 6          | 1,659              | 1,684         | 7          | 1,691              | 1,772         | 7            | 1,779         |
| S4   | 1470                           | 16         | 1,486         | 1,608                      | 12         | 0         | 1,620                          | 1,677         | 47         | 1,724              | 1,756         | 42         | 1,798              | 2,025         | 32         | 2,057              | 2,030         | 31           | 2,061         |
| S5   | 2020                           | 158        | 2,178         | 1,992                      | 73         | 0         | 2,065                          | 1,889         | 151        | 2,040              | 1,885         | 214        | 2,099              | 1,517         | 240        | 1,757              | 1,150         | 207          | 1,357         |
| <b>Total</b>   | <b>9,209</b>                   | <b>223</b> | <b>9,432</b>  | <b>9,400</b>               | <b>131</b> | <b>0</b>  | <b>9,531</b>                   | <b>9,564</b>  | <b>250</b> | <b>9,814</b>       | <b>9,778</b>  | <b>315</b> | <b>10,093</b>      | <b>9,875</b>  | <b>343</b> | <b>10,218</b>      | <b>9,602</b>  | <b>510</b>   | <b>10,112</b> |
| <b>Operational Position Category</b>                   |                                |            |               |                            |            |           |                                |               |            |                    |               |            |                    |               |            |                    |               |              |               |
| O1   | 683                            | 2          | 685           | 686                        | 2          | 0         | 688                            | 677           | 2          | 679                | 723           | 2          | 725                | 723           | 4          | 727                | 720           | 4            | 724           |
| O2   | 428                            | 43         | 471           | 429                        | 0          | 0         | 429                            | 459           | 27         | 486                | 442           | 33         | 475                | 430           | 34         | 464                | 402           | 35           | 437           |
| O3   | 420                            |            | 420           | 411                        | 0          | 0         | 411                            | 390           |            | 390                | 349           | 0          | 349                | 389           |            | 389                | 395           |              | 395           |
| O4   | 534                            | 43         | 577           | 601                        | 34         | 0         | 635                            | 612           | 51         | 663                | 650           | 54         | 704                | 559           | 52         | 611                | 485           | 51           | 536           |
| <b>Total</b>   | <b>2,065</b>                   | <b>88</b>  | <b>2,153</b>  | <b>2,127</b>               | <b>36</b>  | <b>0</b>  | <b>2,163</b>                   | <b>2,138</b>  | <b>80</b>  | <b>2,218</b>       | <b>2,164</b>  | <b>89</b>  | <b>2,253</b>       | <b>2,101</b>  | <b>90</b>  | <b>2,191</b>       | <b>2,002</b>  | <b>90</b>    | <b>2,092</b>  |
| <b>Grand Total</b>                                     | <b>22,170</b>                  | <b>981</b> | <b>23,151</b> | <b>23,066</b>              | <b>823</b> | <b>20</b> | <b>23,909</b>                  | <b>23,349</b> | <b>926</b> | <b>24,275</b>      | <b>24,388</b> | <b>918</b> | <b>25,306</b>      | <b>25,358</b> | <b>962</b> | <b>26,320</b>      | <b>25,517</b> | <b>1,094</b> | <b>26,611</b> |

Note:

\* Eminent members of the parliament

R=Regular, C=Contract

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

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

Contd...

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

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

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

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

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

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

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

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

**CIVIL SERVANTS BY AGENCIES**

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

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

Contd...

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

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

Contd...

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

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

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



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

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

Contd...

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

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

\* Eminent members of the Parliament

**TABLE - 11 CONTRACT EMPLOYEES BY WORKING AGENCY AND POSITION CATEGORY**

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

**TABLE - 12 CIVIL SERVICE GROWTH BY AGENCY**

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

\*Dzongkhag staff without parent agency are reflected under MOCHA

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

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

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

Contd. . . . .

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

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

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

**CIVIL SERVANTS BY DZONGKHAGS /LOCATIONS**

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

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

Note: R: Regular, C: Contract

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

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

\*Eminent members of the Parliament



**TABLE - 16 CIVIL SERVANTS BY LOCATION AND POSITION CATEGORY**

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

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

R: Regular C: Contract

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

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

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

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

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

**TABLE - 19 INCREASE IN CIVIL SERVANTS BY LOCATION**

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

\* Based on the book figure of Biannual Statistics

## CIVIL SERVANTS BY MAJOR OCCUPATIONAL GROUPS

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

| Major Occupational Groups<br>(MOG)              | Executive* |          |            | Specialist |          |            | Professional & Management |            |               | Supervisory & Support |            |               | Operational  |           |              | Grand Total   | % of the Total |
|---|------------|----------|------------|------------|----------|------------|---------------------------|------------|---------------|-----------------------|------------|---------------|--------------|-----------|--------------|---------------|----------------|
|   | R          | C        | T          | R          | C        | T          | R                         | C          | T             | R                     | C          | T             | R            | C         | T            |               |                |
| Education & Training Services                   |            |          | 0          | 5          |          | 5          | 7838                      | 390        | 8,228         | 108                   | 213        | 321           |              |           | 0            | 8,554         | 32.14%         |
| General Administration & Support Services       | 4          | 1        | 5          |            |          | 0          | 587                       | 20         | 607           | 1643                  | 38         | 1,681         | 1804         | 84        | 1,888        | 4,181         | 15.71%         |
| Medical and Health Services                     |            |          | 0          | 1          |          | 1          | 1084                      | 37         | 1,121         | 1767                  | 25         | 1,792         | 2            |           | 2            | 2,916         | 10.96%         |
| Architectural, Engineering & Land Services      |            |          | 0          |            |          | 0          | 912                       | 14         | 926           | 1607                  | 52         | 1,659         | 196          | 6         | 202          | 2,787         | 10.47%         |
| Finance & Audit Services Group                  |            |          | 0          |            |          | 0          | 700                       |            | 700           | 853                   | 9          | 862           |              |           | 0            | 1,562         | 5.87%          |
| Forestry & Environment Protection Services      |            |          | 0          | 2          |          | 2          | 407                       | 1          | 408           | 1031                  | 27         | 1,058         |              |           | 0            | 1,468         | 5.52%          |
| Agriculture & Livestock Services                |            |          | 0          |            |          | 0          | 676                       |            | 676           | 533                   |            | 533           |              |           | 0            | 1,209         | 4.54%          |
| Laboratory & Technical Services                 |            |          | 0          |            |          | 0          | 129                       | 4          | 133           | 728                   | 77         | 805           |              |           | 0            | 938           | 3.52%          |
| Legal, Judiciary and Legislative Services       |            |          | 0          |            |          | 0          | 164                       |            | 164           | 328                   |            | 328           |              |           | 0            | 492           | 1.85%          |
| Information Communication & Technology Services |            |          | 0          |            |          | 0          | 258                       | 7          | 265           | 165                   | 2          | 167           |              |           | 0            | 432           | 1.62%          |
| Planning & Research Services                    |            |          | 0          |            |          | 0          | 345                       | 3          | 348           | 72                    |            | 72            |              |           | 0            | 420           | 1.58%          |
| Human Resource Services                         |            |          | 0          |            |          | 0          | 227                       | 1          | 228           | 162                   |            | 162           |              |           | 0            | 390           | 1.47%          |
| Library, Archives & Museum Services             |            |          | 0          |            |          | 0          | 30                        |            | 30            | 338                   | 1          | 339           |              |           | 0            | 369           | 1.39%          |
| Transportation & Aviation Services              |            |          | 0          |            |          | 0          | 33                        |            | 33            | 219                   |            | 219           |              |           | 0            | 252           | 0.95%          |
| Executive Services                              | 139        | 3        | 142        | 91         | 1        | 92         |                           |            | 0             |                       |            | 0             |              |           | 0            | 234           | 0.88%          |
| Sports & Youth Services                         |            |          | 0          |            |          | 0          | 62                        |            | 62            | 7                     | 62         | 69            |              |           | 0            | 131           | 0.49%          |
| Trade, Industry & Tourism Services              |            |          | 0          | 3          |          | 3          | 105                       | 7          | 112           | 10                    |            | 10            |              |           | 0            | 125           | 0.47%          |
| Arts, Culture & Literary Services               |            |          | 0          |            |          | 1          | 44                        |            | 44            | 31                    | 4          | 35            |              |           | 0            | 80            | 0.30%          |
| Foreign Services                                |            |          | 0          |            |          | 0          | 67                        | 4          | 71            |                       |            | 0             |              |           | 0            | 71            | 0.27%          |
| <b>Grand Total</b>                              | <b>143</b> | <b>4</b> | <b>147</b> | <b>102</b> | <b>2</b> | <b>104</b> | <b>13,668</b>             | <b>488</b> | <b>14,156</b> | <b>9,602</b>          | <b>510</b> | <b>10,112</b> | <b>2,002</b> | <b>90</b> | <b>2,092</b> | <b>26,611</b> | <b>100.00%</b> |

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

\* Includes Civil servants on "Stand Alone" Position holders

R: Regular C:Contract

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

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

Contd...

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

| Major Occupational Groups & Sub Groups                           | Position Level |     |     |     |     |     |     |    |    |     |     |     |     |     |     |     |     |     |     |     | Grand Total |       |
|--|----------------|-----|-----|-----|-----|-----|-----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------------|-------|
|  | No Lvl*        | EX1 | EX2 | EX3 | ES1 | ES2 | ES3 | P1 | P2 | P3  | P4  | P5  | S1  | S2  | S3  | S4  | S5  | O1  | O2  | O3  |             | O4    |
| <b>Executive Services Group</b>                                  | 5              | 27  | 48  | 62  | 2   | 25  | 65  |    |    |     |     |     |     |     |     |     |     |     |     |     |             | 234   |
| Executive Services   | 5              | 27  | 48  | 62  |     |     |     |    |    |     |     |     |     |     |     |     |     |     |     |     |             | 142   |
| Specialist Services  |                |     |     |     | 2   | 25  | 65  |    |    |     |     |     |     |     |     |     |     |     |     |     |             | 92    |
| <b>Finance &amp; Audit Services Group</b>                        |                |     |     |     |     |     |     | 35 | 73 | 91  | 164 | 337 | 475 | 309 | 63  | 13  | 2   |     |     |     |             | 1,562 |
| Audit Services   |                |     |     |     |     |     | 13  | 10 | 26 | 30  | 43  | 29  | 5   |     |     |     |     |     |     |     |             | 156   |
| Finance, Accounting & Budgets Services                           |                |     |     |     |     |     | 5   | 41 | 30 | 66  | 114 | 334 | 207 | 42  | 3   |     |     |     |     |     |             | 842   |
| Internal Audit Services  |                |     |     |     |     |     | 5   | 3  | 2  | 11  | 26  |     |     |     |     |     |     |     |     |     |             | 47    |
| Revenue Services   |                |     |     |     |     |     | 12  | 19 | 33 | 57  | 154 | 112 | 97  | 21  | 10  | 2   |     |     |     |     |             | 517   |
| <b>Foreign Services Group</b>                                    |                |     |     |     |     |     | 15  | 15 | 7  | 20  | 14  |     |     |     |     |     |     |     |     |     |             | 71    |
| Consular Services  |                |     |     |     |     |     | 2   |    |    |     |     |     |     |     |     |     |     |     |     |     |             | 4     |
| Embassy, Missions & Secretariat Services                         |                |     |     |     |     |     | 11  | 13 | 5  | 17  | 8   |     |     |     |     |     |     |     |     |     |             | 54    |
| Protocol Services  |                |     |     |     |     |     | 2   | 2  |    |     | 3   | 6   |     |     |     |     |     |     |     |     |             | 13    |
| <b>Forestry &amp; Environment Protection Services Group</b>      |                |     |     |     |     |     | 2   | 19 | 26 | 63  | 163 | 137 | 130 | 218 | 193 | 435 | 82  |     |     |     |             | 1,468 |
| Environment Services   |                |     |     |     |     |     | 1   | 4  | 6  | 6   | 9   | 11  | 11  | 2   | 7   | 1   |     |     |     |     |             | 58    |
| Forestry Services  |                |     |     |     |     |     | 1   | 15 | 20 | 57  | 154 | 126 | 119 | 218 | 191 | 428 | 81  |     |     |     |             | 1,410 |
| <b>General Administration &amp; Support Services Group</b>       | 1              | 2   | 2   | 2   |     |     | 108 | 89 | 54 | 84  | 272 | 249 | 178 | 257 | 401 | 596 | 582 | 382 | 394 | 530 |             | 4,181 |
| General Administration Services                                  |                |     |     |     |     |     | 42  | 18 | 10 | 21  | 187 | 106 | 4   | 2   | 10  | 10  | 527 | 349 | 390 | 529 |             | 2,205 |
| Palace Services  |                |     |     |     |     |     | 1   | 2  | 1  | 1   | 9   | 2   | 7   | 5   | 1   |     |     |     |     |     |             | 30    |
| Program Services   |                |     |     |     |     |     | 53  | 53 | 37 | 53  | 48  |     |     |     |     |     |     |     |     |     |             | 244   |
| Property and Management Services                                 |                |     |     |     |     |     | 2   | 6  | 3  | 6   | 17  | 44  | 19  | 42  | 81  | 73  | 3   | 1   | 3   |     |             | 300   |
| Secondment Services  |                |     |     |     |     |     | 9   | 9  | 1  | 1   |     |     |     |     |     |     |     |     |     |     |             | 20    |
| Secretariat Services   |                |     |     |     |     |     | 2   | 2  | 2  | 2   | 10  | 93  | 146 | 207 | 305 | 496 | 51  |     |     |     |             | 1,314 |
| Stand Alone Positions  | 1              | 2   | 2   | 2   |     |     | 1   | 1  | 1  | 1   | 4   | 2   | 1   | 4   | 17  |     |     |     |     | 32  | 1           | 68    |
| <b>Human Resource Services Group</b>                             |                |     |     |     |     |     | 15  | 18 | 28 | 80  | 87  | 11  | 11  | 41  | 36  | 63  |     |     |     |     |             | 390   |
| Civil Registration & Census Services                             |                |     |     |     |     |     | 3   | 4  | 2  | 7   | 6   | 3   |     |     |     |     |     |     |     |     |             | 25    |
| HR Management & Development Services                             |                |     |     |     |     |     | 11  | 13 | 19 | 64  | 70  | 2   |     |     |     |     |     |     |     |     |             | 179   |
| Immigration Services   |                |     |     |     |     |     | 1   | 1  | 7  | 9   | 10  | 5   | 9   | 33  | 32  | 54  |     |     |     |     |             | 161   |
| Industrial Relations Services                                    |                |     |     |     |     |     |     |    |    |     | 1   | 2   | 8   | 4   | 9   |     |     |     |     |     |             | 24    |
| Training Services  |                |     |     |     |     |     |     |    |    |     | 1   |     |     |     |     |     |     |     |     |     |             | 1     |
| <b>Information Communication &amp; Technology Services Group</b> |                |     |     |     |     |     | 8   | 23 | 30 | 115 | 89  | 104 | 33  | 4   | 13  | 13  |     |     |     |     |             | 432   |
| Development Communication Services                               |                |     |     |     |     |     | 2   | 3  | 3  | 3   | 3   | 9   | 1   | 3   |     |     |     |     |     |     |             | 27    |
| ICT Services   |                |     |     |     |     |     | 2   | 19 | 25 | 102 | 73  | 83  | 33  | 3   | 10  | 13  |     |     |     |     |             | 363   |
| Media Services   |                |     |     |     |     |     | 4   | 1  | 2  | 10  | 13  | 12  |     |     |     |     |     |     |     |     |             | 42    |
| <b>Laboratory &amp; Technical Services Group</b>                 |                |     |     |     |     |     | 3   | 5  | 9  | 41  | 75  | 53  | 73  | 162 | 314 | 203 |     |     |     |     |             | 938   |
| Analytical Services  |                |     |     |     |     |     | 1   | 1  | 1  | 1   | 1   | 1   |     |     |     |     |     |     |     |     |             | 5     |
| Diagnostic Services  |                |     |     |     |     |     | 2   | 4  | 9  | 37  | 4   |     |     |     |     |     |     |     |     |     |             | 56    |
| Laboratory Support Services                                      |                |     |     |     |     |     |     |    |    | 3   | 70  | 52  | 73  | 162 | 314 | 203 |     |     |     |     |             | 877   |
| <b>Legal, Judiciary and Legislative Services Group</b>           |                |     |     |     |     |     | 2   | 12 | 23 | 79  | 48  | 77  | 147 | 104 |     |     |     |     |     |     |             | 492   |
| Integrity & Promotion Services                                   |                |     |     |     |     |     | 2   | 4  | 3  | 6   | 7   | 10  | 7   |     |     |     |     |     |     |     |             | 39    |

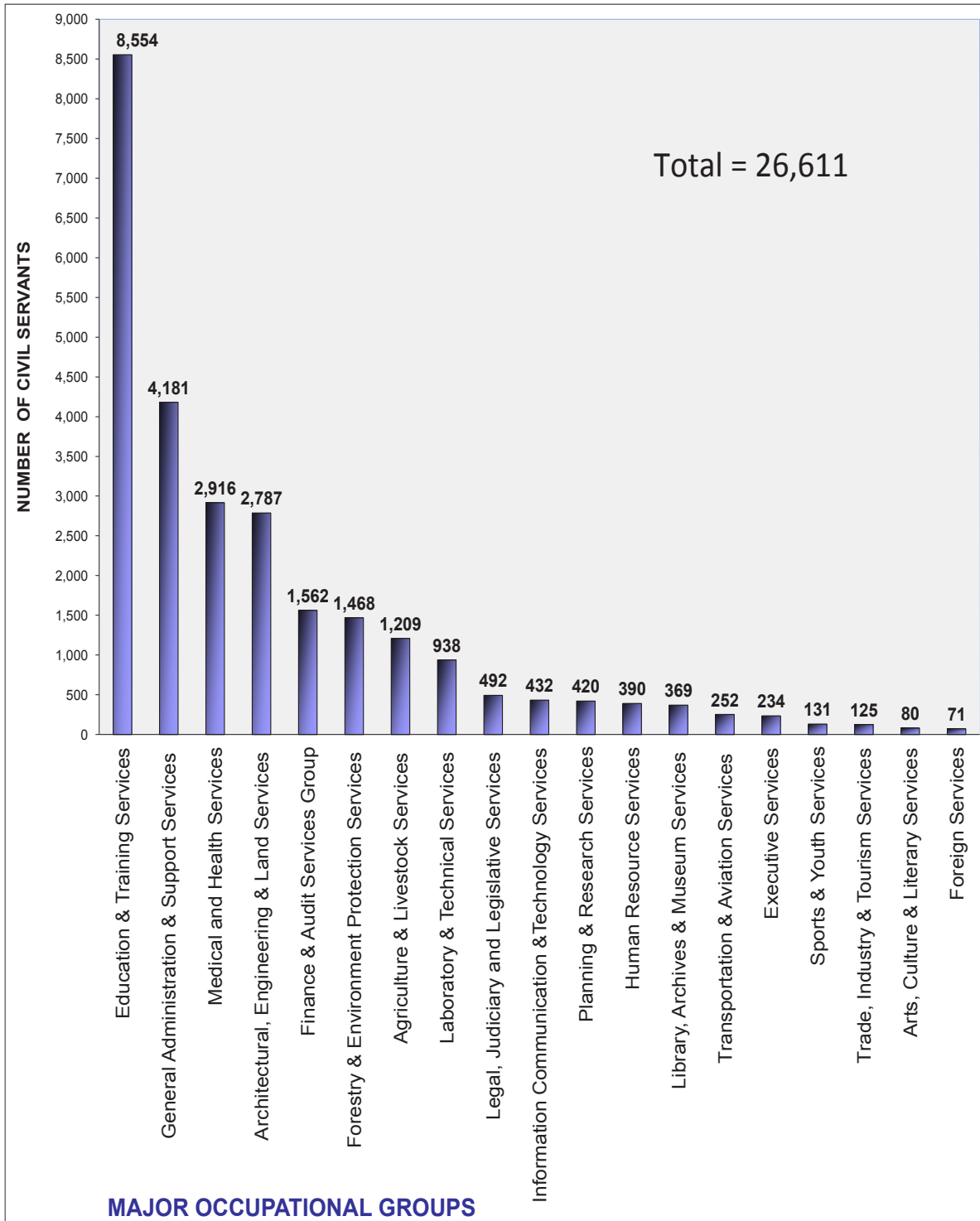
Contd....

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

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



**GRAPH - 5 CIVIL SERVANTS BY MAJOR OCCUPATIONAL GROUPS**



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

( July 2008 - December 2015)

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

Contd...

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

**( July 2008 - December 2015)**

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

Contd...

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

**( July 2008 - December 2015)**

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

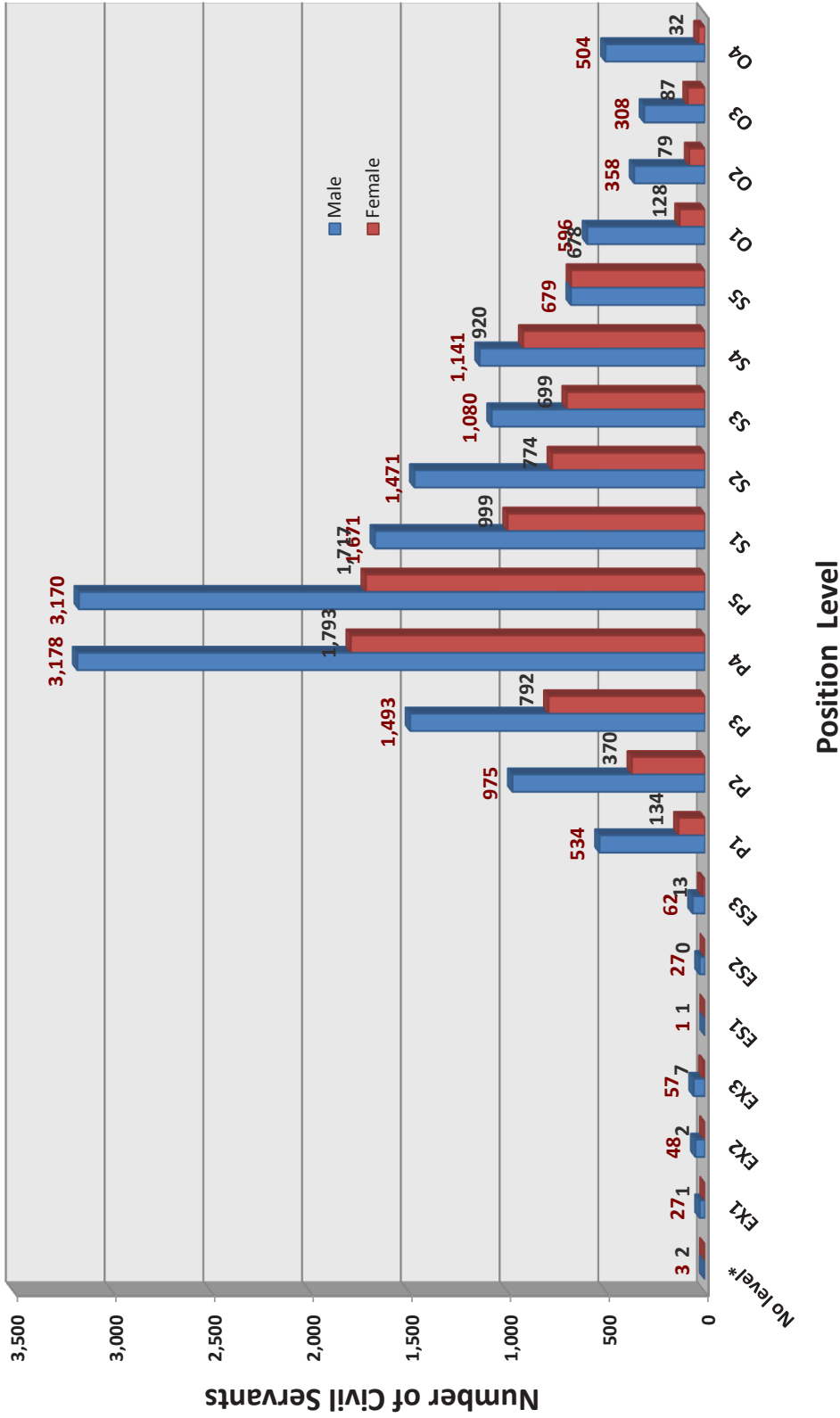
# CIVIL SERVANTS BY GENDER

## TABLE - 23 CIVIL SERVANTS BY POSITION LEVEL AND GENDER

| Position Category                                      | Regular       |              |               |           | Contract  |           |               |               | Total Regular | Contract   |            |            |            | Total Contract | Total Male   | Total Female  | Grand Total  |               |       |
|--|---------------|--------------|---------------|-----------|-----------|-----------|---------------|---------------|---------------|------------|------------|------------|------------|----------------|--------------|---------------|--------------|---------------|-------|
|  | Bhutanese     |              | Non-Bhutanese |           | Bhutanese |           | Non-Bhutanese |               |               | M          | F          | Total      | M          |                |              |               |              | F             | Total |
|  | M             | F            | Total         | M         | F         | Total     | M             | F             |               |            |            |            |            |                |              |               |              |               |       |
| <b>Executive Position Category</b>                     |               |              |               |           |           |           |               |               |               |            |            |            |            |                |              |               |              |               |       |
| *Constitutional Offices                                | 3             | 2            | 5             |           |           | 0         |               |               | 5             |            |            | 0          |            |                | 0            |               | 3            | 5             |       |
| EX1  | 27            | 1            | 28            |           |           | 0         |               |               | 28            |            |            | 0          |            |                | 0            |               | 27           | 28            |       |
| EX2  | 46            | 2            | 48            |           |           | 0         |               |               | 48            |            |            | 2          |            |                | 2            |               | 48           | 50            |       |
| EX3  | 55            | 7            | 62            |           |           | 0         |               |               | 62            |            |            | 2          |            |                | 2            |               | 57           | 64            |       |
| <b>Total</b>   | <b>131</b>    | <b>12</b>    | <b>143</b>    | <b>0</b>  | <b>0</b>  | <b>0</b>  | <b>0</b>      | <b>0</b>      | <b>143</b>    | <b>0</b>   | <b>0</b>   | <b>4</b>   | <b>0</b>   | <b>0</b>       | <b>4</b>     | <b>135</b>    | <b>147</b>   |               |       |
| <b>Specialist Position Category</b>                    |               |              |               |           |           |           |               |               |               |            |            |            |            |                |              |               |              |               |       |
| ES1  | 1             | 1            | 2             |           |           | 0         |               |               | 2             |            |            | 0          |            |                | 0            |               | 1            | 2             |       |
| ES2  | 26            |              | 26            |           |           | 0         |               | 1             | 26            |            |            | 1          |            |                | 1            |               | 27           | 27            |       |
| ES3  | 60            | 13           | 73            | 1         |           | 1         |               |               | 74            |            |            | 0          | 1          |                | 1            |               | 62           | 75            |       |
| <b>Total</b>   | <b>87</b>     | <b>14</b>    | <b>101</b>    | <b>1</b>  | <b>0</b>  | <b>1</b>  | <b>0</b>      | <b>1</b>      | <b>102</b>    | <b>1</b>   | <b>0</b>   | <b>1</b>   | <b>1</b>   | <b>0</b>       | <b>1</b>     | <b>90</b>     | <b>104</b>   |               |       |
| <b>Professional &amp; Management Position Category</b> |               |              |               |           |           |           |               |               |               |            |            |            |            |                |              |               |              |               |       |
| P1   | 525           | 133          | 658           |           |           | 0         |               |               | 658           | 7          | 2          | 7          | 1          | 3              | 10           | 534           | 134          | 668           |       |
| P2   | 957           | 367          | 1,324         | 2         |           | 2         |               |               | 1,326         | 6          | 10         | 6          | 3          | 13             | 19           | 975           | 370          | 1,345         |       |
| P3   | 1,438         | 773          | 2,211         | 3         |           | 3         |               |               | 2,214         | 7          | 1          | 8          | 45         | 18             | 63           | 1,493         | 792          | 2,285         |       |
| P4   | 3,014         | 1,731        | 4,745         | 1         |           | 1         |               |               | 4,746         | 13         | 9          | 22         | 150        | 53             | 203          | 3,178         | 1,793        | 4,971         |       |
| P5   | 3,076         | 1,644        | 4,720         | 1         | 3         | 4         |               |               | 4,724         | 29         | 22         | 51         | 64         | 48             | 112          | 3,170         | 1,717        | 4,887         |       |
| <b>Total</b>   | <b>9,010</b>  | <b>4,648</b> | <b>13,658</b> | <b>7</b>  | <b>3</b>  | <b>10</b> | <b>0</b>      | <b>13,668</b> | <b>62</b>     | <b>32</b>  | <b>94</b>  | <b>271</b> | <b>123</b> | <b>394</b>     | <b>488</b>   | <b>9,350</b>  | <b>4,806</b> | <b>14,156</b> |       |
| <b>Supervisory &amp; Support Position Category</b>     |               |              |               |           |           |           |               |               |               |            |            |            |            |                |              |               |              |               |       |
| S1   | 1,540         | 884          | 2,424         | 2         | 2         | 4         |               |               | 2,428         | 124        | 110        | 234        | 5          | 3              | 8            | 242           | 999          | 2,670         |       |
| S2   | 1,450         | 772          | 2,222         |           |           | 0         |               |               | 2,222         | 21         | 2          | 23         |            |                | 0            | 23            | 1,471        | 2,245         |       |
| S3   | 1,074         | 695          | 1,769         | 2         | 1         | 3         |               |               | 1,772         | 4          | 3          | 7          |            |                | 0            | 7             | 1,080        | 1,779         |       |
| S4   | 1,114         | 914          | 2,028         | 2         |           | 2         |               |               | 2,030         | 25         | 4          | 29         |            | 2              | 2            | 31            | 1,141        | 2,061         |       |
| S5   | 525           | 624          | 1,149         | 1         |           | 1         |               |               | 1,150         | 152        | 54         | 206        | 1          |                | 1            | 207           | 678          | 1,357         |       |
| <b>Total</b>   | <b>5,703</b>  | <b>3,889</b> | <b>9,592</b>  | <b>7</b>  | <b>3</b>  | <b>10</b> | <b>0</b>      | <b>9,602</b>  | <b>326</b>    | <b>173</b> | <b>499</b> | <b>6</b>   | <b>5</b>   | <b>11</b>      | <b>510</b>   | <b>6,042</b>  | <b>4,070</b> | <b>10,112</b> |       |
| <b>Operational Position Category</b>                   |               |              |               |           |           |           |               |               |               |            |            |            |            |                |              |               |              |               |       |
| O1   | 592           | 128          | 720           |           |           | 0         |               |               | 720           | 3          | 1          | 3          |            |                | 1            | 4             | 596          | 724           |       |
| O2   | 340           | 62           | 402           |           |           | 0         |               |               | 402           | 18         | 17         | 35         |            |                | 0            | 35            | 358          | 437           |       |
| O3   | 308           | 87           | 395           |           |           | 0         |               |               | 395           |            |            | 0          |            |                | 0            | 0             | 308          | 395           |       |
| O4   | 456           | 29           | 485           |           |           | 0         |               |               | 485           | 46         | 3          | 49         | 2          |                | 2            | 51            | 504          | 536           |       |
| <b>Total</b>   | <b>1,696</b>  | <b>306</b>   | <b>2,002</b>  | <b>0</b>  | <b>0</b>  | <b>0</b>  | <b>0</b>      | <b>2,002</b>  | <b>67</b>     | <b>20</b>  | <b>87</b>  | <b>3</b>   | <b>0</b>   | <b>3</b>       | <b>90</b>    | <b>1,766</b>  | <b>326</b>   | <b>2,092</b>  |       |
| <b>Grand Total</b>                                     | <b>16,627</b> | <b>8,869</b> | <b>25,496</b> | <b>15</b> | <b>6</b>  | <b>21</b> | <b>0</b>      | <b>25,517</b> | <b>460</b>    | <b>225</b> | <b>685</b> | <b>281</b> | <b>128</b> | <b>409</b>     | <b>1,094</b> | <b>17,383</b> | <b>9,228</b> | <b>26,611</b> |       |

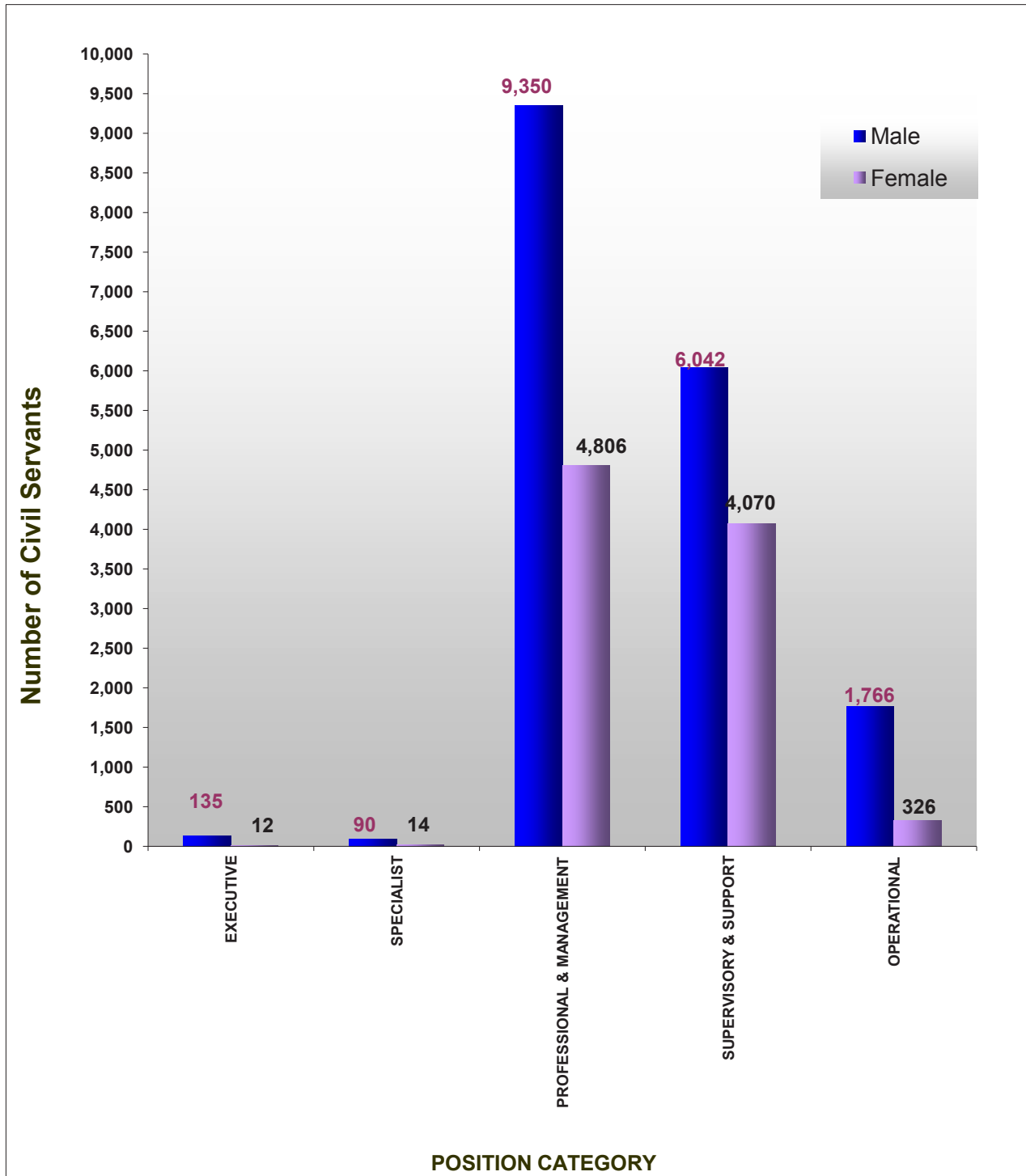
\* Eminent members of the Parliament are summed up with Executive Position Category

**GRAPH - 6 CIVIL SERVANTS BY POSITION LEVEL AND GENDER**

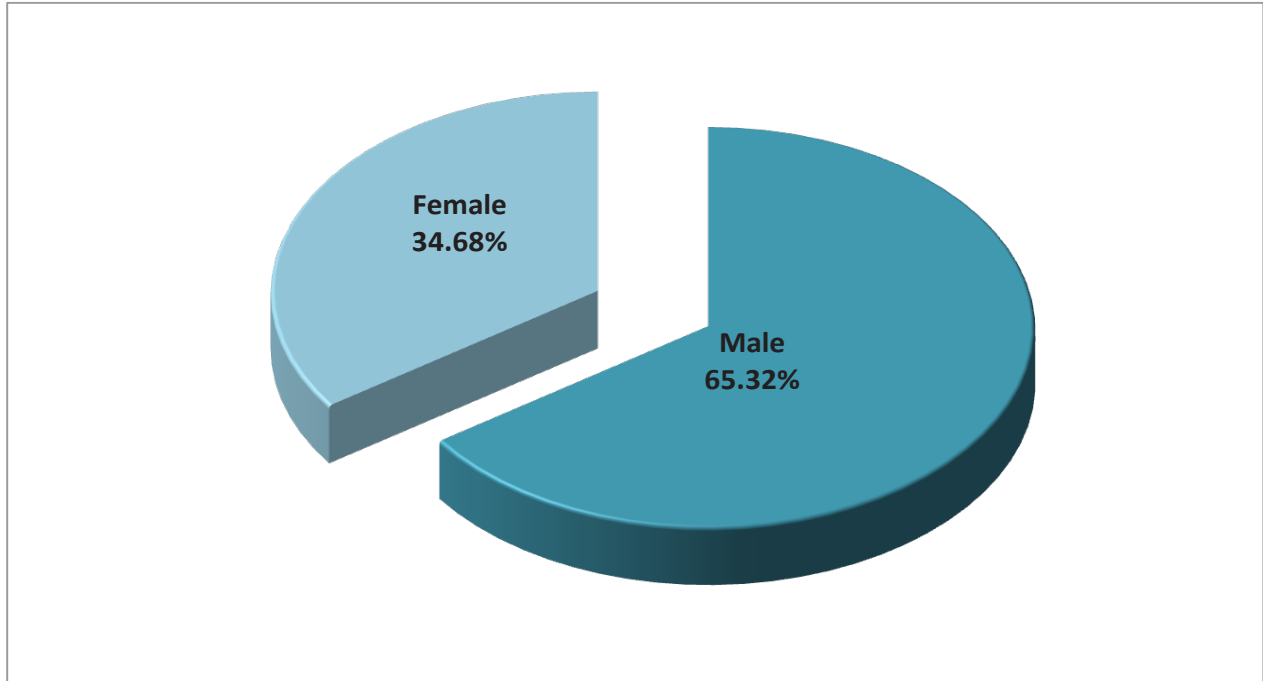


\*Eminent members of the Parliament & Attorney General

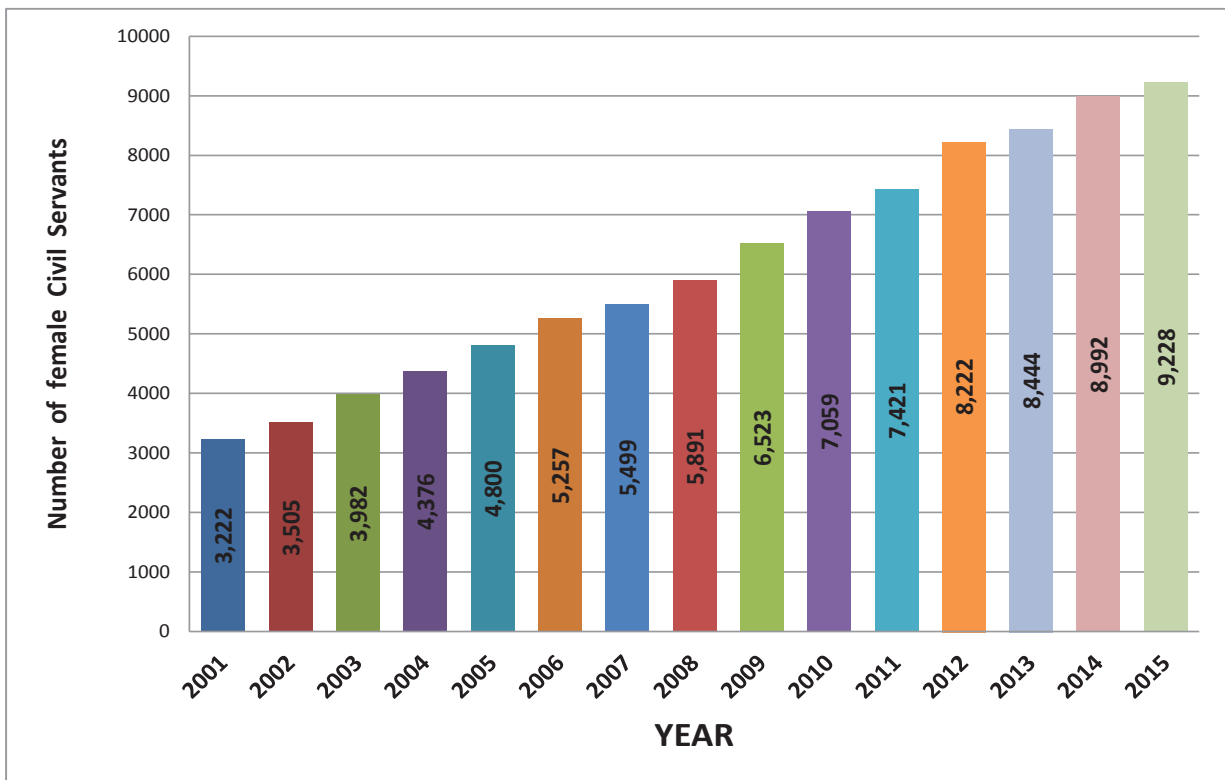
**GRAPH - 7 CIVIL SERVANTS BY POSITION CATEGORY AND GENDER**



**GRAPH -8 CIVIL SERVANTS BY GENDER**



**GRAPH - 9 FEMALE CIVIL SERVANTS (2001 -2015)**





**TABLE - 24 CIVIL SERVANTS BY MAJOR OCCUPATIONAL GROUPS AND GENDER**

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

## CIVIL SERVANTS BY AGE GROUPS

**TABLE - 25 CIVIL SERVANTS BY AGE GROUPS AND POSITION LEVELS**

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

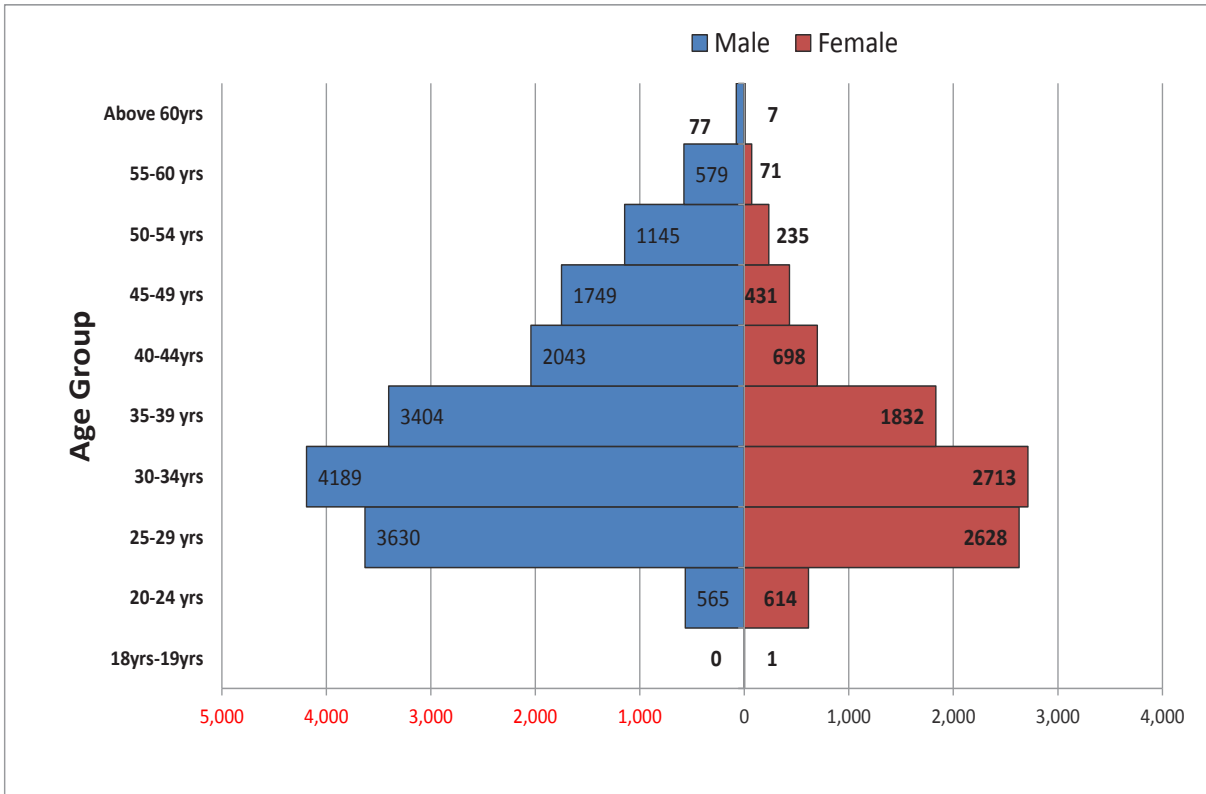
Mean Age of the Civil Servants :35 years

Note: Qualifying age for Civil Service is 18 yrs

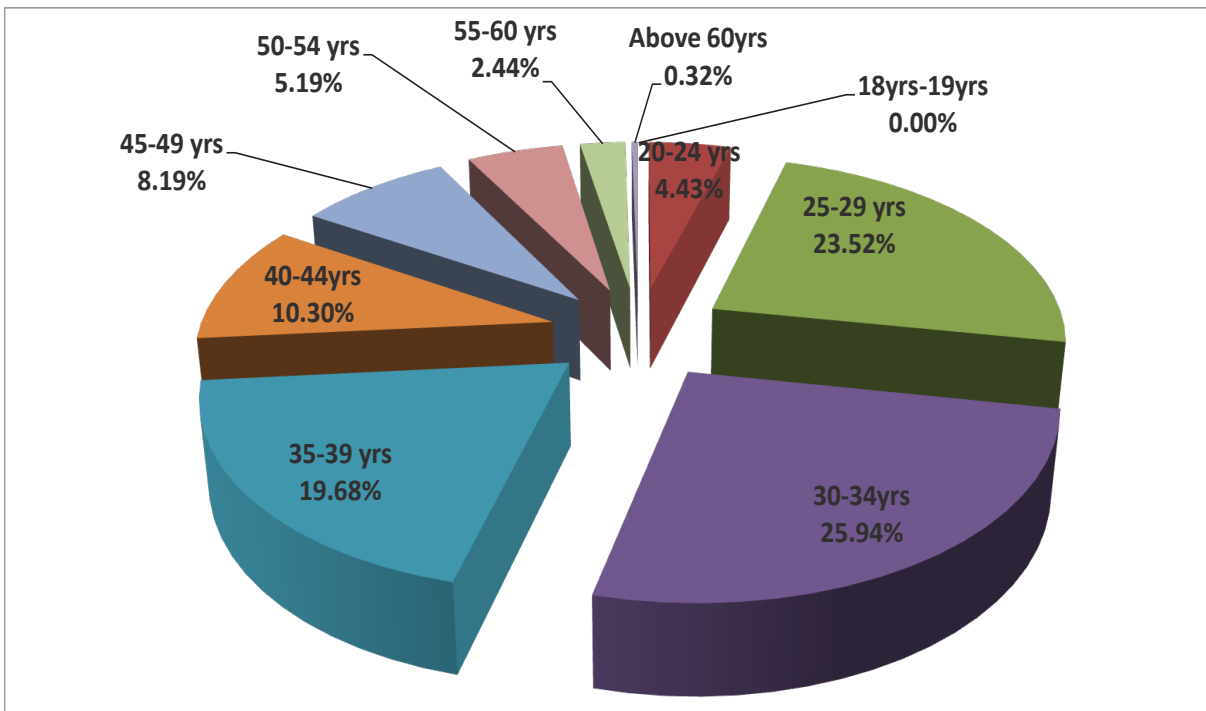
**TABLE - 26 CIVIL SERVANTS BY GENDER AND AGE GROUPS**

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

**GRAPH - 10 DISTRIBUTION OF CIVIL SERVANTS BY AGE & GENDER**



**GRAPH - 11 CIVIL SERVANTS BY AGE GROUPS**



# RECRUITMENT

**TABLE - 27 CIVIL SERVANTS RECRUITED BY PARENT AGENCY FROM JANUARY - DECEMBER 2015**

| Agency                                     | Executive |          |          | Professional & Mgt. |          |          |            |            | Supervisory & Support |            |           |           |          | Operational |            |          |          | Grand Total |          |          |              |
|--|-----------|----------|----------|---------------------|----------|----------|------------|------------|-----------------------|------------|-----------|-----------|----------|-------------|------------|----------|----------|-------------|----------|----------|--------------|
|  | EX2       | EX3      | Total    | P1                  | P2       | P3       | P4         | P5         | Total                 | S1         | S2        | S3        | S4       | S5          | Total      | O1       | O2       |             | O3       | O4       | Total        |
| His Majesty's Secretariat                  | 1         | 1        | 2        |                     |          |          |            |            | 0                     |            |           |           |          | 1           | 1          |          |          | 2           | 2        | 5        |              |
| His Majesty The 4th King Secretariat       |           |          | 0        | 1                   |          |          |            |            | 1                     |            |           |           |          |             | 0          |          |          |             |          | 1        |              |
| <b>JUDICIARY</b>                           |           |          | 0        |                     | 2        |          |            |            | 2                     |            |           |           |          |             | 0          |          |          |             | 0        | 2        |              |
| Supreme Court of Bhutan                    |           |          | 0        |                     |          |          |            |            |                       |            |           |           |          |             | 0          |          |          |             |          | 0        |              |
| <b>LEGISLATIVE</b>                         |           |          | 0        |                     |          |          |            |            |                       |            |           |           |          |             | 0          |          |          |             |          | 0        |              |
| National Assembly                          |           |          | 0        |                     |          |          | 1          |            | 1                     |            |           |           |          |             | 0          |          |          |             |          | 1        |              |
| <b>CONSTITUTIONAL</b>                      |           |          | 0        |                     |          |          |            |            |                       |            |           |           |          |             | 0          |          |          |             |          | 0        |              |
| Royal Civil Service Commission             |           |          | 0        |                     | 2        | 17       |            |            | 19                    |            |           |           |          |             | 0          |          |          |             |          | 19       |              |
| Royal Audit Authority                      |           |          | 0        |                     |          | 7        |            |            | 7                     |            |           |           |          |             | 0          |          |          |             |          | 7        |              |
| Anti-Corruption Commission                 |           |          | 0        |                     | 1        | 2        |            |            | 3                     |            | 3         |           |          |             | 3          |          |          |             |          | 6        |              |
| <b>MINISTRIES</b>                          |           |          | 0        |                     |          |          |            |            |                       |            |           |           |          |             | 0          |          |          |             |          | 0        |              |
| Ministry of Education                      |           |          | 0        |                     |          | 5        | 351        |            | 356                   | 202        | 1         |           |          |             | 203        |          |          |             |          | 559      |              |
| Ministry of Health                         |           |          | 0        |                     |          | 74       |            |            | 74                    | 126        | 12        | 67        |          | 1           | 206        | 1        | 2        |             | 3        | 283      |              |
| Ministry of Agriculture and Forests        |           |          | 0        |                     |          | 14       |            |            | 14                    |            | 58        |           |          |             | 58         |          |          |             | 0        | 72       |              |
| Ministry of Works & Human Settlement       |           |          | 0        |                     |          | 41       |            |            | 41                    |            |           |           |          |             | 0          |          |          |             | 0        | 41       |              |
| Ministry of Finance                        |           |          | 0        |                     |          | 1        | 16         |            | 17                    |            |           |           |          |             | 0          |          |          |             | 0        | 17       |              |
| Ministry of Economic Affairs               |           |          | 0        |                     |          | 4        | 3          |            | 7                     |            |           |           |          |             | 0          |          |          |             | 0        | 7        |              |
| Ministry of Information & Communications   |           |          | 0        |                     |          | 4        | 2          |            | 6                     |            |           | 1         |          |             | 1          |          |          |             | 0        | 7        |              |
| Ministry of Labour & Human Resources       |           |          | 0        |                     |          | 4        | 1          |            | 5                     |            |           |           |          |             | 0          |          |          |             | 0        | 5        |              |
| Ministry of Foreign Affairs                |           |          | 0        |                     |          |          | 2          |            | 2                     |            |           |           |          |             | 0          |          |          |             | 0        | 2        |              |
| Ministry of Home & Cultural Affairs        |           |          | 0        |                     |          | 1        |            |            | 1                     |            |           |           |          |             | 0          |          | 1        |             | 1        | 2        |              |
| <b>AUTONOMOUS &amp; OTHER AGENCIES</b>     |           |          | 0        |                     |          |          |            |            |                       |            |           |           |          |             | 0          |          |          |             |          | 0        |              |
| Office of the Attorney General             |           |          | 0        |                     |          | 8        |            |            | 8                     |            | 4         |           |          |             | 4          |          |          |             | 0        | 12       |              |
| Centre for Bhutan Studies and GNH Research |           |          | 0        |                     |          |          | 6          |            | 6                     |            | 1         |           |          |             | 1          |          |          |             | 0        | 7        |              |
| Gross National Happiness Commission        |           |          | 0        |                     |          |          | 3          |            | 3                     |            |           |           |          |             | 0          |          |          |             | 0        | 3        |              |
| Tourism Council of Bhutan                  |           |          | 0        |                     |          | 1        | 2          |            | 3                     |            |           |           |          |             | 0          |          |          |             | 0        | 3        |              |
| Bhutan Standards Bureau                    |           |          | 0        |                     |          | 1        | 1          |            | 2                     |            |           |           |          |             | 0          |          |          |             | 0        | 2        |              |
| Cabinet Secretariat                        |           |          | 0        |                     |          |          | 1          |            | 1                     |            |           |           |          |             | 0          |          |          |             | 0        | 1        |              |
| Dratshang Lhentshog                        |           |          | 0        |                     |          |          |            |            | 0                     |            |           |           |          |             | 0          |          | 1        |             | 1        | 1        |              |
| Drug Regulatory Authority                  |           |          | 0        |                     |          |          | 1          |            | 1                     |            |           |           |          |             | 0          |          |          |             | 0        | 1        |              |
| Dzongkha Development Commission            |           |          | 0        |                     |          |          |            | 1          | 1                     |            |           |           |          |             | 0          |          |          |             | 0        | 1        |              |
| <b>Grand Total</b>                         | <b>1</b>  | <b>1</b> | <b>2</b> | <b>0</b>            | <b>0</b> | <b>5</b> | <b>185</b> | <b>390</b> | <b>581</b>            | <b>328</b> | <b>79</b> | <b>67</b> | <b>1</b> | <b>2</b>    | <b>477</b> | <b>0</b> | <b>1</b> | <b>1</b>    | <b>5</b> | <b>7</b> | <b>1,067</b> |

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

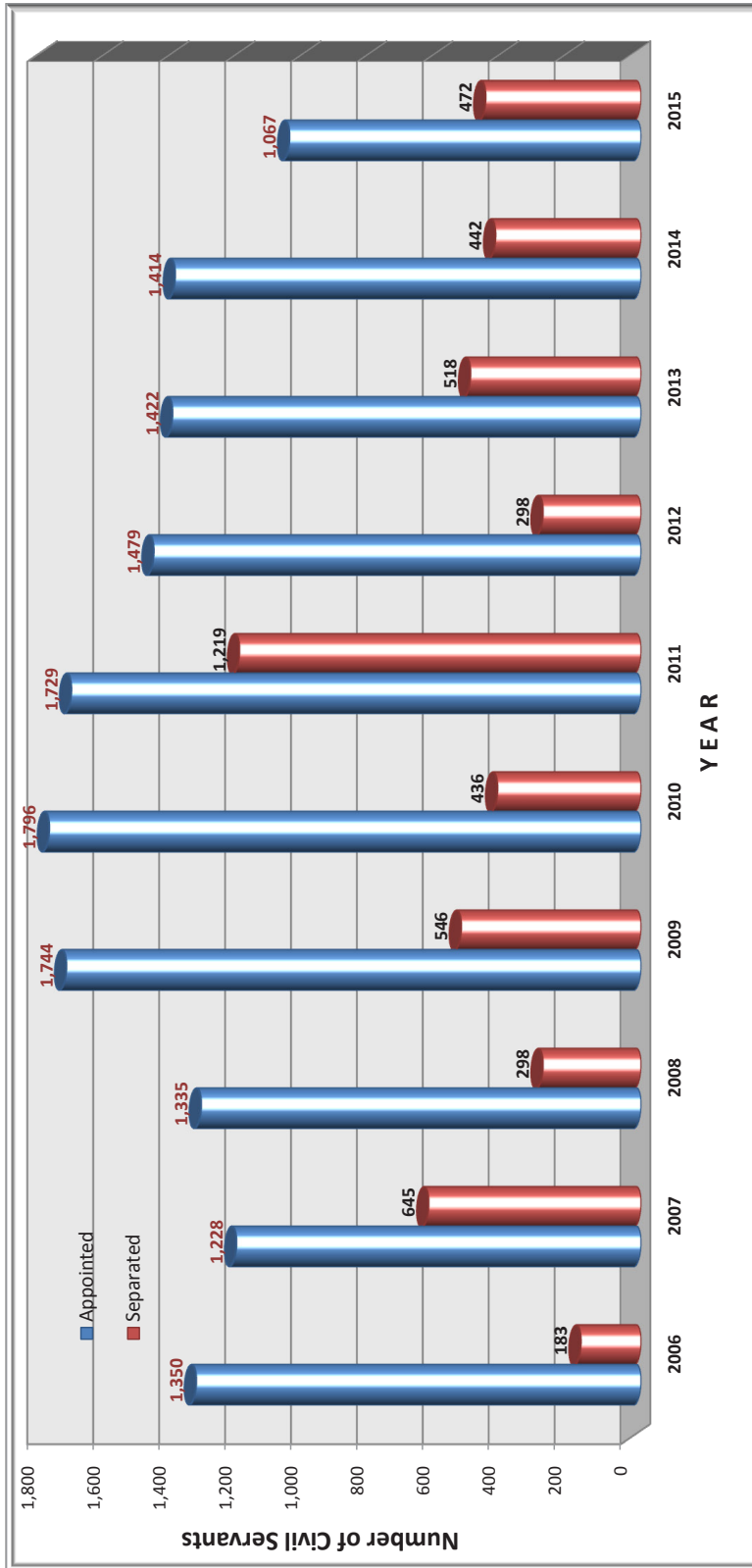
| SI No | Major Occupational Groups (MOG)                 | Regular    |            |            | Contract   |           |            | Grand Total  |
|-------|---|------------|------------|------------|------------|-----------|------------|--------------|
|       |   | M          | F          | T 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

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

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

\* Based on the book figure of Biannual Statistics

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



Note: Based on Biannual Statistic Book figures



## PROMOTION

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

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

**TABLE - 31 CIVIL SERVANTS PROMOTED FROM 2011 -2015**

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

**SEPARATION**

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

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

contd...

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

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

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

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

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

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

Note:

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

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

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

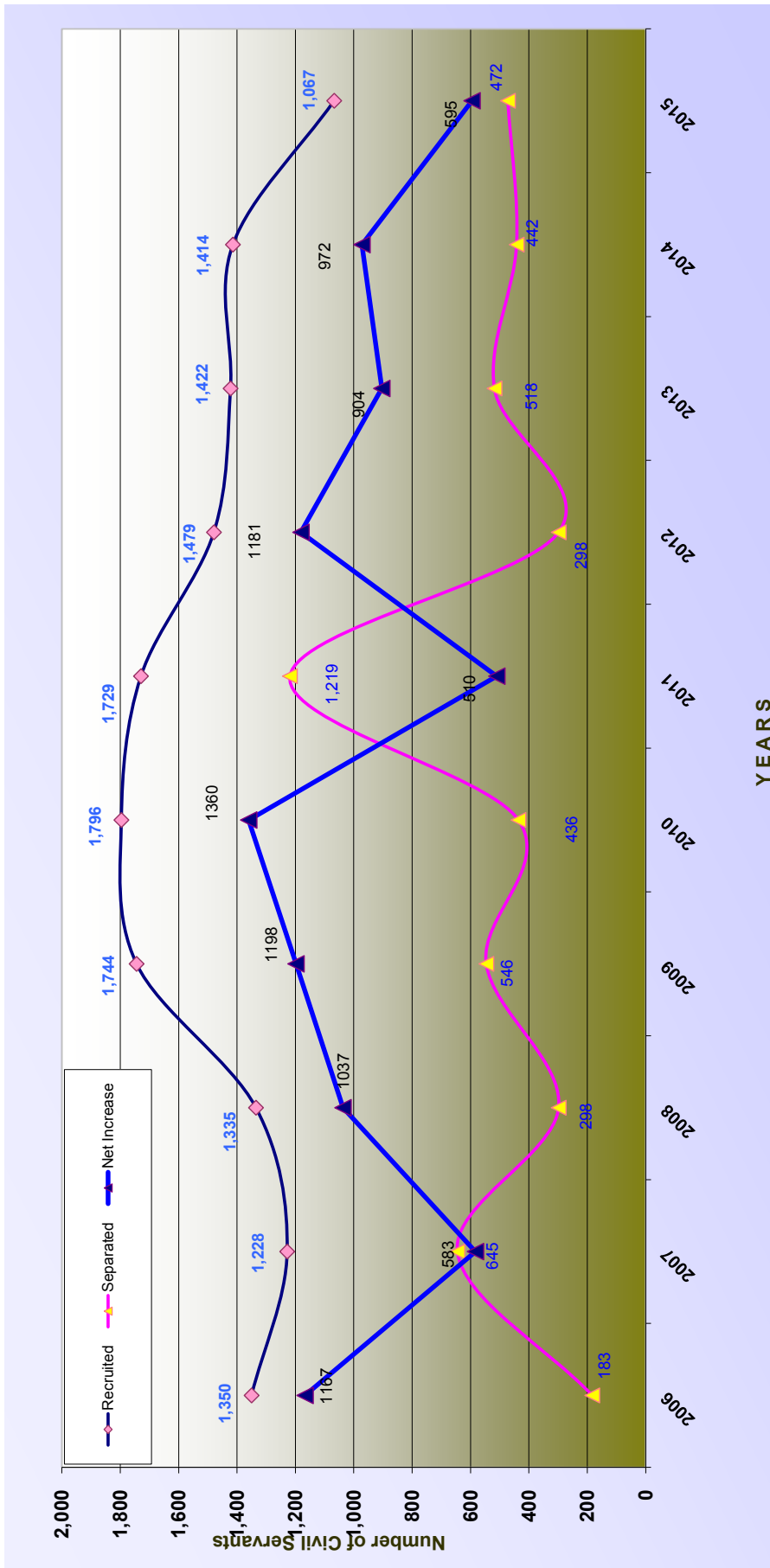
\* National Housing Development Corporation (NHDC) de-linked from Civil Service w.e.f 1.6.2011 with 51 Civil Servants

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

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



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



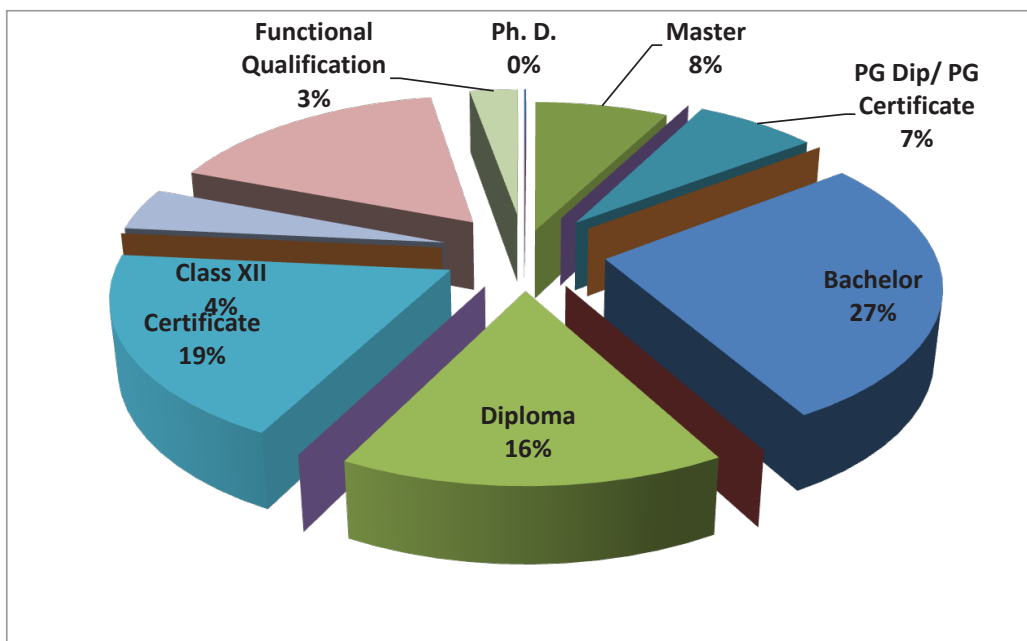
NOTE: Based on Biannual Statistic book figures

## REGULAR CIVIL SERVANTS BY QUALIFICATION

**TABLE - 37 QUALIFICATION OF REGULAR CIVIL SERVANTS - SUMMARY**

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

**GRAPH -14 REGULAR CIVIL SERVANTS BY QUALIFICATION**



**TABLE - 38 REGULAR CIVIL SERVANTS BY PARENT AGENCY AND QUALIFICATION**

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

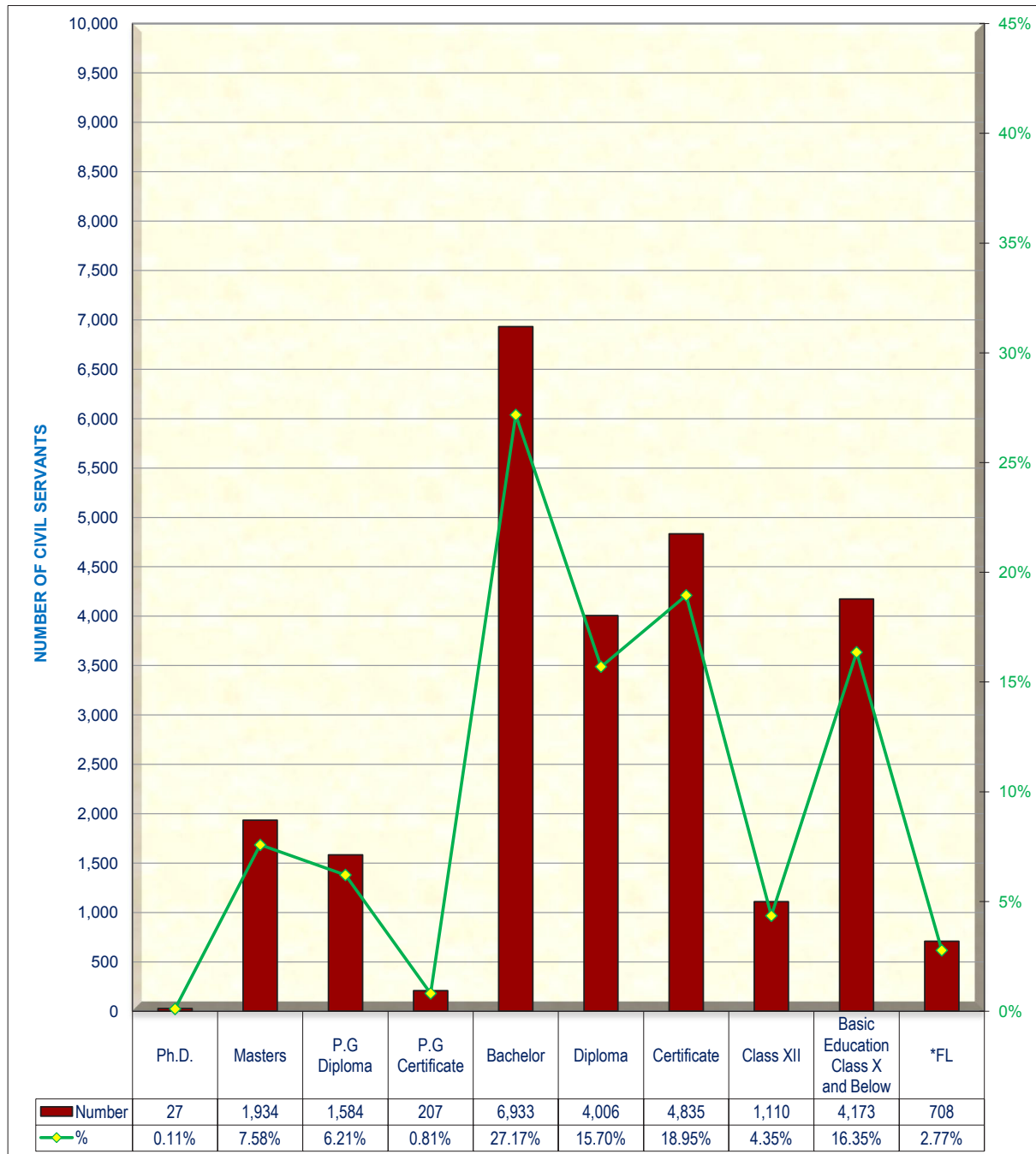
Contd..

**TABLE - 38 REGULAR CIVIL SERVANTS BY PARENT AGENCY AND QUALIFICATION**

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

FL : Functional Literacy

**GRAPH - 15 REGULAR CIVIL SERVANTS BY QUALIFICATION**

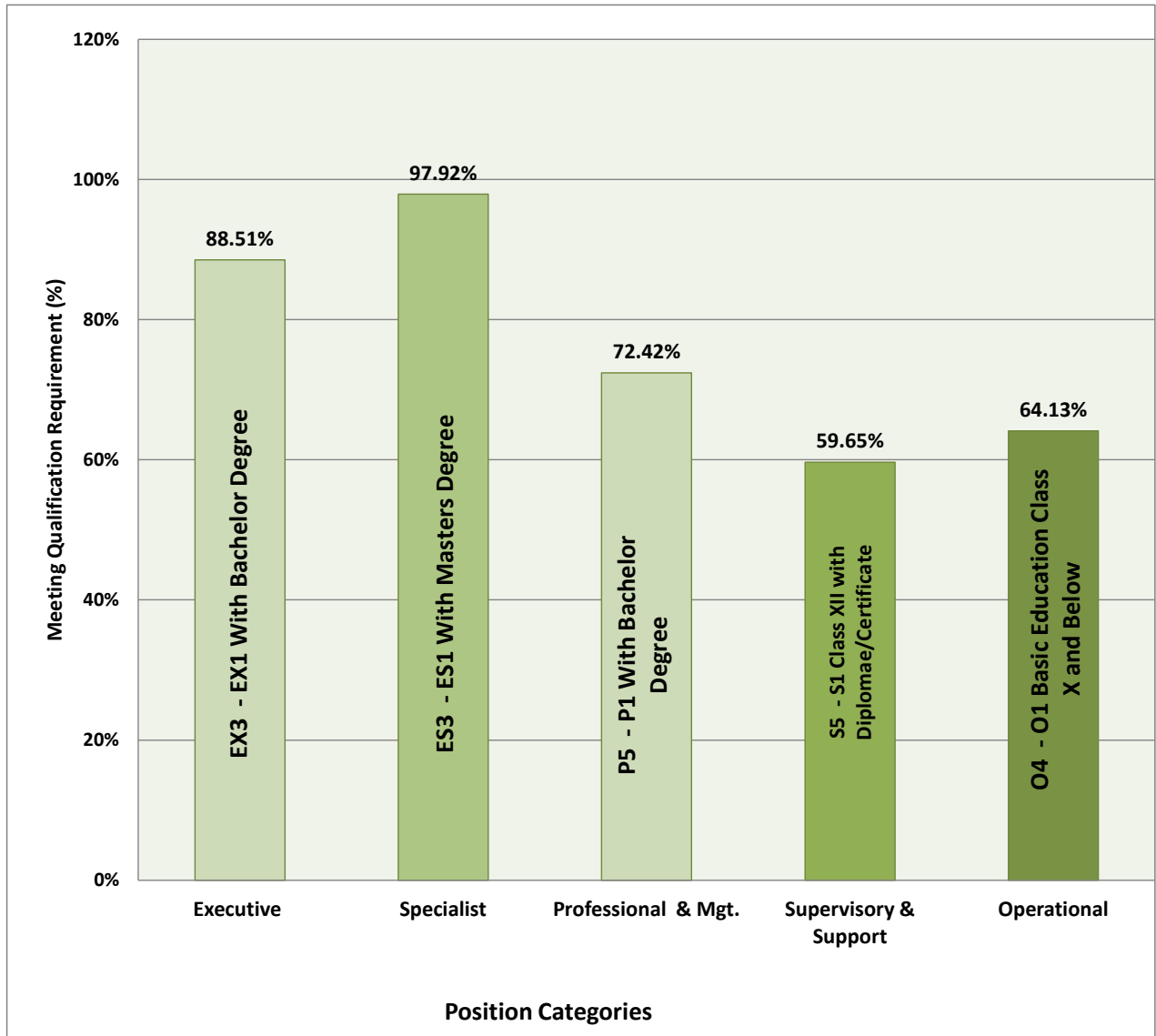


Note: \*Functional Literacy (FL) includes civil servants with some degree of literacy but lacking formal accademic qualification.

**TABLE - 39 REGULAR CIVIL SERVANTS MEETING THE MINIMUM QUALIFICATION CRITERIA**

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

**GRAPH - 16 CIVIL SERVANTS MEETING MINIMUM QUALIFICATION REQUIREMENT**



## LONG -TERM TRAINING

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

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



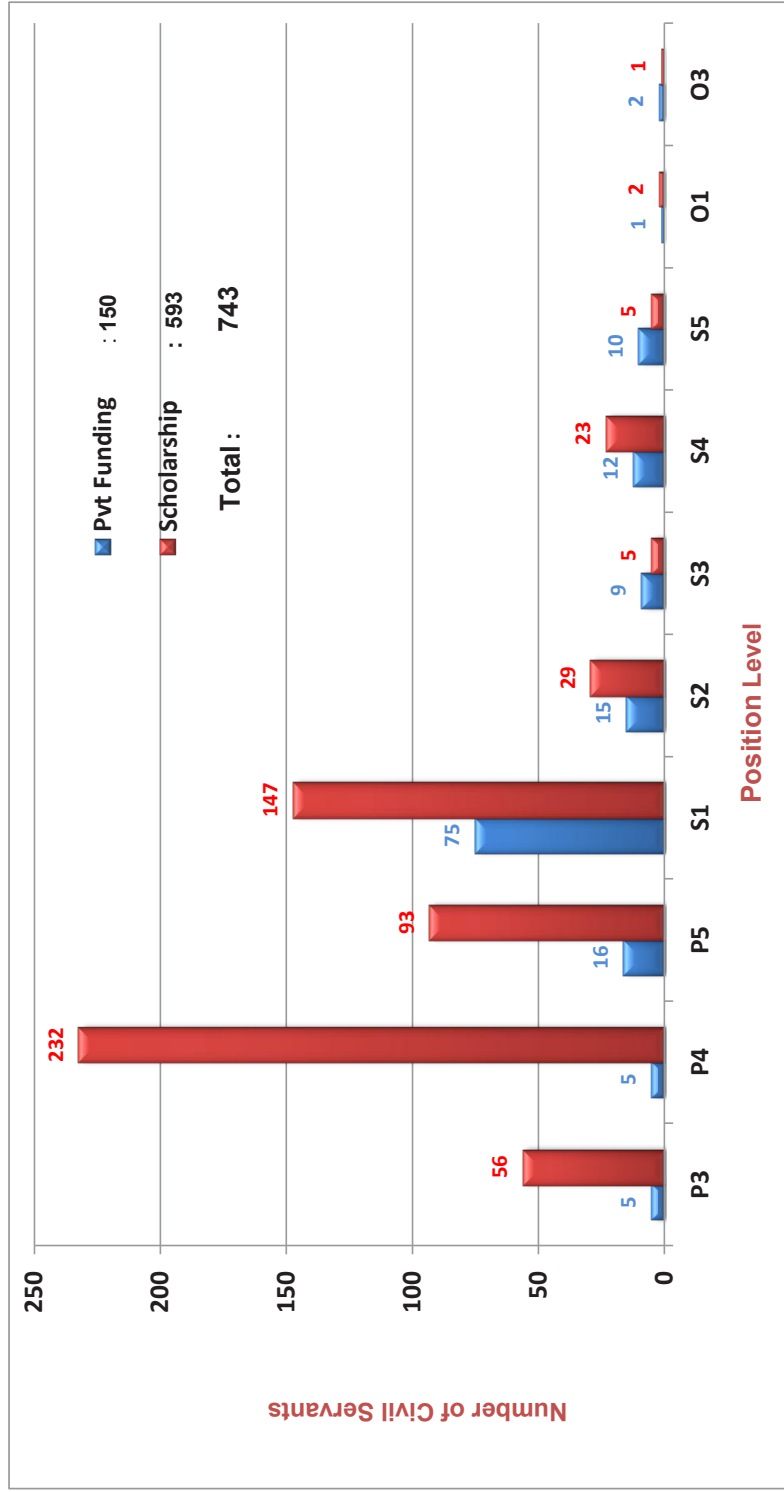
**TABLE - 41 LONG -TERM TRAINING IMPLEMENTED BY COUNTRY****(January - December 2015)**

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

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

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

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



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

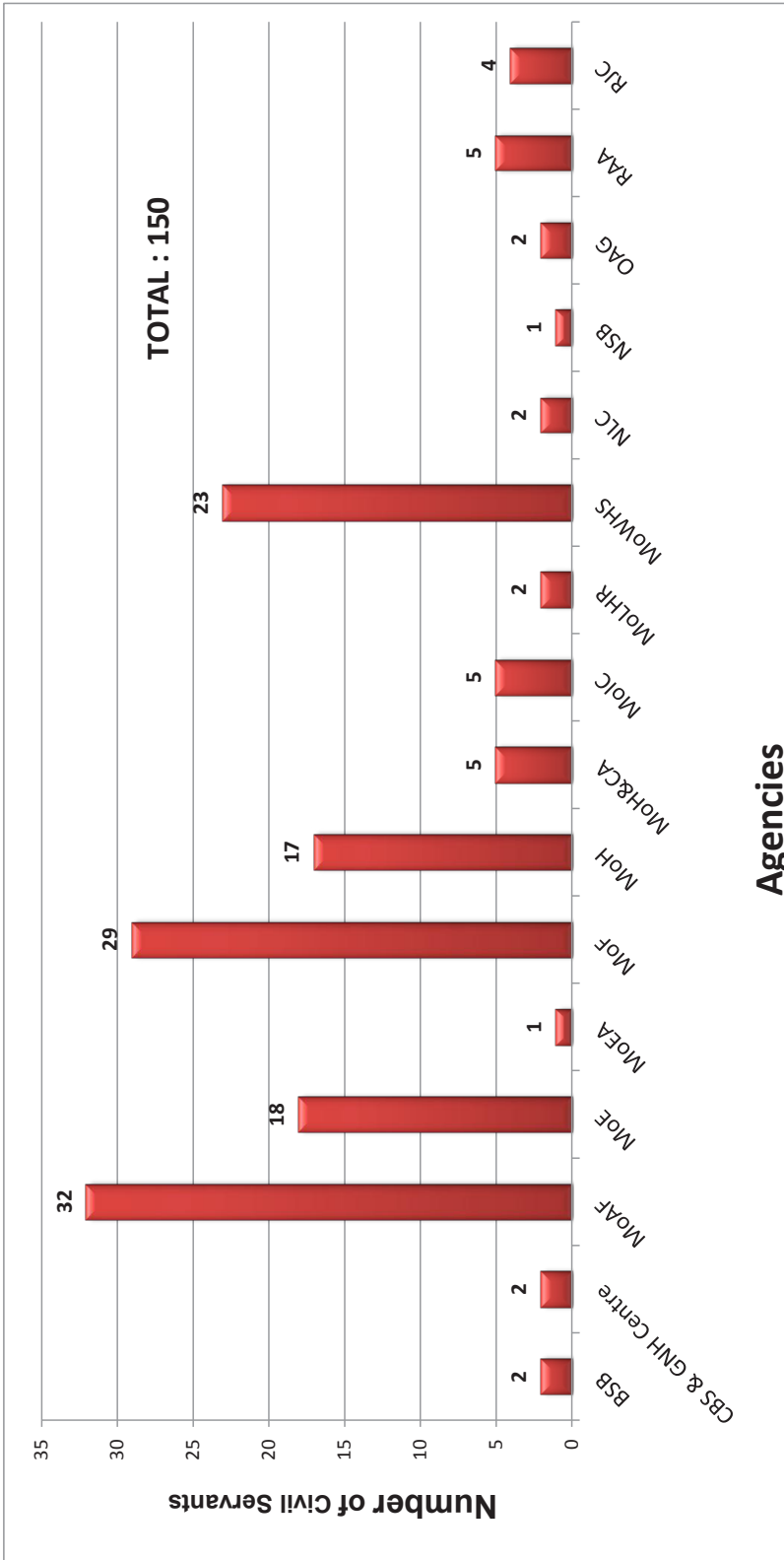


TABLE - 43 LONG TERM TRAINING IMPLEMENTATED BY AGENCY (Jan- Dec 2015)

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

Cont...

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

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

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

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

contd....

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

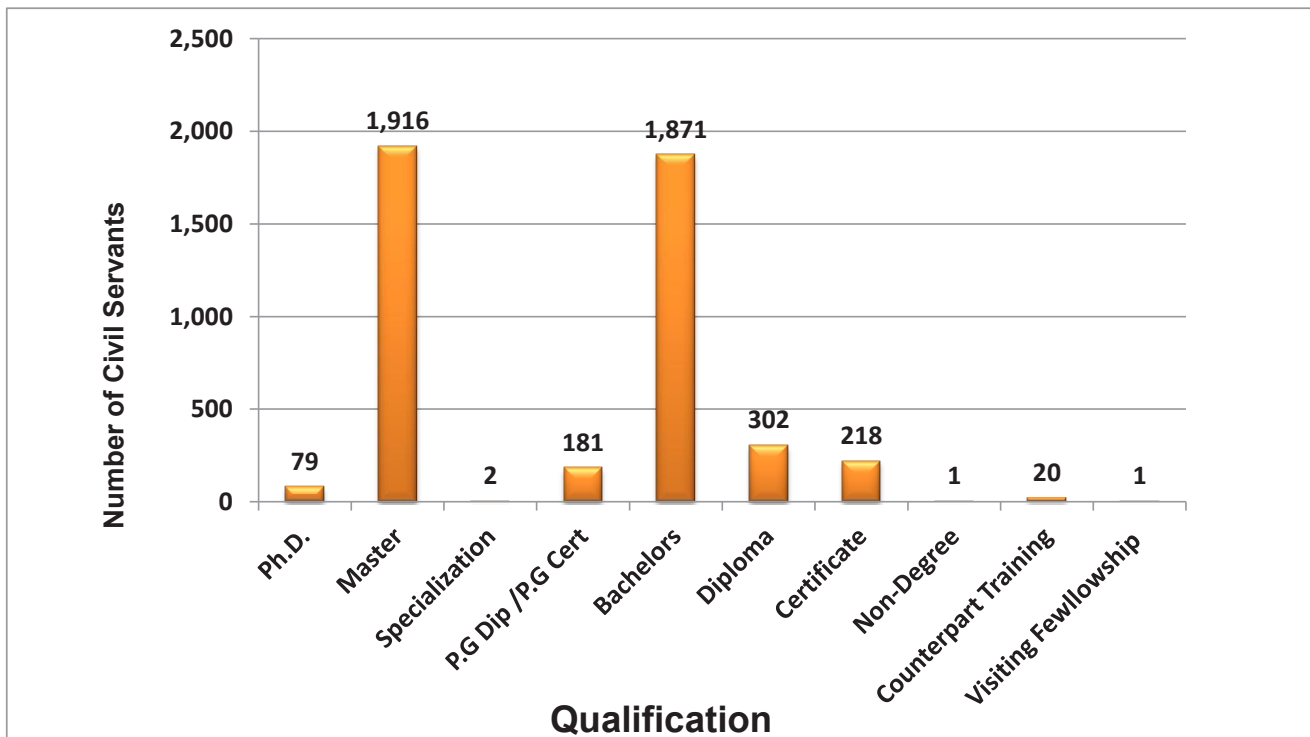
| Source of Funding                                  | P.hD     | Masters    | Specialization | P.G Diploma | Bachelors  | Diploma   | Certificate | Non-Degree | Counterpart Training | Visiting Fellowship | Grand Total |
|--|----------|------------|----------------|-------------|------------|-----------|-------------|------------|----------------------|---------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



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

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

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



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

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

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

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

Source : DAHE-MOE, RUB & RCSC

## SECONDMENT

### TABLE - 48 CIVIL SERVANTS ON SECONDMENT BY AGENCY

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

## EXPATRIATES & INTERNATIONAL VOLUNTEERS

**TABLE - 49 EXPATRIATES & INTERNATIONAL VOLUNTEERS**

|   |            |
|---|------------|
| <b>Expatriates</b>                            | <b>459</b> |
| Regular                                       | 21         |
| Contract                                      | 401        |
| International Volunteers in the Civil Service | 37         |

**TABLE - 50 EXPATRIATES BY AGENCY AND EMPLOYMENT CATEGORIES**

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

**TABLE - 51 INTERNATIONAL VOLUNTEERS BY AGENCIES**

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

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

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

### **1. Background**

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

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

1. General Graduates
2. Technical Graduates

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

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

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

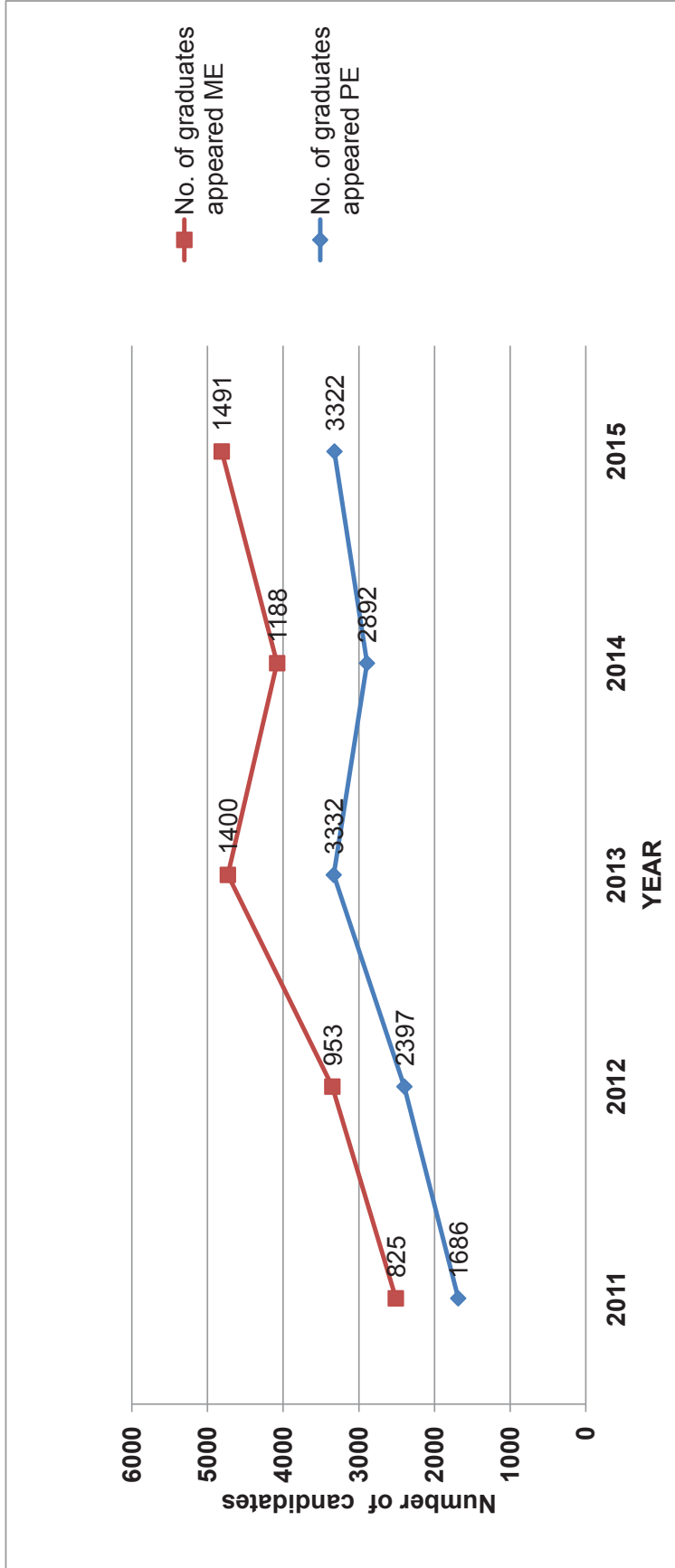
Given the lack of enough institutions for higher learning in the country, it is little surprising to note that there are candidates from a number of different institutions based in different countries besides those based within Bhutan appearing the BCSE. For example, there were 1686 candidates from 183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

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

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

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

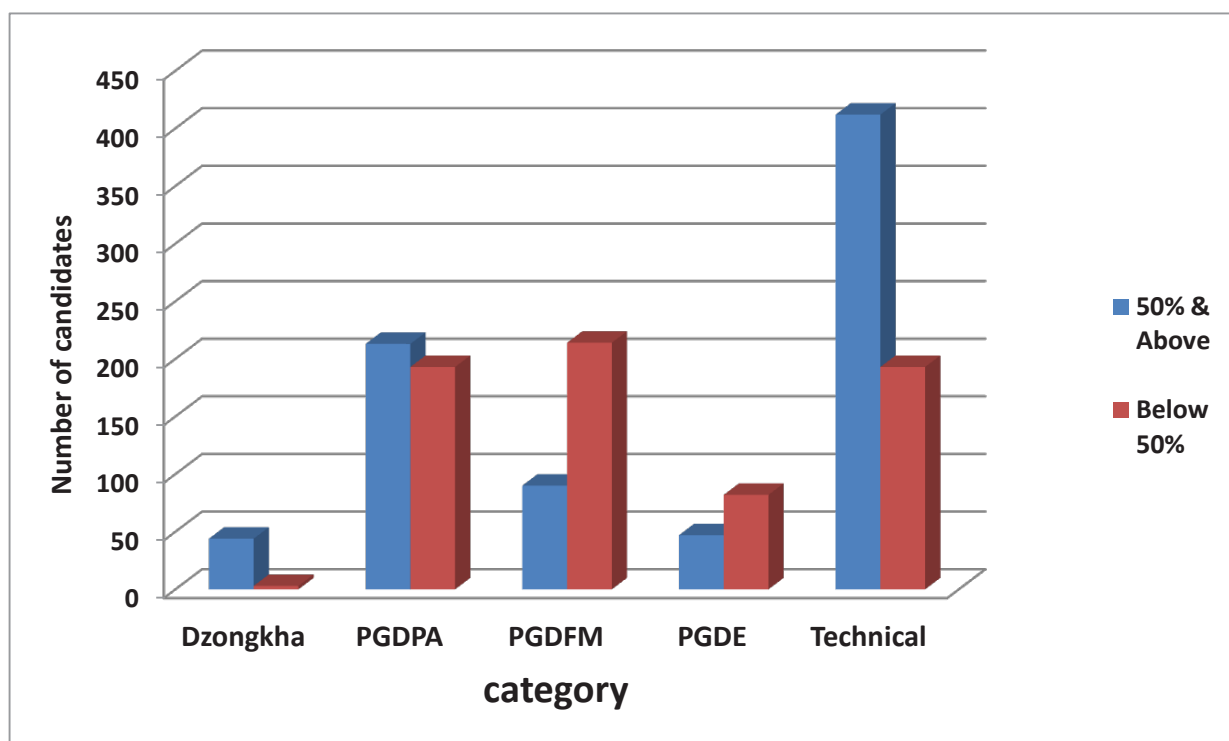
### 3. Trend of graduates appearing BCSE (2011-2015)



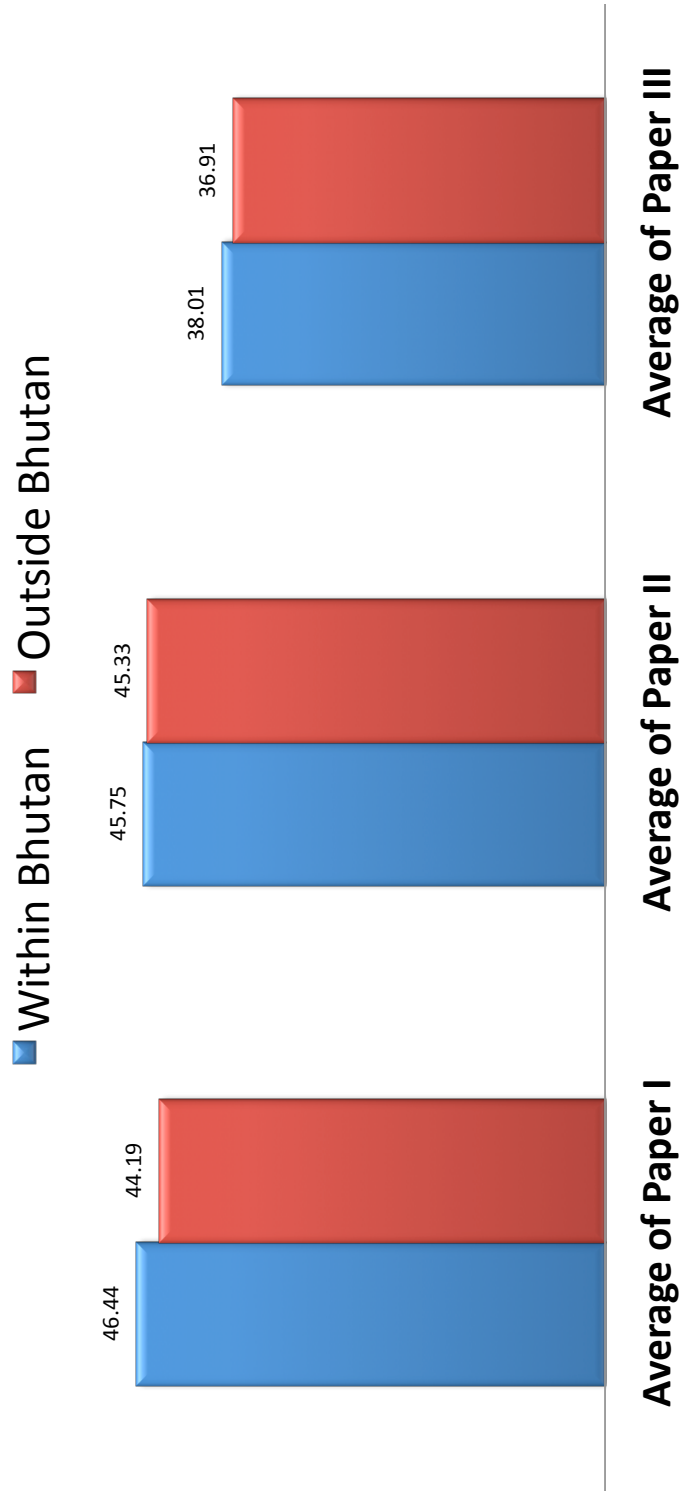


## 4. Summary of the overall performance-BCSE 2015

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



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

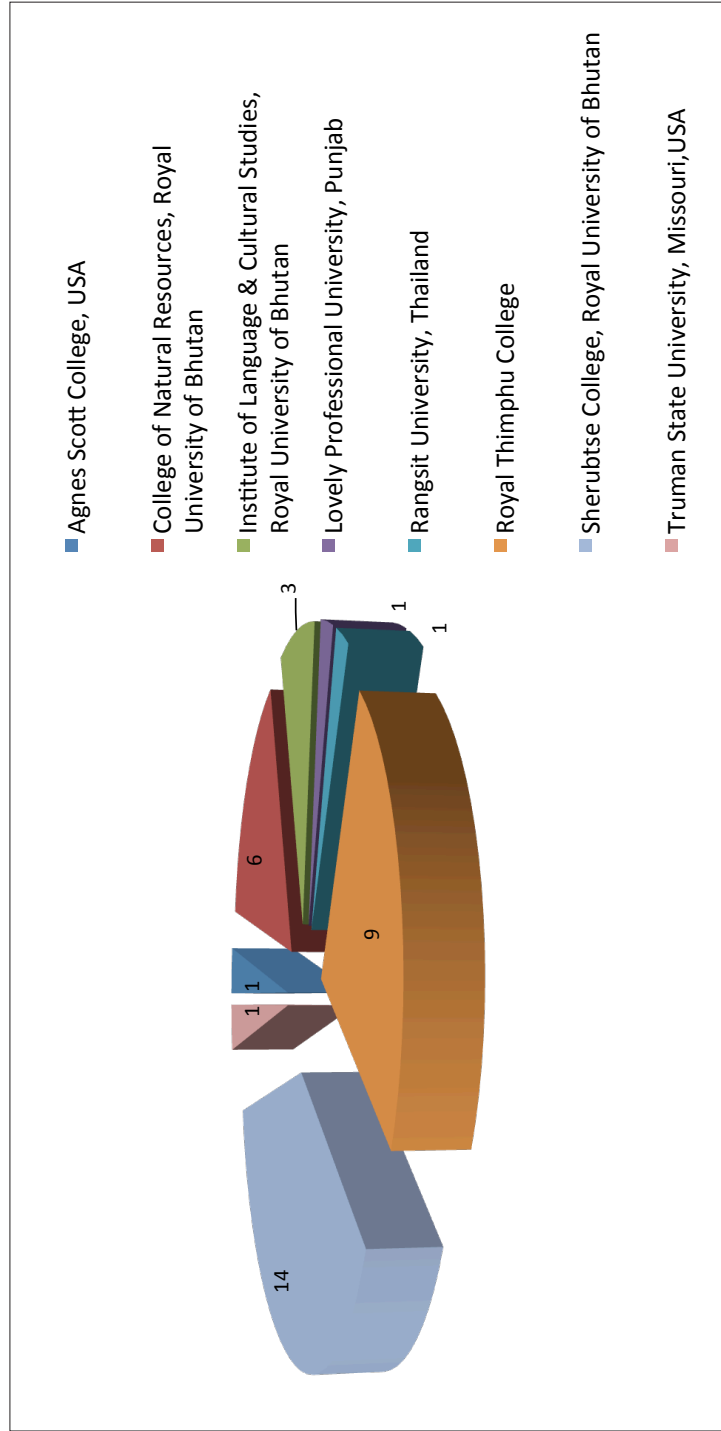


*Paper I (Highest Mark=86.50; Lowest Mark=9) (Bhutan/Outside)*

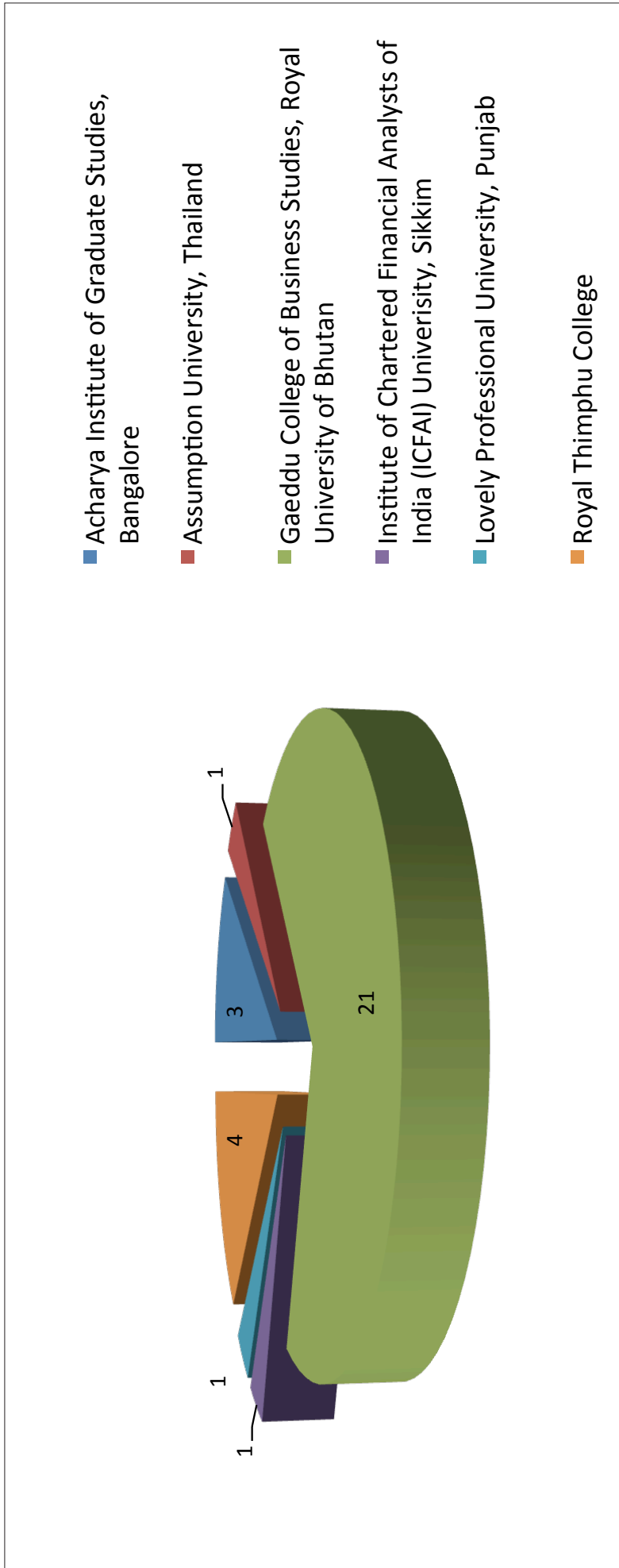
*Paper II (Highest Mark=71.50; Lowest Mark=27.50) (Bhutan/Bhutan)*

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

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



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

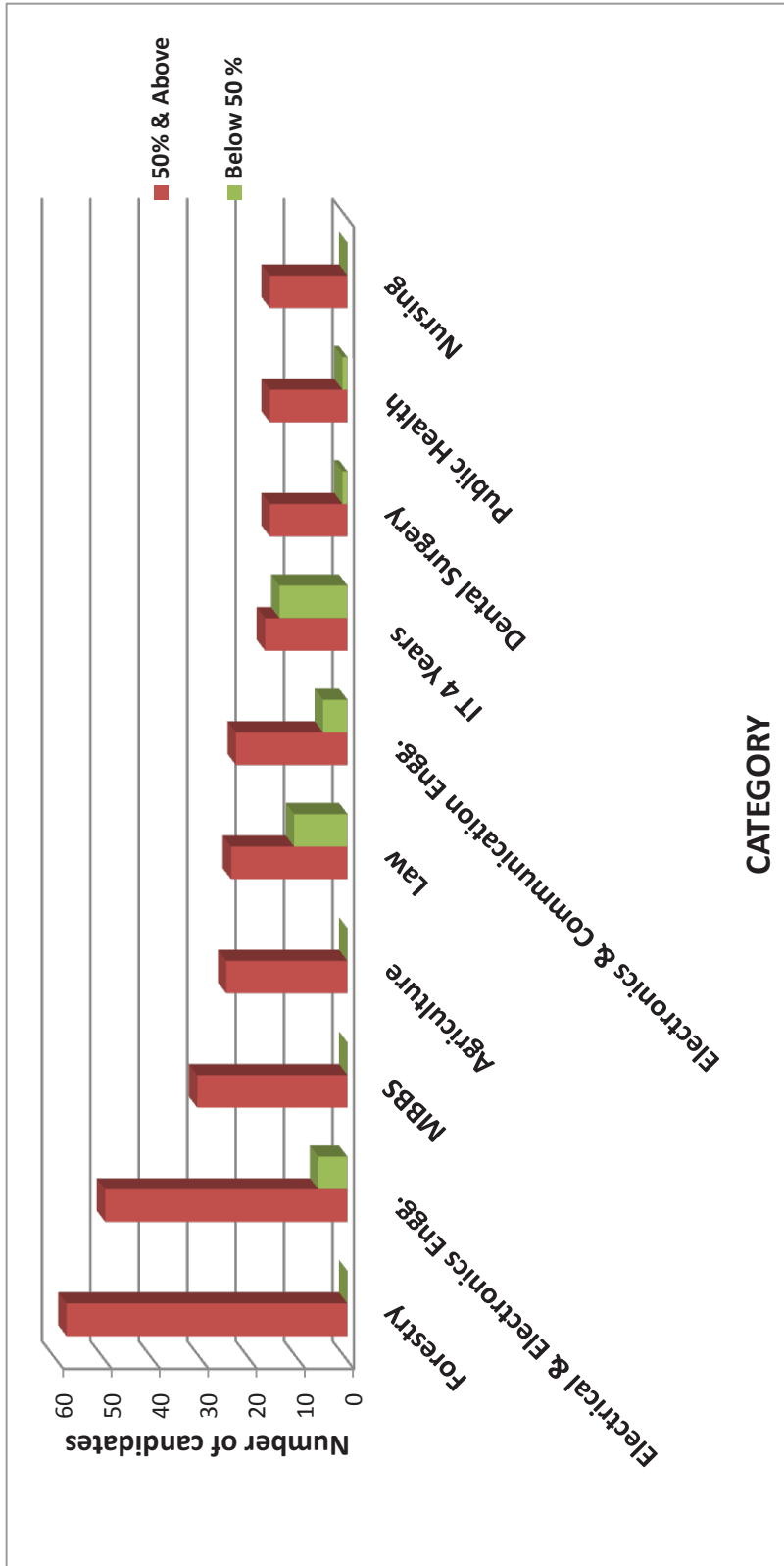


### 8. Performance of Technical Category (field wise)

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

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

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



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

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

Dzongkha category overall EFS percentage has gone down by 6.38%

General category overall EFS percentage has gone down by 6.28%

Technical category overall EFS percentage has gone down by 9.9%

