

**CIVIL SERVICE STATISTICS
DECEMBER 2018**

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Introduction

This Report presents an overview of the Civil Service statistics as on 31st December 2018. It includes information on civil servants recruited as regular and contract under Judiciary, Legislative, Constitutional (except Election Commission of Bhutan), Ministries, Autonomous Agencies, Dzongkhags, Thromdes and civil servants seconded to Non-civil Service Agencies.

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

The information is organised and presented in 55 tables and 15 graphs. The number of civil servants is disaggregated by Position Category and Position Level, and Major Occupational Groups and Sub-groups which reflects the overview of the Civil Service structure.

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

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

The long-term training implementation status provides information on progress that has been made till 31st December 2018. The information on civil servants pursuing higher education by type of training and by country were also made

available, which makes easier for effective monitoring.

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

Part I – Overview of the Report

General

The strength of the Civil Service has been increasing steadily since 1998. The size of the Civil Service as on 31st December 2018 was 28,618 comprising of 25,531 regular civil servants and 3,087 on contract. Most civil servants on contract are in teaching profession.

There has been a significant growth in the size of Civil Service over a period of 10 years. The cumulative growth in the Civil Service strength as on 31st December 2018 compared to the strength on 31st December 2008 is 44.18%. The annual growth for the year 2018 was 1.95% as compared to 3.9% in 2017, 1.6% in 2016, 1.1% in 2015, 4.00% in 2014, 4.25% in 2013, 4.86% in 2012, and 2.84% in 2011.

The civil servants under the Dzongkhag and Thromde Administrations has increased steadily from 54.63% in December 2010 to 57.77% in 2011 and to 57.11% in 2012. It declined to 55.77% in 2013 and rose to 57.12% in 2014, 57.14% in 2015, 58.14% in 2016, 59.13% in 2017 and decreased to 58.83% in 2018 (Table 14).

As on 31st December 2018, the number of civil servants constituted 3.90% of the total population of the country (Table 2). The ratio of civil servants to population is 1:26. Female Civil Servants constituted 36.75% of the total Civil Service strength (Table 22), an increase of 2.86% % from 2017.

During January to December 2018, a total of 1,287 civil servants are recruited, 5,075 promoted, and 925 separated. There is a net increase of 362 Civil Servants (Graph 12).

The median age in the Civil Service is 34 years. About 75% of the civil servants are below the age of 41 years (Graph 7).

Position Category and Position Level

As on 31st December 2018, there are 13,526 (47.26%) civil servants in

Professional and Management Position Category as compared to 12,432 (43.43%) in Supervisory and Support Position Category, and 2,389 (8.35%) in Operational Position Category. There are 153 (0.53%) civil servants in Executive Position and 118 (0.41%) in Specialist Position (Table 3).

Employment Type

There are 25,531 regular civil servants equivalent to 89.21% and 3,087 on contract equivalent to 10.79% (Table 1). By working agency, the Ministry of Agriculture and Forests has the highest number of regular employees with 2,822 followed by Ministry of Health with 1,232 (Table 6). As a Parent Agency, the Ministry of Education has the highest number of contract employees with 1,891 followed by Ministry of Home and Cultural Affairs with 358 (Table 7).

Besides regular and contract civil servants, there are 2,055 as Elementary Service Personnel (ESP) and 1,759 as General Service Personnel (GSP), who are not considered as civil servants, and therefore kept outside the total strength of the Civil Service.

Agency

By Working Agency, the Ministry of Agriculture and Forests has the highest number of Civil Servants with 2,868 constituting 10.02% of the total strength. It was followed by Trashigang Dzongkhag with 1,430 constituting 5.00%, Ministry of Health with 1,297 constituting 4.53%, and Samtse Dzongkhag with 1,295 constituting 4.53%.

By Parent Agency, the Ministry of Education has the highest number of civil servants with 11,168 constituting 39.02% of the total strength of the Civil Service. It was followed by the Ministry of Health with 4,315 constituting 15.08% and Ministry of Agriculture and Forest with 3,402 constituting 11.89% (Table 7).

Location

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

By location, Thimphu Dzongkhag has 8,282 civil servants which included

civil servants of all central agencies located within the perimeter of Thimphu Dzongkhag. It is followed by Chhukha with 2,095, and Sarpang with 1,843. Gasa Dzongkhag has the least number of 300 civil servants (Table 15).

As on 31st December 2018, 58.83% of the civil servants are under Dzongkhag and Thromde Administrations (Table 14). Although by location, Thimphu Dzongkhag has highest number of 8,282, only 503 civil servants are actually under Dzongkhag Administration. The Thimphu Thromde has 1,219 civil servants and the rest remaining was under Ministries and Central Agencies (Table 16).

Under Dzongkhag Administration, the highest numbers of civil servants are under Trashigang with 1,426 followed by Samtse with 1,292 and Chhukha with 1,061. The other Dzongkhag Administrations have lesser number with least number of 197 civil servants under Gasa Dzongkhag Administration (Table 17).

Major Occupational Groups

Amongst the 19 Major Occupational Groups, the Education and Training Services has the highest number of Civil Servants with 9,029 constituting 31.55%. It was followed by the General Administration and Support Services with 4,999 constituting 17.46% and Medical and Health Services with 3,288 constituting 11.48%. The Arts, Culture & Literacy Services has the least number of 77 constituting 0.26% of the total strength (Table 19 and Graph 4).

Gender

Of the total of 28,618 civil servants, 10,518 are female civil servants constituting 36.75% of the total strength of the Civil Service (Table 22).

Among the Major Occupational Groups, the highest numbers of female civil servants are in the Education and Training Services with 3,665 constituting 12.81% of the total strength of the Civil Service and 40.59% within the MOG. It is followed by General Administration and Support Services with 1,837 and Medical and Health Services with 1,492 (Table 23).

Age Groups

By age groups, about 75% of the civil servants are below the age of 41 years as on 31st December 2018. Around 25% of civil servants are younger than 29 years. The median age of civil servants is 34 years.

A total of 7,093 civil servants equivalent to 24.79% fall under 30-34 years age group, followed by 6,182 civil servants equivalent to 21.60% under 35-39 years age group.

Recruitment

From January to December 2018, a total of 1,287 civil servants are recruited, the highest being in Administration and Support Services Group with 298, followed by Education and Training Services Group with 237, and Medical and Health Services Group with 212 new recruits (Table 27).

Promotion

A total of 5,075 civil servants are promoted from January to December 2018. It included 4931 in Executive & Specialist Category, 2,469 in Professional and Management Category, 2,313 in Supervisory and Support Category, and 244 in Operational Category (Table 30).

Separation

From January to December 2018, a total of 925 civil servants are separated of which 28 are from Executive & Specialist Category, 400 from Professional and Management, 391 from Supervisory and Support, and 106 from Operational Category respectively (Table 31).

Regular Civil Servants by Qualification

Of the total of 25,531 regular civil servants, 12,253 equivalent to 47.99% has the Bachelor's Degree and above, while only 34 civil servants has the PhD (Table 37). In terms of qualification, 93.43% civil servants met the minimum qualification criteria as per the Position Directory of the BCSR 2017.

Long-Term Training

During January to December 2018, a total of 469 civil servants are sent for long-

term training. More than 62.26% of them availed for Master's Degree. Out of 490 civil servants, 176 civil servants are under mixed mode category.

As on 31st December 2018, a total of 1,026 civil servants are undergoing long-term training, mostly in Bhutan, India and Australia (Table 42).

Secondment

As on 31st December 2018, there are 18 civil servants on Secondment in non-civil service agencies. (Table 48).

Extraordinary Leave

A total of 325 civil servants availed Extraordinary Leave as on December 2018. The highest number is at P3 position level which accounted for 92 civil servants and followed by 74 civil servants at P4 (Table 49).

Superstructure

Amongst the five Superstructure groups, the Technical Service has the highest number of civil servants with 11,225 (39.22%), and the least number in Executive and Specialist Service with 271 (0.94%).

Volunteers

There are 29 volunteers out of whom 13 are Japan Overseas Co-operation Volunteers (JOCV). The Ministry of Education recruited the highest international volunteers (Table-52).

Part II - Detailed Statistics

General

Table 1
Summary

Category	As of 31st Dec. 2018	%
Regular (Bhutanese)	25,525	89.19%
Regular (Non-Bhutanese)	6	0.02%
Contract (Bhutanese)	2,929	10.23%
Contract (Non-Bhutanese)	158	0.55%
Total Civil Service Strength	28,618	100%
Total Regular	25,531	89.21%
Total Contract	3,087	10.79%
Total Female Civil Servants	10,518	36.75%
Total Male Civil Servants	18,100	63.25%
Total Civil Servants located in Thimphu	8,282	28.94%
Total Civil Servants outside Thimphu	20,247	70.75%
Total Civil Servants located outside the Country	89	0.31%
Total Civil Servants under Dzongkhag Administration & Thromde	16,750	58.53%
Total Expatriates in the Civil Service	164	0.57%
International Volunteers	29	0.10%
Substitute Teachers, Substitute for EOL, Substitute for Maternity Leave & Substitute for Study Leave	349	1.22%

The cumulative figures of Elementary Service Personnel and General Service Personnel as on 31st December 2018 are as follows:

1. Elementary Service Personnel¹ : 2,055
2. General Service Personnel² : 1,759

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

Table 2
Proportion of Civil Servants to Population

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

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

Table 3

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

Position Category	<10			10-19			20-30			>30			Grand Total	
	R	C	T	R	C	T	R	C	T	R	C	T		
Executive and Specialists		10		10	25		25	168		168	68		68	271
Professional & Management	6,265	1,080	7,345	4,180	63	4,243	1,486	39	1,525	396	17	413	13,526	
Supervisory & Support	4,920	1,104	6,024	3,951	46	3,997	1,773	2	1,775	636		636	12,432	
Operational Staff	618	716	1,334	740	9	749	283	1	284	22		22	2,389	
Grand Total	11,803	2,910	14,713	8,896	118	9,014	3,710	42	3,752	1,122	17	1,139	28,618	

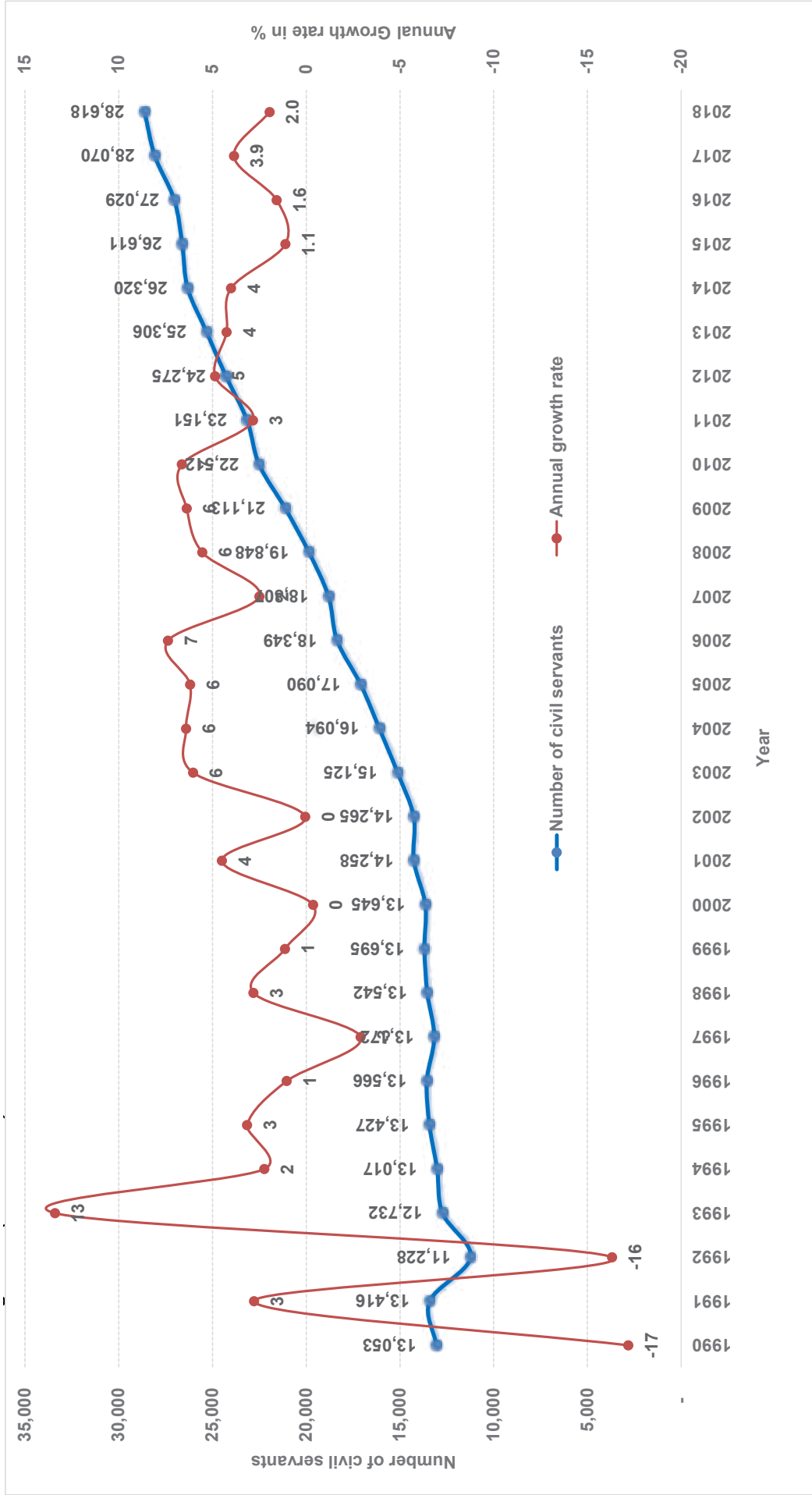
Note. R: Regular, C: Contract & T: Total

Table 4

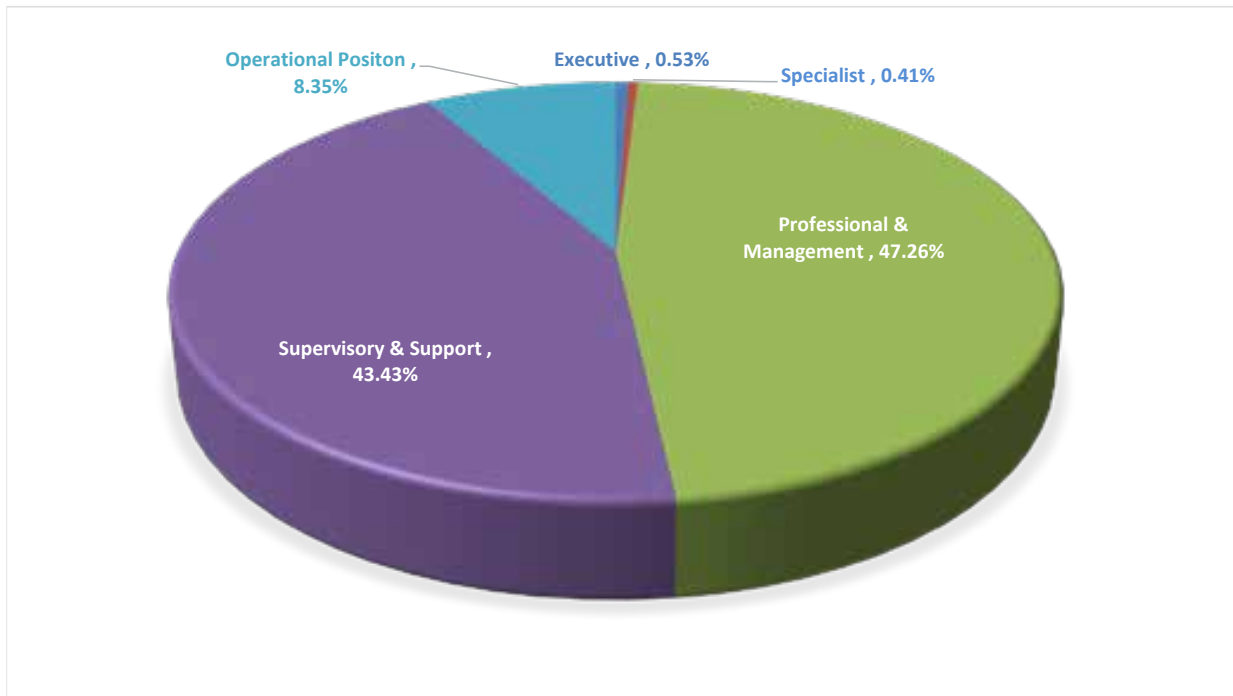
Number of Civil/Public Servants Conferred the Royal Civil Service Award 2018

Category of Awards	Civil Service	Public Service	Total
Lifetime Services (Gold)	220	58	278
30 Years and above (Gold)	443	76	519
20 Years and above (Silver)	594	206	800
10 Years and above (Bronze)	1,495	483	1,978
Total	2,752	823	3,575

Graph 1
Civil Service Staffing Trend from 1990 to 2018



Graph 2
Civil Servants by Position Category in Percentage



Graph 3
Civil Servants by Position Category from 2014 to 2018

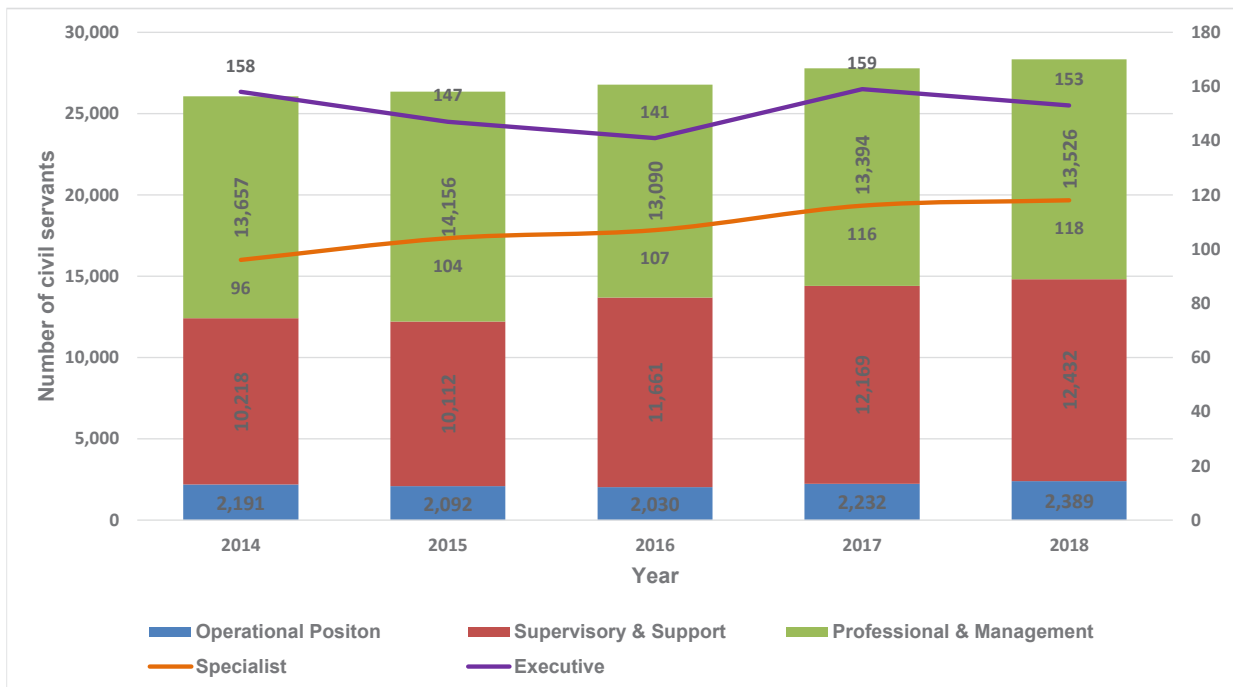


Table 5
Civil Servants by Position Category and Employment Type

Position Category & Position Level	2014			2015			2016			2017			2018		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
Executive															
No Level ¹	10		10	5		5	3		3		3		3		3
EX1	27		27	28		28	25		25		25		25		23
EX2	45	1	46	48	2	50	47	2	49	2	49	1	59	2	53
EX3	74	1	75	62	2	64	62	2	64	2	64	4	72	4	74
Total	156	2	158	143	4	147	137	4	141	4	141	5	159	147	153
Specialist															
ES1	1		1	2		2	3		3		3		6		5
ES2	22	1	23	26	1	27	32	2	34	2	34	1	37	40	42
ES3	71	1	72	74	1	75	69	1	70	1	70	1	73	70	71
Total	94	2	96	102	2	104	104	3	107	3	107	3	116	114	118
Professional & Management Category															
P1	531	9	540	658	10	668	850	16	866	16	866	18	962	1,037	1,056
P2	1,197	18	1,215	1,326	19	1,345	1,560	25	1,585	25	1,585	29	1,749	1,900	1,928
P3	2,017	71	2,088	2,214	71	2,285	2,737	96	2,833	96	2,833	74	3,276	3,735	3,810
P4	4,299	240	4,539	4,746	225	4,971	3,990	211	4,201	211	4,201	116	3,969	3,430	3,593
P5	5,088	187	5,275	4,724	163	4,887	2,925	680	3,605	680	3,605	821	3,438	2,225	3,139
Total	13,132	525	13,657	13,668	488	14,156	12,062	1,028	13,090	1,028	13,090	1,058	13,394	12,327	1,199

Position Category & Position Level	2014			2015			2016			2017			2018		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
Supervisory & Support Category															
SS1				2			2			26			26		61
SS2				187	2	189	272	2	274	301	2	303			
SS3				815		815	858		858	950		950			
SS4				1,229	19	1,248	1,355	15	1,370	1,533	14	1,547			
S1	2,258	43	2,301	2,428	242	2,670	2,417	42	2,459	2,561	44	2,605	2,570	48	2,618
S2	2,391	21	2,412	2,222	23	2,245	2,082	258	2,340	2,057	44	2,101	2,011	67	2,078
S3	1,684	7	1,691	1,772	7	1,779	1,838	8	1,846	1,943	12	1,955	2,173	16	2,189
S4	2,025	32	2,057	2,030	31	2,061	1,710	37	1,747	1,488	32	1,520	1,135	18	1,153
S5	1,517	240	1,757	1,150	207	1,357	745	270	1,015	670	790	1,460	546	987	1,533
Total	9,875	343	10,218	9,602	510	10,112	11,025	636	11,661	11,230	939	12,169	11,280	1,152	12,432
Operational Category															
O1	723	4	727	720	4	724	793	5	798	846	5	851	839	4	843
O2	430	34	464	402	35	437	319	82	401	286	129	415	325	168	493
O3	389		389	395		395	412	1	413	419	2	421	383	1	384
O4	559	52	611	485	51	536	309	109	418	186	359	545	116	553	669
Total	2,101	90	2,191	2,002	90	2,092	1,833	197	2,030	1,737	495	2,232	1,663	726	2,389
Grand Total	25,358	962	26,320	25,517	1,094	26,611	25,161	1,868	27,029	25,570	2,500	28,070	25,531	3,087	28,618

Note: R= Regular, C=Contract

Table 6
Civil Servants by Working Agency and Employment Type

Working Agency	Regular		Contract		% against Total
	B	NB	B	NB	
His Majesty's Secretariat	43		28		0.25%
Secretariat of His Majesty The Fourth Druk Gyalpo	10		17		0.09%
Judiciary					0.00%
Royal Court of Justice	458		35		1.72%
Supreme Court of Bhutan	6			6	0.02%
Legislative					0.00%
National Assembly Secretariat	48		47		0.33%
National Council Secretariat	41		24		0.23%
Constitutional					0.00%
Royal Audit Authority	241		13		0.89%
Anti-Corruption Commission	106		8		0.40%
Royal Civil Service Commission	81		5		0.30%
Ministry					0.00%
Ministry of Agriculture and Forests	2,822		46		10.02%
Ministry of Health	1,231	1	54	11	4.53%
Ministry of Finance	895		52	1	3.31%
Ministry of Works & Human Settlement	662	1	13	3	2.37%
Ministry of Home & Cultural Affairs	585		19		2.11%
Ministry of Information & Communications	456		35	1	1.72%
Ministry of Economic Affairs	482		8		1.71%
Ministry of Labour & Human Resources	366		24		1.36%

Working Agency	Regular			Contract			% against Total	
	B	NB	Total	B	NB	Total		
Ministry of Education	222		222	13	2	15	0.83%	
Ministry of Foreign Affairs	194	2	196	8		8	0.71%	
Dzongkhag							0.00%	
Trashigang Dzongkhag	1,207		1,207	216	7	223	1,430	5.00%
Samtse Dzongkhag	1,064	1	1,065	205	25	230	1,295	4.53%
Chukha Dzongkhag	882	1	883	165	9	174	1,057	3.69%
Paro Dzongkhag	892		892	78	4	82	974	3.40%
Mongar Dzongkhag	758		758	192	5	197	955	3.34%
Wangdue Dzongkhag	780		780	72	2	74	854	2.98%
Samdrup Jongkhar Dzongkhag	642		642	139	9	148	790	2.76%
Dagana Dzongkhag	618		618	148	2	150	768	2.68%
Sarpang Dzongkhag	678		678	63	7	70	748	2.61%
Punakha Dzongkhag	669		669	64	8	72	741	2.59%
Pemagatse Dzongkhag	585		585	137	2	139	724	2.53%
Zhemgang Dzongkhag	526		526	138	1	139	665	2.32%
Tsirang Dzongkhag	540		540	82	1	83	623	2.18%
Trashi Yangtse Dzongkhag	497		497	123	1	124	621	2.17%
Lhuntse Dzongkhag	412		412	96	1	97	509	1.78%
Bumthang Dzongkhag	448		448	51		51	499	1.74%
Thimphu Dzongkhag	419		419	55	4	59	478	1.67%
Trongsa Dzongkhag	385		385	70	1	71	456	1.59%
Haa Dzongkhag	337		337	64	1	65	402	1.40%
Gasa Dzongkhag	163		163	36		36	199	0.70%

Working Agency	Regular			Contract			% against Total
	B	NB	Total	B	NB	Total	
Thromde							0.00%
Thimphu Thromde	1,173		1,173	28	19	47	4.26%
Phuentsholing Thromde	294		294	29	17	46	1.19%
Gelephu Thromde	228		228	11	3	14	0.85%
Samdrupjongkhar Thromde	146		146	10	4	14	0.56%
Agency							0.00%
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)	981		981	84	7	91	3.75%
National Land Commission	222		222	9		9	0.81%
National Center for Hydrology and Meteorology (NCHM)	175		175	1		1	0.61%
Dratshang Lhentshog	49		49	44		44	0.32%
Tourism Council of Bhutan	80		80	2		2	0.29%
Gross National Happiness Commission	71		71			71	0.25%
Office of the Attorney General	65		65	5		5	0.24%
Royal Institute of Management	59		59	4		4	0.22%
National Environment Commission	58		58	1		1	0.21%
Bhutan Narcotic Control Authority	28		28	30		30	0.20%
Bhutan Standards Bureau	52		52	1		1	0.19%
Royal Education Council	44		44	8		8	0.18%
National Statistics Bureau	43		43			43	0.15%
Cabinet Secretariat	43		43			43	0.15%
Bhutan Council for School Examination and Assessment	34		34	2		2	0.13%

Working Agency	Regular		Contract		% against Total		
	B	NB	B	NB			
Bhutan Information Communications & Media Authority	32		1	1	0.12%		
Drug Regulatory Authority	29		1	1	0.10%		
National Commission for Women & Children	26		4	4	0.10%		
Centre for Bhutan Studies and GNH Research	24		5	5	0.10%		
Dzongkha Development Commission	28				0.10%		
Construction Development Board	25		1	1	0.09%		
Bhutan Olympic Committee	19				0.07%		
Bhutan National Legal Institute	13		4	4	0.06%		
Bhutan Medical Health Council	12		1	1	0.05%		
Royal Privy Council	10				0.03%		
Outside					0.00%		
Defence ¹	4				0.01%		
Non Governmental Organizations	3				0.01%		
Corporations	2				0.01%		
International Organizations	2				0.01%		
Grand Total	25,525	6	2,929	158	3,087	28,618	100%

Note: B: Bhutanese, NB: Non Bhutanese

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

Table 7
Civil Servants by Parent Agency and Employment Type

Parent Agency	Regular		Contract		Grand Total	% against Total
	B	NB	B	NB		
His Majesty's Secretariat	24	24	28	28	52	0.18%
Secretariat of His Majesty The Fourth Druk Gyalpo	8	8	16	16	24	0.08%
Judiciary						
Royal Court of Justice	417	417	34	34	451	1.58%
Supreme Court of Bhutan	4	4			4	0.01%
Legislative						
National Assembly Secretariat	34	34	46	46	80	0.28%
National Council Secretariat	29	29	24	24	53	0.19%
Constitutional						
Royal Audit Authority	220	220	13	13	233	0.81%
Royal Civil Service Commission	169	169	7	7	176	0.61%
Anti-Corruption Commission	89	89	6	6	95	0.33%

Parent Agency	Regular		Contract		Grand Total	% against Total
	B	NB	B	NB		
Ministry						
Ministry of Education	9,277	9,277	1,764	127	11,168	39.02%
Ministry of Health	4,110	3	181	21	4,315	15.08%
Ministry of Agriculture and Forests	3,354	3,354	48		3,402	11.89%
Ministry of Finance	1,653	1,653	50	1	1,704	5.95%
Ministry of Home & Cultural Affairs	1,256	1,256	358		1,614	5.64%
Ministry of Works & Human Settlement	1,495	1	40	4	1,540	5.38%
Ministry of Information & Communications	679	679	52	2	733	2.56%
Ministry of Economic Affairs	424	424	6		430	1.50%
Ministry of Labour & Human Resources	326	326	22		348	1.22%
Ministry of Foreign Affairs	158	2	8		168	0.59%
Autonomous Agency						
National Land Commission	456	456	10		466	1.63%
Office of the Attorney General	163	163	16		179	0.63%
National Center for Hydrology and Meteorology (NCHM)	169	169	1		170	0.59%
Gross National Happiness Commission	164	164	2		166	0.58%
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)	66	66	62	2	130	0.45%

Parent Agency	Regular		Contract		Grand Total	% against Total
	B	NB	T	B NB		
Dratshang Lhentshog	42		42	43	85	0.30%
National Environment Commission	75		75	1 2	77	0.27%
National Statistics Bureau	69		69		69	0.24%
Tourism Council of Bhutan	66		66	2 2	68	0.24%
Royal Institute of Management	53		53	4 4	57	0.20%
Bhutan Narcotic Control Authority	23		23	30 30	53	0.19%
Bhutan Standards Bureau	49		49	1 1	50	0.17%
Royal Education Council	40		40	7 7	47	0.16%
Dzongkha Development Commission	35		35		35	0.12%
Cabinet Secretariat	33		33		33	0.12%
Bhutan Council for School Examination and Assessment	29		29		29	0.10%
Drug Regulatory Authority	26		26	1 1	27	0.09%
Bhutan Information Communications & Media Authority	25		25	1 1	26	0.09%
Centre for Bhutan Studies and GNH Research	21		21	5 5	26	0.09%
National Commission for Women & Children	19		19	4 4	23	0.08%
Construction Development Board	18		18	1 1	19	0.07%
Bhutan Olympic Committee	16		16		16	0.06%
Bhutan Medical Health Council	10		10	1 1	11	0.04%
Bhutan National Legal Institute	5		5	4 4	9	0.03%
Royal Privy Council	9		9		9	0.03%

Parent Agency	Regular		Contract		Grand Total	% against Total
	B	NB	B	NB		
Thromde						
Thimphu Thromde	59	59	9	9	68	0.24%
Phuentsholing Thromde	22	22	9	9	31	0.11%
Gelephu Thromde	21	21	6	6	27	0.09%
Samdrupjongkhar Thromde	16	16	6	6	22	0.08%
Grand Total	25,525	6 25,531	2,929	158 3,087	28,618	100.00%

Note: B: Bhutanese, NB: Non Bhutanese

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

Working Agency	NA¹	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
His Majesty's Secretariat		2	2	4			2	8	1	6	4
Secretariat of His Majesty The Fourth Druk Gyalpo		1		2				1	3	1	2
Judiciary											
Royal Court of Justice							1			18	20
Supreme Court of Bhutan											2
Legislative											
National Assembly Secretariat		1		1				1	4	1	7
National Council Secretariat	3	1		1					1	4	9
Constitutional											
Royal Audit Authority			1	2	1			9	26	26	33
Anti-Corruption Commission				3				8	4	15	22
Royal Civil Service Commission			2	2			1	1	6	12	11
Ministry											
Ministry of Agriculture and Forests		1	3	3	1	13	22	82	99	178	163
Ministry of Health		1	3	2			1	5	37	60	157
Ministry of Finance		1	2	4				3	38	52	94
Ministry of Works & Human Settlement		1		4			2	2	50	26	49
Ministry of Home & Cultural Affairs		1	1	5			1	2	27	22	40
Ministry of Information & Communications		1	2	3				19	17	35	35
Ministry of Economic Affairs		1	4	6				1	27	33	76
Ministry of Labour & Human Resources		1	1	3				3	28	22	27
Ministry of Education		1	3	1				1	25	45	24
Ministry of Foreign Affairs			4	8				19	31	14	17
Dzongkhag											
Trashigang Dzongkhag			1					2	28	92	204
Samtse Dzongkhag			1					1	39	80	163
Chukha Dzongkhag			1					1	22	84	177
Paro Dzongkhag			1					54	118	233	142
Mongar Dzongkhag			1					14	76	152	128
Wangdue Dzongkhag			1					26	60	175	144

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
7		1	1	4	3		2	2	8	8			6	71
		1	1	9		1		1		1	2	1		27
3			1	25	113	142	19	12	45	18	15	18	43	493
1					1	1			1					6
49			1	1	7	3	2	7	1	3	2		4	95
29				1	4	1	1	6	1		2	1		65
38		6	12	30	13	27	4	4	1	12	3	4	2	254
21				3	7	16	2	2	1	6	2	1	1	114
12		1		5	6	5	8	4	2	3	2	1	2	86
21	8	100	281	240	350	372	400	196	64	153	40	48	30	2,868
27	7	30	91	147	225	111	115	40	18	61	17	22	24	1,297
78		3	38	128	174	115	28	13	16	47	10	12	6	948
4	11	11	28	44	112	72	43	14	17	56	19	19	18	679
19	1	3	4	26	41	42	45	66	157	25	13	14	8	604
44	1	2	7	17	47	31	62	99	16	13	10	11	20	492
18		3	9	10	35	53	45	60	9	27	3	12	9	490
27		1	7	59	41	43	13	25	3	12	6	5	12	390
24		2	6	10	14	8	11	7	13	12	7	2	7	237
23			3	7	9	5	12	13		13	13	7	6	204
251	1	7	17	50	112	83	108	51	121	28	25	11	19	1,430
352	1	6	31	33	84	68	94	26	64	19	8	9	25	1,295
180		2	22	38	74	50	69	24	72	16	24	6	24	1,057
29	3	10	25	44	58	52	76	27	55	15	6	11	15	974
197	2	6	29	24	62	39	58	21	74	12	31	7	22	955
104	1	15	28	45	62	41	63	21	34	11	9	3	11	854

Working Agency	NA ¹	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Samdrup Jongkhar Dzongkhag			1					17	35	81	105
Dagana Dzongkhag			1					10	42	76	121
Sarpang Dzongkhag			1					38	61	140	110
Punakha Dzongkhag			1				1	34	66	156	137
Pemagatsel Dzongkhag			1					10	36	122	97
Zhemgang Dzongkhag			1					7	26	34	108
Tsirang Dzongkhag			1					20	46	111	102
Trashigang Dzongkhag			1					10	37	71	92
Lhuntse Dzongkhag			1					6	25	47	87
Bumthang Dzongkhag			1				1	10	45	106	86
Thimphu Dzongkhag			1					23	44	104	57
Trongsa Dzongkhag			1					5	33	67	66
Haa Dzongkhag			1				1	8	26	70	64
Gasa Dzongkhag			1					1	7	20	24
Thromde											
Thimphu Thromde				1			2	125	225	372	200
Phuentsholing Thromde				1			1	26	40	83	38
Gelephu Thromde				1				20	34	50	37
Samdrupjongkhar Thromde				1				7	16	42	20
Agency											
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)		1		1	3	17	5	27	33	76	107
National Land Commission		2		2		2	3	7	15	18	19
National Center for Hydrology and Meteorology (NCHM)				1			1	3	3	12	11
Dratshang Lhentshog		1						2			2
Tourism Council of Bhutan				1		1		4		22	12
Gross National Happiness Commission		1		1				6	8	24	8
Office of the Attorney General								3	2	17	25
Royal Institute of Management							3	3	5	8	6
National Environment Commission		1					1	5	8	6	4
Bhutan Narcotic Control Authority			1					2	4	4	1
Bhutan Standards Bureau			1					6	4	4	3
Royal Education Council				1		1	3	13	8	10	1
National Statistics Bureau				1				3	8	7	5

	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
169	2	4	17	34	68	40	68	20	73	16	13	8	19	790	
174		1	12	36	47	51	48	21	73	10	14	10	21	768	
103		4	14	28	52	51	55	22	36	13	4	2	14	748	
39	1	2	23	34	52	25	58	21	45	16	7	5	18	741	
134		2	14	16	56	44	54	16	63	12	17	9	21	724	
180		3	9	16	62	48	37	19	55	15	22	7	16	665	
60	1	10	26	38	42	31	36	12	45	7	10	3	22	623	
139		2	8	30	39	26	42	19	57	11	17	2	18	621	
114		1	6	13	33	37	35	13	50	7	17	6	11	509	
47	1	3	7	21	30	24	42	15	25	12	9	4	10	499	
29	1	7	14	24	41	20	34	12	30	8	11	4	14	478	
88		2	13	14	33	27	27	16	31	7	6	7	13	456	
48	1	3	8	14	38	18	28	7	35	3	6	7	16	402	
43		1	7	7	22	9	15	7	19	2	4	1	9	199	
48			8	17	26	18	82	28	21	21	6	11	9	1,220	
24	1	1	2	7	21	10	31	15	7	8	3	10	11	340	
15	3	1	3	11	8	8	20	10	1	2	6	6	6	242	
21		1	3	2	3	6	11	11	2	1	2	5	6	160	
6	14	40	84	139	185	132	100	14	14	38	9	6	21	1,072	
14		1	4	9	40	17	11	18	14	12	11	9	3	231	
2		2			11	14	38	38	30	8		1	1	176	
5				3	3	7	3	1	4	9	8	11	34	93	
7		1	1	4	5	3	4	8	1	4	2	2		82	
5			1	2	3		3	3		6				71	
4				1	5	7				2	1	1	2	70	
5			3	1	6	2	4	4	2	5	1	2	2	63	
13			1		4		6	3		5	1		1	59	
4				1		2	3	4			1	3	28	58	
2			5	3	7	1		13	1	1	1		1	53	
2				1	1		5	2			1	3		52	
2			1	6	1	3		1	2	1	1	1		43	

Working Agency	NA¹	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Cabinet Secretariat		1		1				3	2	8	5
Bhutan Council for School Examination and Assessment				1			2	8	8	2	1
Bhutan Information Communications & Media Authority			1					3		4	5
Drug Regulatory Authority				1				1	2	2	7
National Commission for Women & Children				1				2	2	5	4
Centre for Bhutan Studies and GNH Research		1						1	1	2	5
Dzongkha Development Commission		1						3	3	5	3
Construction Development Board				1				2	1	3	3
Bhutan Olympic Committee				1			1		1	3	3
Bhutan National Legal Institute										5	
Bhutan Medical Health Council			1					2		1	3
Royal Privy Council								2			1
Outside											
Defence ²											
Non Governmental Organizations				1				2			
Corporations			1						1		
International Organizations				1				1			
Total	3	23	53	74	5	42	71	1,056	1,928	3,810	3,593

Note: ¹Eminent Members of the National Council

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

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
5			1	1	1		2	4		2	5	2		43
1			1	2	3	2	1	2		1	1			36
8			3	2	1	1		1	1			3		33
			4	4	2	2		2		1		1	1	30
6			1		2		2		1	1		2	1	30
6				1	2	2	3	2	1			1	1	29
5			1		2	2				2	1			28
1		1	1	3	1	4		2		1		1	1	26
1					2	3		1			3			19
1					3			2	1		1	1	3	17
					1		1	2			1		1	13
1								1		2	1	2		10
			2	2										4
														3
														2
														2
3,139	61	303	950	1,547	2,618	2,078	2,189	1,153	1,533	843	493	384	669	28,618

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

Parent Agency	NA¹	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
His Majesty's Secretariat		2	1	3			1	4		4	3
Secretariat of His Majesty The Fourth Druk Gyalpo		1		2					2	1	1
Judiciary											
Royal Court of Justice							1			14	14
Supreme Court of Bhutan											2
Legislative											
National Assembly Secretariat		1		1					3		4
National Council Secretariat	3	1		1					1	1	5
Constitutional											
Royal Audit Authority			2	2	1			10	24	20	30
Royal Civil Service Commission			2	2			1	5	8	29	38
Anti-Corruption Commission				3				8	4	12	14
Ministry											
Ministry of Education		1	3	1			7	509	1,301	2,673	2,002
Ministry of Health		2	3	3	3	17	13	66	103	217	459
Ministry of Agriculture and Forests		1	3	3	1	13	22	78	116	209	160
Ministry of Finance		1	2	5			3	48	82	105	151
Ministry of Home & Cultural Affairs		1	21	5		1	2	55	38	44	172
Ministry of Works & Human Settlement		1		4		2	3	81	46	80	129
Ministry of Information & Communications		1	2	3				29	19	88	55
Ministry of Economic Affairs		1	5	6			1	27	29	56	46
Ministry of Labour & Human Resources		1	1	3			3	25	17	23	46
Ministry of Foreign Affairs			4	10				14	17	11	16
Autonomous Agency											
National Land Commission		2		2		2	3	7	16	18	37
Office of the Attorney General								5	8	46	72
National Center for Hydrology and Meteorology (NCHM)				1			1	3	2	11	9
Gross National Happiness Commission		1		1				14	23	62	34

P5	S1	S2	S3	S4	S5	SS1	SS2	SS3	SS4	O1	O2	O3	O4	Total
7			2	2	8				2	7			6	52
		1		1			1	1	9	1	2	1		24
2	100	132	17	12	45				20	18	15	18	43	451
			1		1									4
49	1	2	2	7	1					3	2		4	80
28		1	1	6	1				1		2	1		53
37	11	27	4	4	1		5	10	24	12	3	4	2	233
59	4	4	8	4	2				2	3	2	1	2	176
18	6	14	2	2	1				1	6	2	1	1	95
2,399	28	138	653	284	883		2	1	12	41	176	13	41	11,168
26	836	578	470	98	91	27	93	323	553	150	51	82	51	4,315
16	483	471	403	201	66	8	138	396	333	157	43	49	32	3,402
125	469	223	42	16	17		11	67	258	50	10	13	6	1,704
128	65	85	106	124	228	1	3	1	29	125	55	59	266	1,614
2	287	155	227	26	10	24	32	82	128	117	37	32	35	1,540
68	92	42	64	100	16	1	5	34	60	13	10	11	20	733
13	20	50	43	59	9		2	8	4	27	3	12	9	430
21	33	36	13	25	3		1	7	55	12	6	5	12	348
20	5	4	12	12				1	3	13	13	7	6	168
16	77	45	23	50	100		6	5	18	12	15	9	3	466
4	21	16							1	2	1	1	2	179
1	11	13	38	38	30		2			8		1	1	170
18	1		3	3						6				166

Parent Agency	NA ¹	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)				1		1	1		2	4	22
Dratshang Lhentshög		1						1			
National Environment Commission		1					1	5	10	10	12
National Statistics Bureau				1				4	15	6	9
Tourism Council of Bhutan				1		1		4		18	9
Royal Institute of Management							3	3	5	8	6
Bhutan Narcotic Control Authority			1					2	4	2	
Bhutan Standards Bureau			1					6	4	4	3
Royal Education Council				1		1	3	13	8	10	
Dzongkha Development Commission		1						3	3	6	9
Cabinet Secretariat		1		1				3	2	2	3
Bhutan Council for School Examinations and Assessment				1			2	8	8	2	
Drug Regulatory Authority				1				1	2	2	6
Bhutan Information Communications & Media Authority			1					3		3	4
Centre for Bhutan Studies and GNH Research		1						1	1	2	4
National Commission for Women & Children				1				2	1	3	3
Construction Development Board				1				2	1	2	2
Bhutan Olympic Committee							1			3	3
Bhutan Medical Health Council			1					2		1	2
Bhutan National Legal Institute											
Royal Privy Council								2			
Thromde											
Thimphu Thromde				1				1			2
Phuentsholing Thromde				1							1
Gelephu Thromde				1							
Samdrupjongkhar Thromde				1							
Total	3	23	53	74	5	42	71	1,056	1,928	3,810	3,593

Note: ¹Eminent members of the National Council

P5	S1	S2	S3	S4	S5	SS1	SS2	SS3	SS4	O1	O2	O3	O4	Total
1	36	9	12	4	4		1	3	1	5	2		21	130
5	1	6	2	1	4				2	9	8	11	34	85
21	1		6	3						5	1		1	77
1	3	3	2	4	2				16	1	1	1		69
7	2	2	4	8	1			1	2	4	2	2		68
4	3	2	4	4	2			2	1	5	1	2	2	57
4		1	3	4							1	3	28	53
2	6	1		13	1			3	3	1	1		1	50
			5	2							1	3		47
8	1	1								2	1			35
5	1		2	4						2	5	2		33
	1	1	1	2					1	1	1			29
	1	2		2				3	4	1		1	1	27
6		1		1	1			2	1			3		26
6	1	2	3	2	1							1	1	26
5	1		2		1					1		2	1	23
1	1	3		2			1			1		1	1	19
1	2	2		1							3			16
			1	2							1		1	11
1				2	1						1	1	3	9
1				1						2	1	2		9
	4	3	8	4	1				2	17	5	11	9	68
1	2	1		1						3	1	9	11	31
1	1	1		6							6	5	6	27
1				6	1				1		2	4	6	22
3,139	2,618	2,078	2,189	1,153	1,533	61	303	950	1,547	843	493	384	669	28,618

Table 10
Contract Employees by Working Agency and Position Category

Working Agency	ESC			PMC			SSC			OC			Grand Total			
	SC	RC	CC	T	SC	RC	CC	T	SC	RC	CC	T		SC	RC	CC
His Majesty's Secretariat		4	1	4	4	9	3	12	6	2	4	6	2	4	6	28
Secretariat of His Majesty The Fourth Druk Gyalpo	1	1		2	2	2		4	7	2	2	11				17
Judiciary																
Royal Court of Justice		1	1	1	1	2	1	3	3	3	3	3	28	28	28	35
Legislative																
National Assembly Secretariat					44			44	1	1		1	2	2	2	47
National Council Secretariat					24			24								24
Constitutional																
Royal Audit Authority	1		1	1	1	9	10					2	2	2	2	13
Anti-Corruption Commission			1	1	1		7		7							8
Royal Civil Service Commission					3		3					2	2	2	2	5
Ministry																
Ministry of Health				12	17	29		17	1	18	3	15	18	18	18	65
Ministry of Finance				6	5	11		1	34	2	1	4	7	7	7	53
Ministry of Agriculture and Forests				1	10	11		8	2	4	21	21	21	21	21	46
Ministry of Information & Communications				1	1	10		12	6	6	18	18	18	18	18	36
Ministry of Labour & Human Resources					4	4		2	2	5	11	11	11	11	11	24
Ministry of Home & Cultural Affairs	1		1	2	6	8		3	1	4	6	6	6	6	6	19
Ministry of Works & Human Settlement				4		4		2	1	2	10	10	10	10	10	16
Ministry of Education				3	4	7		2	4	6	2	2	2	2	2	15
Ministry of Economic Affairs					2	2		1	1	1	4	5	5	5	5	8
Ministry of Foreign Affairs			1	1	4	4		2	2	2	1	1	1	1	1	8

Working Agency	ESC			PMC			SSC			OC			Grand Total			
	SC	RC	CC	T	SC	RC	CC	T	SC	RC	CC	T	SC	RC	CC	T
Dzongkhag																
Samtse Dzongkhag	1	103	43	147	11	48	59	1	23	24	230					
Trashigang Dzongkhag		72	18	90	10	96	106	3	24	27	223					
Mongar Dzongkhag		58	23	81	4	67	71	2	43	45	197					
Chukha Dzongkhag	2	52	17	71	8	57	65	5	33	38	174					
Dagana Dzongkhag	1	31	20	52	7	62	69	5	24	29	150					
Samdrup Jongkhar Dzongkhag		46	9	55	1	7	62	70	3	20	23	148				
Zhemgang Dzongkhag	1	48	16	65	8	36	44	1	29	30	139					
Pemagatsetel Dzongkhag		31	16	47	7	52	59	7	26	33	139					
Trashigang Dzongkhag	1	30	9	40	3	49	52	32	32	32	124					
Lhuntse Dzongkhag		20	10	30	2	42	44	1	22	23	97					
Tsirang Dzongkhag		11	4	15	4	37	41	27	27	27	83					
Paro Dzongkhag		9	6	15	8	44	52	15	15	15	82					
Wangdue Dzongkhag	1	25	15	41	5	21	26	1	6	7	74					
Punakha Dzongkhag		10	4	14	3	37	40	2	16	18	72					
Trongsa Dzongkhag		15	11	26	5	24	29	1	15	16	71					
Sarpang Dzongkhag		22	6	28	2	27	29	13	13	13	70					
Haa Dzongkhag		7	7	14	3	29	32	19	19	19	65					
Thimphu Dzongkhag		9	3	12	4	25	29	1	17	18	59					
Bumthang Dzongkhag		9	5	14	1	21	22	15	15	15	51					
Gasa Dzongkhag		7	2	9	1	14	15	2	10	12	36					
Thromde																
Thimphu Thromde	1	18	5	24	16	16	16	7	7	7	47					
Phuentsholing Thromde		25	5	30	8	8	8	8	8	8	46					
Gelephu Thromde		4	3	7	1	1	1	6	6	6	14					
Samdrupjongkhar Thromde		7		7	2	2	2	5	5	5	14					

Working Agency	ESC			PMC			SSC			OC			Grand Total				
	SC	RC	CC	T	SC	RC	CC	T	SC	RC	CC	T					
Agency																	
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)				9	33		42	11	17		21	21	91				
Dratshang Lhentshog				4	4		4	8		1	31	32	44				
Bhutan Narcotic Control Authority				2	2		2			28	28	30					
National Land Commission				1	1	1	1	2	3	6	2	2	9				
Royal Education Council				8			8						8				
Office of the Attorney General				3	3		3			2	2	2	5				
Centre for Bhutan Studies and GNH Research				1	3		4			1	1	1	5				
National Commission for Women & Children				3	3		3			1	1	1	4				
Royal Institute of Management				1	1		1	1		2	2	2	4				
Bhutan National Legal Institute								1	1	3	3	3	4				
Tourism Council of Bhutan				2	2		2						2				
Bhutan Council for School Examination and Assessment				1	1		1	1					2				
Bhutan Medical Health Council										1	1	1	1				
National Center for Hydrology and Meteorology (NCHM)										1	1	1	1				
Bhutan Information Communications & Media Authority								1	1				1				
National Environment Commission				1	1		1						1				
Construction Development Board										1	1	1	1				
Bhutan Standards Bureau										1	1	1	1				
Drug Regulatory Authority										1	1	1	1				
Grand Total	2	6	2	10	11	736	452	1,199	20	201	931	1,152	3	44	679	726	3,087

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

Table 11
Civil Service Growth by Parent Agency

Parent Agency	1st of July 2008, Starting of 10th FYP	31st Dec, 2018	% Growth
His Majesty's Secretariat	29	52	79.31%
His Majesty The 4 th King Secretariat	12	24	100.00%
Judiciary			
Royal Court of Justice	311	451	45.02%
Supreme Court		4	
Legislative			
National Assembly Secretariat	27	80	196.30%
National Council	17	53	211.76%
Constitutional			
Anti-Corruption Commission	29	95	227.59%
Royal Audit Authority	185	233	25.95%
Royal Civil Service Commission	55	176	220.00%
Ministry			
Ministry of Agriculture and Forests	3,032	3,402	12.20%
Ministry of Economic Affairs	512	430	-16.02%
Ministry of Education	6,698	11,168	66.74%
Ministry of Finance	1,331	1,704	28.02%
Ministry of Foreign Affairs	121	168	38.84%
Ministry of Health	2,394	4,315	80.24%
Ministry of Home & Cultural Affairs	1,091	1,614	47.94%
Ministry of Information & Communications	315	733	132.70%
Ministry of Labour & Human Resources	255	348	36.47%
Ministry of Works & Human Settlement	1,639	1,540	-6.04%
Autonomous & other Agency			
National Land Commission	278	466	67.63%
National Center for Hydrology and Meteorology		170	0.00%
Office of the Attorney General	21	179	752.38%
Jigme Dorji Wangchuk National Referral Hospital		130	0.00%
Gross National Happiness Commission	207	166	-19.81%
Dratshang Lhentshög	28	85	0.00%
National Environment Commission	58	77	32.76%

Parent Agency	1st of July 2008, Starting of 10th FYP	31st Dec, 2018	% Growth
Tourism Council of Bhutan	52	68	30.77%
Royal Institute of Management	60	57	-5.00%
Bhutan Standards Bureau		50	0.00%
National Statistics Bureau	57	69	21.05%
Bhutan Narcotic Control Authority	6	53	783.33%
Royal Education Council		47	0.00%
Cabinet Secretariat	20	33	65.00%
Bhutan Council for School Examinations and Assessment		29	0.00%
Drug Regulatory Authority		27	0.00%
Centre for Bhutan Studies and GNH Research	22	26	18.18%
Bhutan Information Communications & Media Authority	17	26	52.94%
Dzongkha Development Commission	23	35	52.17%
Construction Development Board		19	0.00%
National Commission for Women & Children	6	23	283.33%
Bhutan Olympic Committee	7	16	128.57%
Royal Privy Council		9	0.00%
Bhutan National Legal Institute		9	0.00%
Bhutan Medical Health Council		11	0.00%
Thromde			
Gelephu		27	0.00%
Phuentsholing		31	0.00%
Samdrup Jongkhar		22	0.00%
Thimphu		68	0.00%
Total	18,915	28,618	51.30%

Table 12

Progressive Growth of Parent Agency

Parent Agency	2014		2015		2016		2017		2018	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
His Majesty's Secretariat	50	31.58%	51	2.00%	52	1.96%	49	-5.77%	52	6.12%
His Majesty The 4 th King's Secretariat	27	8.00%	28	3.70%	28	0.00%	27	-3.57%	24	-11.11%
Judiciary										
Royal Court of Justice	485	22.47%	478	-1.44%	403	-15.69%	428	6.20%	451	5.37%
Supreme Court			2		3	50.00%	4	33.33%	4	0.00%
Legislative										
National Assembly Secretariat	37	0.00%	38	2.70%	67	76.32%	74	10.45%	80	8.11%
National Council	32	-3.03%	31	-3.13%	54	74.19%	53	-1.85%	53	0.00%
Constitutional										
Royal Audit Authority	197	2.07%	197	0.00%	205	4.06%	232	13.17%	233	0.43%
Royal Civil Service Commission ¹	166	6.41%	183	10.24%	188	2.73%	180	-4.26%	176	-2.22%
Anti-Corruption Commission	57	-5.00%	62	8.77%	93	50.00%	96	3.23%	95	-1.04%
Ministry										
Ministry of Education	9,623	4.25%	10,040	4.33%	10,625	5.83%	11,039	3.90%	11,168	1.17%
Ministry of Health	3,912	10.17%	4,055	3.66%	4,155	2.47%	4,247	2.21%	4,315	1.60%
Ministry of Agriculture & Forests	3,695	1.12%	3,629	-1.79%	3,479	-4.13%	3,480	0.03%	3,402	-2.24%
Ministry of Finance	1,736	0.46%	1,693	-2.48%	1,606	-5.14%	1,673	4.17%	1,704	1.85%

Parent Agency	2014		2015		2016		2017		2018	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
Ministry of Works & Human Settlement	1,636	5.62%	1,620	-0.98%	1,580	-2.47%	1,533	-2.97%	1,540	0.46%
Ministry of Home & Cultural Affairs	1,346	2.12%	1,284	-4.61%	1,260	-1.87%	1,501	19.13%	1,614	7.53%
Ministry of Information and Communications	782	2.36%	760	-2.81%	747	-1.71%	737	-1.34%	733	-0.54%
Ministry of Economic Affairs	601	2.91%	596	-0.83%	573	-3.86%	440	-23.21%	430	-2.27%
Ministry of Labour & Human Resources	328	-3.53%	329	0.30%	335	1.82%	337	0.60%	348	3.26%
Ministry of Foreign Affairs	161	-3.01%	158	-1.86%	156	-1.27%	162	3.85%	168	3.70%
Autonomous & other Agency										
National Land Commission	445	-2.41%	382	-14.16%	388	1.57%	430	10.82%	466	8.37%
National Center for Hydrology and Meteorology (NCHM)							169	NA	170	0.59%
Office of Attorney General	128	-3.03%	141	10.16%	138	-2.13%	137	-0.72%	179	30.66%
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)							107	NA	130	21.50%
Gross National Happiness Commission	98	-5.77%	97	-1.02%	91	-6.19%	95	4.40%	166	74.74%
Dratshang Lhentshog	51	0.00%	51	0.00%	49	-3.92%	70	42.86%	85	21.43%

Parent Agency	2014		2015		2016		2017		2018	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
Tourism Council of Bhutan	59	13.46%	57	-3.39%	63	10.53%	67	6.35%	68	1.49%
National Environment Commission	70	0.00%	67	-4.29%	67	0.00%	67	0.00%	77	14.93%
Royal Institute of Management	60	-4.76%	55	-8.33%	55	0.00%	55	0.00%	57	3.64%
Bhutan Standards Bureau	54	22.73%	54	0.00%	54	0.00%	51	-5.56%	50	-1.96%
National Statistical Bureau	57	-1.72%	56	-1.75%	52	-7.14%	50	-3.85%	69	38.00%
Bhutan Narcotic Control Agency	16	0.00%	16	0.00%	16	0.00%	46	187.50%	53	15.22%
Royal Education Council	2	-50.00%	1	-50.00%	43	4200.00%	43	0.00%	47	9.30%
Cabinet Secretariat	34	9.68%	33	-2.94%	34	3.03%	34	0.00%	33	-2.94%
Bhutan Council for School Examinations and Assessment	26	4.00%	24	-7.69%	27	12.50%	28	3.70%	29	3.57%
Drug Regulatory Authority	22	4.76%	22	0.00%	22	0.00%	28	27.27%	27	-3.57%
Centre for Bhutan Studies and GNH Research	24	4.35%	31	29.17%	25	-19.35%	26	4.00%	26	0.00%
Bhutan Information Communications & Media Authority	27	0.00%	25	-7.41%	24	-4.00%	25	4.17%	26	4.00%
Dzongkha Development Commission	23	-11.54%	23	0.00%	26	13.04%	25	-3.85%	35	40.00%
Construction Development Board			19		19	NA	19	0.00%	19	0.00%

Parent Agency	2014		2015		2016		2017		2018	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
National Commission for Women & Children	14	7.69%	15	7.14%	16	6.67%	18	12.50%	23	27.78%
Bhutan Olympic Committee	16	166.67%	15	-6.25%	15	0.00%	16	6.67%	16	0.00%
Jigme Singye Wangchuck School of Law	7	0.00%	10	42.86%	14	40.00%	Delinked			
Royal Privy Council	11	22.22%	11	0.00%	11	0.00%	10	-9.09%	9	-10.00%
Bhutan National Legal Institute	11	57.14%	7	-36.36%	7	0.00%	9	28.57%	9	0.00%
Bhutan Medical Health Council							8	NA	11	37.50%
Bhutan Health Trust Fund					5	NA	6	20.00%	Delinked	
Civil Society Organisation Authority	2	-33.33%	2	0.00%	4	100.00%	3	-25.00%		
Thromde										
Thimphu	116	13.73%	116	0.00%	90	-22.41%	74	-17.78%	68	-8.11%
Gelephu	24	4.35%	22	-8.33%	20	-9.09%	25	25.00%	27	8.00%
Samdrup Jongkhar	23	53.33%	17	-26.09%	19	11.76%	19	0.00%	22	15.79%
Phuentsholing	29	-6.45%	27	-6.90%	26	-3.70%	18	-30.77%	31	72.22%
Cumulative Growth	26,320	4.27%	26,611	1.11%	27,029	1.57%	28,070	3.9%	28,618	1.95%

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

Table 13

Civil Servants under Dzongkhag/Thromde Administration by Position Category

Dzongkhag/Thromde	ESC			PMC			SSC			OC			Grand Total
	R	T	C	R	T	C	R	T	C	R	T	C	
Dzongkhag													
Trashigang	3	3	89	704	793	105	441	546	28	56	84	1,426	
Samtse	2	2	142	678	820	61	348	409	24	37	61	1,292	
Chukha	2	2	73	562	635	63	291	354	37	33	70	1,061	
Paro	1	1	17	561	578	51	296	347	16	31	47	973	
Mongar	1	1	81	486	567	74	246	320	44	26	70	958	
Wangdue Phodrang	1	1	42	468	510	23	283	306	8	26	34	851	
Samdrupjongkhar	1	1	55	352	407	72	254	326	23	33	56	790	
Dagana	1	1	52	369	421	68	223	291	26	26	52	765	
Sarpang	1	1	25	424	449	31	230	261	14	21	35	746	
Punakha	2	2	13	418	431	40	221	261	16	28	44	738	
Pemagatshel	1	1	47	353	400	57	207	264	29	25	54	719	
Zhemgang	1	1	65	289	354	42	204	246	30	30	60	661	
Tsirang	1	1	14	325	339	41	199	240	27	16	43	623	
Trashiyangtse	1	1	40	309	349	52	171	223	32	16	48	621	
Lhuentse	1	1	31	249	280	43	143	186	24	18	42	509	
Thimphu	1	1	15	246	261	36	158	194	26	21	47	503	
Bumthang	2	2	16	280	296	21	146	167	15	19	34	499	
Trongsa	1	1	26	234	260	28	133	161	15	17	32	454	
Haa	2	2	14	202	216	32	120	152	19	13	32	402	
Gasa	1	1	9	86	95	14	72	86	11	4	15	197	

Dzongkhag/Thromde	ESC		PMC			SSC			OC			Grand Total
	R	T	R	C	T	R	C	T	R	C	T	
Thromde												
Thimphu	3	3	946	23	969	184	16	200	40	7	47	1,219
Phuentsholing	2	2	181	30	211	87	8	95	24	8	32	340
Gelephu	1	1	149	8	157	64	1	65	14	6	20	243
Samdrupjongkhar	1	1	99	7	106	37	2	39	9	5	14	160
Total	34	34	8,970	934	9,904	4,758	981	5,739	583	490	1,073	16,750

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

Table 14

Civil Servants under Dzongkhag/Thromde Administration by Position Level

Position Category and Position Level	Under Dzongkhag & Thromde Administration as on 31	Total Strength as on 31	% of the total
Executive and Specialists	34	271	12.55%
No level ¹		3	0.00%
EX1		23	0.00%
EX2	20	53	37.74%
EX3	4	74	5.41%
ES1		5	0.00%
ES2		42	0.00%
ES3	10	71	14.08%
Professional & Management	9,904	13,526	73.22%
P1	560	1,056	53.03%
P2	1,354	1,928	70.23%
P3	2,856	3,810	74.96%
P4	2,546	3,593	70.86%
P5	2,588	3,139	82.45%
Supervisory & Support	5,739	12,432	46.16%
SS1	19	61	31.15%
SS2	94	303	31.02%
SS3	346	950	36.42%
SS4	596	1,547	38.53%
S1	1,125	2,618	42.97%
S2	826	2,078	39.75%
S3	1,191	2,189	54.41%
S4	454	1,153	39.38%
S5	1,088	1,533	70.97%
Operational Staff	1,073	2,389	44.91%
O1	272	843	32.27%
O2	277	493	56.19%
O3	154	384	40.10%
O4	370	669	55.31%
Grand Total	16,750	28,618	58.53%

Note: ¹Eminent members of the National Council

Table 15
Civil Servants by Location and Position Category

Location	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Thimphu	197	9	203	3,634	260	3,894	3,071	186	3,257	731	194	925	8,282
Chukha	5	5	5	877	110	987	865	74	939	114	50	164	2,095
Sarpang	8	8	8	733	41	774	885	43	928	98	35	133	1,843
Trashigang	3	3	3	741	89	830	643	105	748	82	35	117	1,698
Paro	11	11	11	684	32	716	721	57	778	90	25	115	1,620
Samtse	2	2	2	708	142	850	528	63	591	50	26	76	1,519
Mongar	4	4	4	583	89	672	653	75	728	63	51	114	1,518
Samdrupjongkhar	2	2	2	516	63	579	563	75	638	67	33	100	1,319
Wangdue Phodrang	3	3	3	507	42	549	487	25	512	44	9	53	1,117
Bumthang	4	4	4	361	17	378	451	24	475	71	22	93	950
Dagana	1	1	1	379	52	431	294	69	363	31	28	59	854
Punakha	2	2	2	431	13	444	284	40	324	39	18	57	827
Zhemgang	2	2	2	316	65	381	321	42	363	45	35	80	826
Pemagatshel	1	1	1	360	47	407	262	57	319	30	30	60	787
Tsirang	1	1	1	334	16	350	271	41	312	20	27	47	710
Trashiyangtse	1	1	1	316	40	356	237	53	290	18	34	52	699
Trongsa	1	1	1	246	26	272	226	28	254	24	16	40	567
Lhuentse	1	1	1	249	31	280	158	43	201	20	26	46	528
Haa	2	2	2	212	14	226	171	33	204	18	20	38	470
Gasa	1	1	1	92	9	101	159	19	178	8	12	20	300
Outside Bhutan	9	1	10	48	1	49	30		30				89
Total	261	10	268	12,327	1,199	13,526	11,280	1,152	12,432	1,663	726	2,389	28,618

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

R: Regular, C: Contract & T: Total

Table 16**Civil Servants by Location and Dzongkhag/Thromde Administration**

Dzongkhag	Civil Servants under Dzongkhag/Thromde Administration			Civil Servants by Location ¹		
	R	C	T	R	C	T
Thimphu	426	77	503	7,633	649	8,282
Chukha	888	173	1,061	1,861	234	2,095
Sarpang	676	70	746	1,724	119	1,843
Trashigang	1,204	222	1,426	1,469	229	1,698
Paro	889	84	973	1,506	114	1,620
Samtse	1,065	227	1,292	1,288	231	1,519
Mongar	759	199	958	1,303	215	1,518
Samdrupjongkhar	640	150	790	1,148	171	1,319
Wangdue Phodrang	778	73	851	1,041	76	1,117
Bumthang	447	52	499	887	63	950
Dagana	619	146	765	705	149	854
Punakha	669	69	738	756	71	827
Zhemgang	524	137	661	684	142	826
Pemagatshel	586	133	719	653	134	787
Tsirang	541	82	623	626	84	710
Trashiyangtse	497	124	621	572	127	699
Trongsa	385	69	454	497	70	567
Lhuentse	411	98	509	428	100	528
Haa	337	65	402	403	67	470
Gasa	163	34	197	260	40	300
Total	12,504	2,284	14,788	25,444	3,085	28,529
Thromde						
Thimphu	1,173	46	1,219			
Phuentsholing	294	46	340			
Gelephu	228	15	243			
Samdrup Jongkhar	146	14	160			
Outside Bhutan				87	2	89
Total	1,841	121	1,962			
Grand Total	14,345	2,405	16,750	25,531	3,087	28,618

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

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

Table 17

Civil Servants under Dzongkhag/Thromde Administration by Major Occupational Groups

Location	Education & Training Services Group	Administration & Support Services Group	Health Services Group	Medical and Engineering Services Group	Architectural, Engineering & Land Services Group	Others	Total
Dzongkhag							
Trashigang	691	227	211	87	210	1,426	
Samtse	736	157	155	72	172	1,292	
Chukha	566	160	119	64	152	1,061	
Paro	524	121	109	69	150	973	
Mongar	515	162	70	67	144	958	
Wangdue Phodrang	448	100	104	78	121	851	
Samdrupjongkhar	349	132	112	44	153	790	
Dagana	367	134	88	51	125	765	
Sarpang	398	104	77	53	114	746	
Punakha	381	99	80	56	122	738	
Pemagatshel	341	128	85	53	112	719	
Zhemgang	307	118	98	44	94	661	
Tsirang	287	101	80	52	103	623	
Trashiyangtse	312	104	65	48	92	621	
Lhuentse	234	91	61	35	88	509	
Thimphu	220	102	39	49	93	503	
Bumthang	259	75	53	37	75	499	
Trongsa	224	71	60	29	70	454	
Haa	179	73	48	30	72	402	

Location	Education & Training Services Group	Administration & Support Services Group	Medical and Health Services Group	Engineering & Land Services Group	Architectural, Engineering & Land Services Group	Others	Total
Gasa	69	42	22	19	45	197	
Thromde						0	
Thimphu	907	90		107	115	1,219	
Chukha	185	50		57	48	340	
Sarpang	136	36		39	32	243	
Samdrupjongkhar	86	26		27	21	160	
Total	8,721	2,503	1,736	1,267	2,523	16,750	

Table 18
Trend in the Civil Service by Location

Location	2014	2015	2016	2017	2018
Bumthang	876	889	901	974	950
Chhukha	1,827	1,758	1,932	2,027	2,095
Dagana	682	690	744	851	854
Gasa	243	244	260	285	300
Haa	393	403	432	448	470
Lhuentse	454	479	490	541	528
Mongar	1,354	1,288	1,394	1,493	1,518
Paro	1,509	1,533	1,361	1,553	1,620
Pemagatshel	666	665	700	795	787
Punakha	781	759	805	799	827
Samdrup Jongkhar	1,085	1,083	1,154	1,273	1,319
Samtse	1,246	1,224	1,384	1,457	1,519
Sarpang	1,572	1,566	1,650	1,773	1,843
Thimphu	8,606	8,481	8,459	8,138	8,282
Trashigang	1,445	1,407	1,557	1,680	1,698
Trashiyangtse	566	582	657	703	699
Trongsa	560	544	555	587	567
Tsirang	633	622	665	698	710
Wangdue Phodrang	1,012	1,044	1,046	1,070	1,117
Zhemgang	702	756	799	835	826
Outside Bhutan	108	594	84	90	89
Total	26,320	26,611	27,029	28,070	28,618

Table 19

Civil Servants by Major Occupational Groups and Position Category

MOG	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Education & Training Services			7,967	863	8,830	152	47	199					9,029
Administration & Support Services	1	1	701	66	767	1,456	548	2,004	1,508	719	2,227		4,999
Medical and Health Services			642	94	736	2,511	40	2,551	1		1		3,288
Architectural, Engineering & Land Services			643	23	666	1,904	37	1,941	154	7	161		2,768
Finance & Audit Services			510	10	520	1,046	4	1,050					1,570
Forestry & Environment Protection Services			237	3	240	1,218	10	1,228					1,468
Agriculture & Livestock Services			308	2	310	963		963					1,273
Laboratory & Technical Services			75	1	76	736	186	922					998
Legal, Judiciary and Legislative Services			204	14	218	305	9	314					532
Human Resource Services			222	6	228	252	1	253					481
Library, Archives & Museum Services			24		24	297	73	370					394
Information Communication & Technology Services			180	22	202	155	5	160					362

MOG	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Planning & Research Services				225	79	304	35	1	36				340
Sports & Youth Services				115	2	117	4	172	176				293
Executive and Specialist Services	260	10	270										270
Transportation & Aviation Services				46	2	48	210	6	216				264
Trade, Industry & Tourism Services				110	5	115	19		19				134
Foreign Services				75	3	78							78
Arts, Culture & Literary Services				43	4	47	17	13	30				77
Grand Total	261	10	271	12,327	1,199	13,526	11,280	1,152	12,432	1,663	726	2,389	28,618

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

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

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

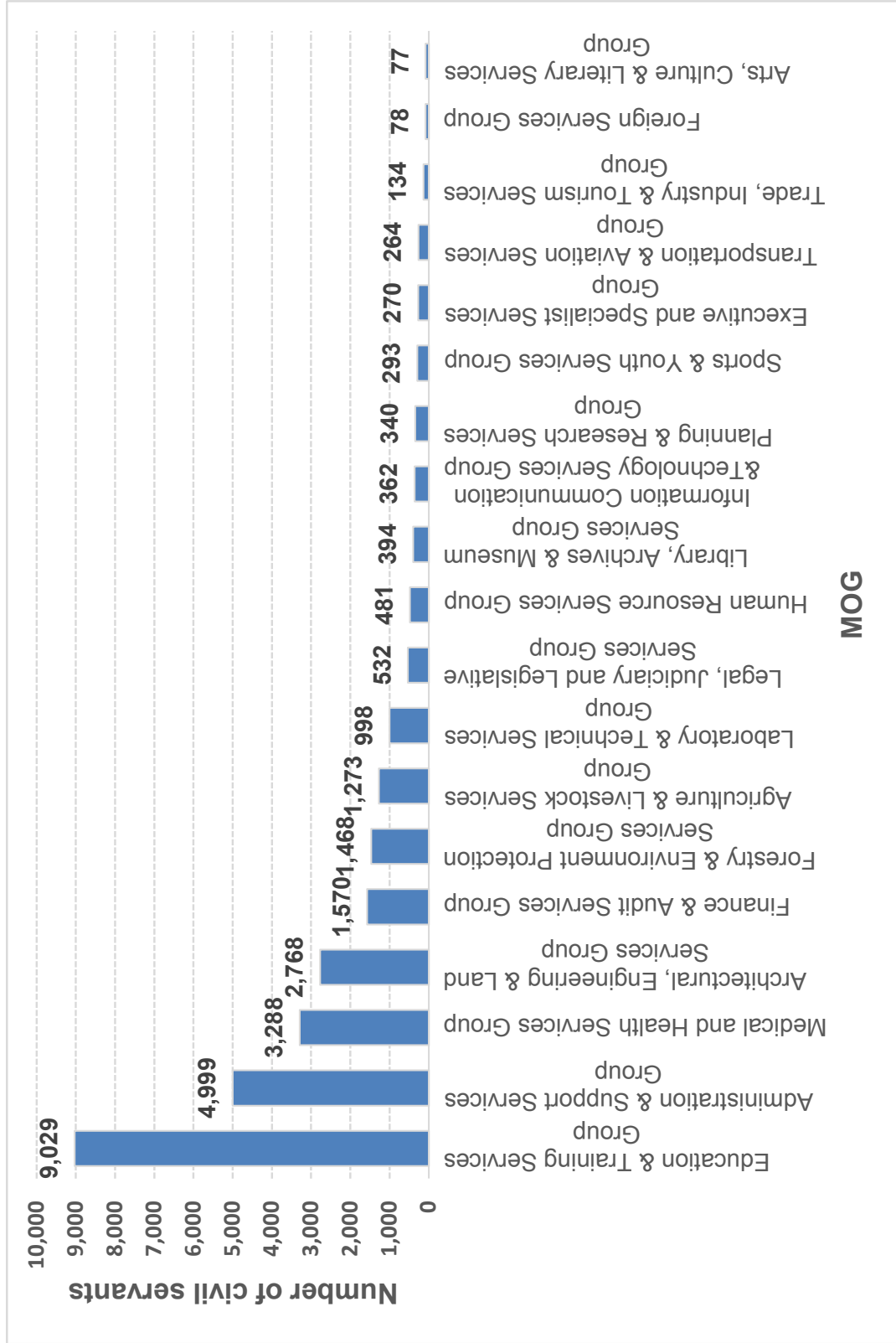


Table 20***Civil Servants by Major Occupational Groups/Sub Groups by Position Level***

MOG/Subgroup	NA¹	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Education & Training Services Group								525	1,300	2,668	1,993
Education Management & Administration Services								94	460	91	14
Education Support Services								44	65	12	
Teaching Services								372	758	2,548	1,963
Training/Tertiary Teaching Services								10	14	17	16
Vocational Education & Management Services								5	3		
Administration & Support Services Group				1				107	98	74	242
Administration Services								35	22	10	150
Palace Services										1	
Program Services								60	68	56	73
Property and Management Services								3	4	4	17
Secondment Services								7	3	2	
Secretarial Services								1	1	1	2
Stand Alone Positions				1				1			
Medical and Health Services Group								57	73	178	425
Emergency Medical Services											
Medical & Dental Services								27	41	76	208
Medical Technical Services										5	5
Nursing Services								18	11	37	109
Pharmaceutical Services								1	4	11	37
Physiotherapy & Rehabilitation Services								2	2	5	15
Public Health Services								1	9	32	20
Radiology & Technical Services										1	9
Traditional Medicine Services								8	6	11	22
Architectural, Engineering & Land Services Group								134	100	172	243
Architectural Services								2	7	10	19
Engineering Services								111	70	117	146
Farm Mechanization Services											1
Geographic Information System Services										1	4

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
2,344		4	11	62	39	62	3	7	11					9,029
														659
														121
2,334					6									7,981
10		4	11	62	33	62	3	7	11					260
														8
246	1	3	8	62	163	221	365	505	676	712	466	380	669	4,999
154					2	3	4	8	2	694	300	379	639	2,402
		2	2	10	19	3	3	1		1		1		43
40														297
44				3	14	30	91	73	105	2	3		1	394
														12
7	1	1	6	49	126	185	266	421	355	15				1,437
1					2		1	2	214		163		29	414
3	25	90	289	516	792	507	294	31	7	1				3,288
3														3
														352
			47	46	73	74	73	2						325
	25	73	80	264	457	141	60	20	7	1				1,303
			30	23	30	46	41							223
			3	15	20	15	11							88
		17	106	132	150	166	91	7						731
			13	16	22	28	18	2						109
			10	20	40	37								154
17	27	53	110	176	446	297	532	153	147	130	27	4		2,768
			4	10	10	1			1					64
	27	46	93	123	209	86	10	1						1,039
		1	5	2		1								10
				2	1				1					9

MOG/Subgroup	NA ¹	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Geology and Mines Services								3	4	10	10
Heritage Sites Conservation Services								2			
Land Services								5	1	3	26
Map Production Services									1	1	
Meteorology/Hydrology Services								1	1	5	2
Sanitary Services											
Survey Engineering Services								2	13	15	8
Technical Support Services											
Urban Design Services									1		
Urban Development Control Services								3			
Urban Planning Services								5	2	10	27
Finance & Audit Services Group								46	90	111	155
Audit Services								10	23	19	30
Finance, Accounting & Budgets Services								18	35	37	35
Internal Audit Services								4	1	7	22
Revenue Services								14	31	48	68
Forestry & Environment Protection Services Group								25	58	69	68
Environment Services								5	9	9	12
Forestry Services								20	49	60	56
Agriculture & Livestock Services Group								32	55	136	87
Agriculture Production Services								9	13	16	15
Agriculture Regulatory Services								1	1	15	8
Biodiversity Services								3	1	6	1
Extension Services									19	27	1
Feed & Fodder Development Services									2	4	3
Floriculture and Amenity Landscape Services											
Horticulture Development Services								3	5	5	11
Livestock Health Services								5	3	27	8
Livestock Production Services								6	8	25	28

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
					5	23	14	23	6					98
														2
16				4	24	15	9	16	66					185
			1	2	9	1	2	4	1					22
1					8	12	36	32	29					127
							3	5	1					9
		6	5	11	40	28	8	28	33					197
				22	130	125	449	44	9	130	27	4		940
														1
			2		10	5	1							21
														44
118		15	75	269	444	222	21	3	1					1,570
37		5	10	23	9	22								188
20		10	40	151	323	113	14	1						797
4														38
57			25	95	112	87	7	2	1					547
20	8	58	120	116	166	235	350	124	51					1,468
20							5	4						64
	8	58	120	116	166	235	345	120	51					1,404
		74	239	195	264	165	12	11	3					1,273
		9	24	18	19	19								142
		6	48	32	29	5	1							146
		3	3		2		1	2						22
		45	117	94	122	93	1		1					520
			2	2	2	1								16
								1						1
		1	1		3		1							30
		4	17	10	13	9	4	4						104
		4	20	30	61	25	4	4	2					217

MOG/Subgroup	NA ¹	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Mushroom Development Services										2	
Plant Protection Services								3	2	1	4
Post Production Services								1		6	3
Soil Fertility & Plant Nutrition Services								1		1	3
Soil Survey & Land Evaluation Services									1	1	2
Laboratory & Technical Services Group								6	6	32	28
Analytical Services								1	1	1	
Diagnostic Services								5	5	31	28
Laboratory Support Services											
Legal, Judiciary and Legislative Services Group								12	12	72	101
Integrity & Promotion Services								7	4	12	13
Judiciary Support Services											
Legal Services								5	8	46	70
Legislative Service											2
Registration Services										14	16
Human Resource Services Group								14	19	51	62
Civil Registration & Census Services								3	2	6	3
HR Management & Development Services								8	11	38	51
Immigration Services								3	6	7	8
Industrial Relations Services											
Library, Archives & Museum Services Group								6	7	5	5
Archives & Cultural Properties Services								2	2	3	2
Library Services								4	5	2	3
Information Communication & Technology Services Group								19	16	76	40
Development Communication Services								2	4	3	2
ICT Services								13	11	67	31
Media Services								4	1	6	7
Planning & Research Services Group								20	44	80	58
Planning Services								11	21	61	33

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
			2	5	1									10
					6	3								19
		1	3	2	3	6								25
		1		1	1	2								10
			2	1	2	2								11
4		1	55	40	68	99	345	114	200					998
2														5
2														71
		1	55	40	68	99	345	114	200					922
21				21	123	158	12							532
17				1	5	13								72
				19	99	132	12							262
3				1	19	13								165
														2
1														31
82				2	9	25	23	49	145					481
5														19
71														179
6				2	8	16	16	36	144					252
					1	9	7	13	1					31
1			1	4	6	34	171	63	91					394
1			1	2	1	4	6	4	2					30
				2	5	30	165	59	89					364
51		4	33	50	54	12	6	1						362
4			2	1	1		4							23
32		4	31	49	53	12	2	1						306
15														33
102				16	6	3	3	6	2					340
17														143

MOG/Subgroup	NA ¹	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4
Research Services								5	8	14	17
Statistical Services								4	15	5	8
Sports & Youth Services Group								3	7	21	20
Counselling Services								3	5	17	17
Scouts Services									1		
Sports Services									1	4	3
Executive and Specialist Services Group	3	23	53	73	5	42	71				
Executive Services	3	23	53	73							
Specialist Services					5	42	71				
Transportation & Aviation Services Group								11	4	7	6
Aviation Communication & Navigation Services								3		1	2
Aviation Safety Services								3	3	4	2
Land Transport Services								5	1	2	2
Trade, Industry & Tourism Services Group								22	15	34	31
Industries Services								6	5	10	6
Intellectual Property Services								1	3	3	5
Marketing Services								3	3	3	5
Tourism Services								3		6	3
Trade Services								9	4	12	12
Foreign Services Group								15	17	11	16
Consular Services											1
Embassy, Missions & Secretariat Services								13	12	11	12
Protocol Services								2	5		3
Arts, Culture & Literary Services Group								2	7	13	13
Arts & Culture Services								1	5	9	5
Literary and Translation Services								1	2	4	8
Total	3	23	53	74	5	42	71	1,056	1,928	3,810	3,593

Note: ¹Eminent Members of the National Council
One Executive is in Stand Alone Position

P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
85					3	2	1	3						138
				16	3	1	2	3	2					59
66					2	1		1	172					293
64														106
														1
2					2	1		1	172					186
														270
														152
														118
20			3	8	31	29	49	79	17					264
3				1	12	3								25
4					2	10	24	78	17					147
13			3	7	17	16	25	1						92
13	1	6	4	1	2	1	3	1						134
1														28
2														14
6	1	6	4	1										32
2						2	1	3	1					21
2														39
19														78
2														3
13														61
4														14
12			6	4	6	2	3	9						77
6			6	4	6	2	3	9						56
6														21
3,139	61	303	950	1,547	2,618	2,078	2,189	1,153	1,533	843	493	384	669	28,618

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

Major Occupational Groups	1st July 2008	Dec-18	% Growth
Education & Training Services	6,257	9,029	44.30%
General Administration & Support Services	3,259	4,999	53.39%
Medical and Health Services	1,700	3,288	93.41%
Architectural & Engg. & Land Services	2,152	2,768	28.62%
Finance & Audit Services	1,230	1,570	27.64%
Forestry & Environment Protection Services	1,192	1,468	23.15%
Agriculture & Livestock Services	1,018	1,273	25.05%
Laboratory & Technical Services	509	998	96.07%
Legal, Judiciary and Legislative Services	318	532	67.30%
Human Resource Services	287	481	67.60%
Information Communication & Technology Services	323	362	12.07%
Library, Archives & Museum Services	293	394	34.47%
Planning & Research Services	393	340	-13.49%
Executive & Specialist Services	186	270	45.16%
Transportation & Aviation Services	154	264	71.43%
Sports & Youth Services	22	293	1231.82%
Trade, Industry & Tourism Services	86	134	55.81%
Foreign Services	55	78	41.82%
Arts, Culture & Literary Services	82	77	-6.10%
Total	19,516	28,618	46.64%

Table 22

Civil Servants by Position Level and Gender

Position Level	B		Regular		Total	Contract		Total	Grand Total
	Male	Female	Male	Female		NB			
						Male	Female		
NA	2	1			3				3
EX1	23				23				23
EX2	49	2			51	2		2	53
EX3	58	12			70	4		4	74
ES1	3	1			4	1		1	5
ES2	34	6			40	2		2	42
ES3	58	12			70	1		1	71
P1	727	310			1,037	13	1	4	1,056
P2	1,307	593			1,900	10	1	10	1,928
P3	2,310	1,425			3,735	8	5	49	3,810
P4	2,190	1,240			3,430	49	63	31	3,593
P5	1,261	964			2,225	502	395	6	3,139
SS1	39	22			61				61
SS2	215	86			301	2		2	303
SS3	710	238		1	950				950
SS4	1,000	533			1,533	11	3		1,547
S1	1,602	966		2	2,570	38	9	1	2,618
S2	1,226	785			2,011	47	20		2,078
S3	1,152	1,019		2	2,173	10	5	1	2,189
S4	534	601			1,135	13	4	1	1,153

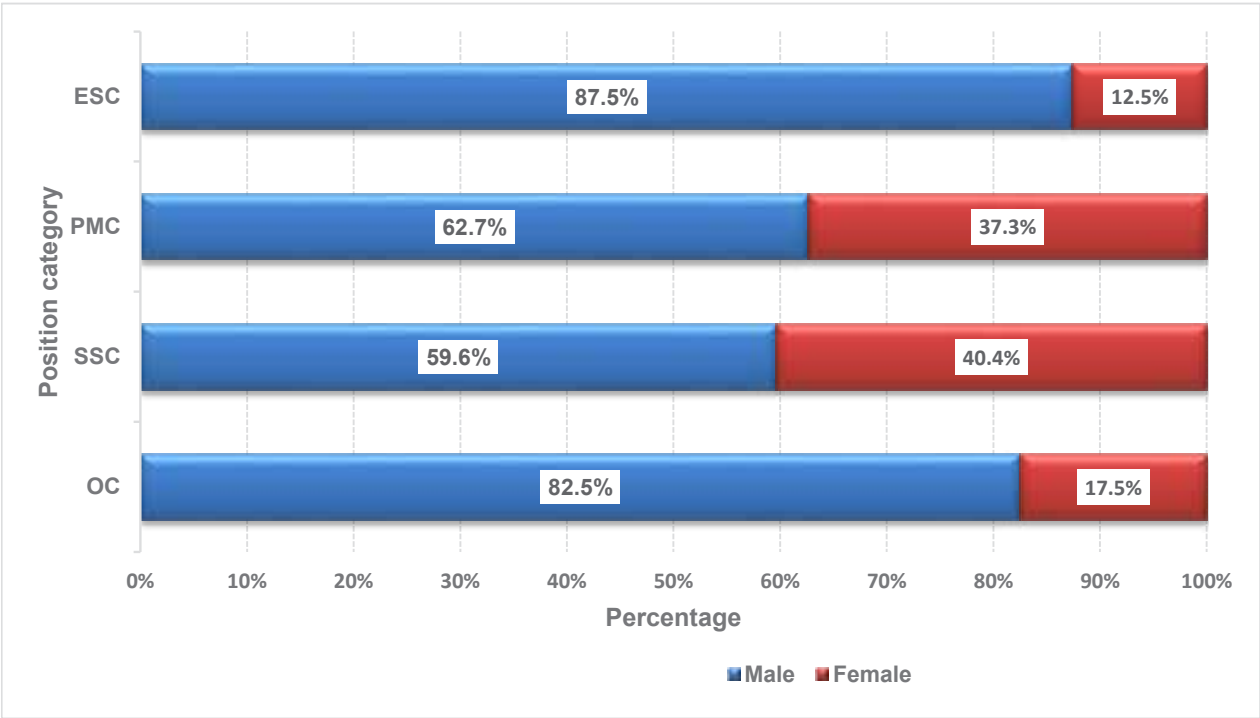
Position Level	B		Regular		Total	Contract		Total	Grand Total
	Male	Female	Male	Female		Male	Female		
S5	329	217			546	482	505	987	1,533
O1	698	141			839	3		4	843
O2	251	74			325	64	104	168	493
O3	345	38			383		1	1	384
O4	110	6			116	497	54	553	669
Grand Total	16,233	9,292	3	3	25,531	1,759	1,170	3,087	28,618

Note: ¹Eminent members of the National Council

M: Male, F: Female & T: Total

B: Bhutanese & NB: Non-bhutanese

Graph 5
Percentage of Civil Servants within Position Category by Gender



Graph 6
Female Civil Servants from 2003 to 2018

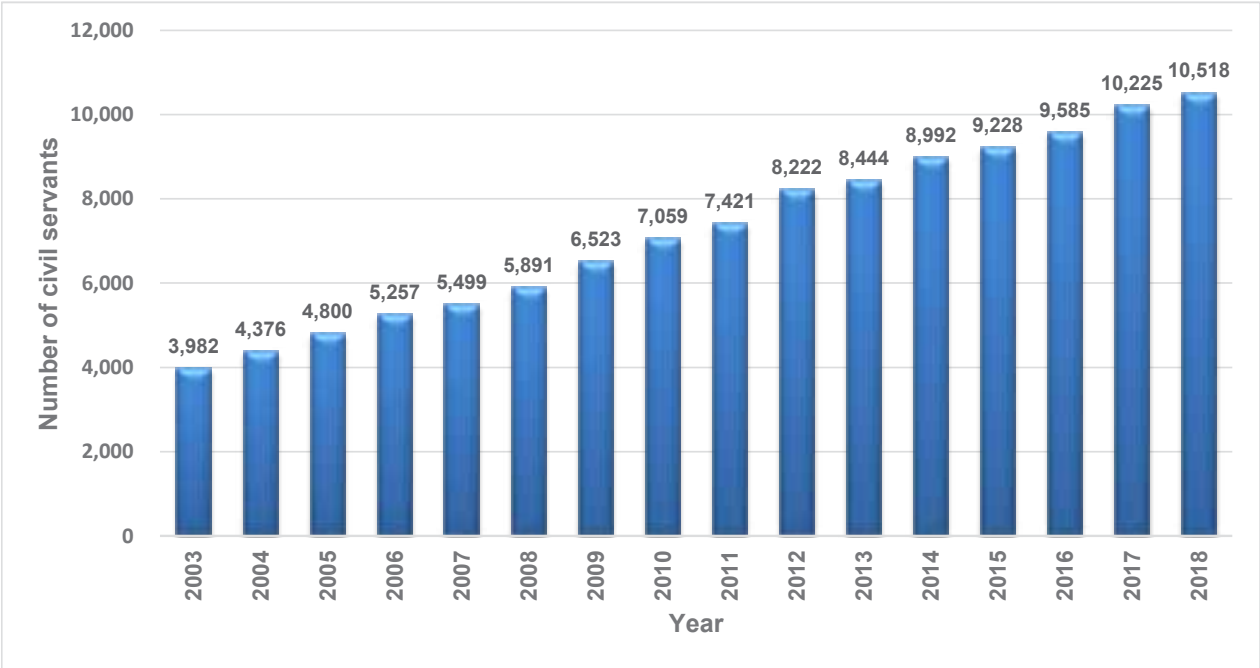


Table 23***Civil Servants by Major Occupational Groups and Gender***

MOG	Regular				Regular Total
	B		NB		
	M	F	M	F	
Education & Training Services	4,806	3,313			8,119
Administration & Support Services	2,307	1,357	2		3,666
Medical and Health Services	1,739	1,412		3	3,154
Architectural, Engineering & Land Services	1,967	733	1		2,701
Finance & Audit Services	1,004	552			1,556
Forestry & Environment Protection Services	1,218	237			1,455
Agriculture & Livestock Services	986	285			1,271
Laboratory & Technical Services	406	405			811
Legal, Judiciary and Legislative Services	290	219			509
Human Resource Services	330	144			474
Library, Archives & Museum Services	91	230			321
Information Communication & Technology Services	208	127			335
Planning & Research Services	195	65			260
Sports & Youth Services	76	43			119
Executive and Specialist Services	226	34			260
Transportation & Aviation Services	199	57			256
Trade, Industry & Tourism Services	80	49			129
Foreign Services	51	24			75
Arts, Culture & Literary Services	54	6			60
Grand Total	16,233	9,292	3	3	25,531

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

Contract				Contract Total	Grand Total	Female Total	% of Female within MOG	% of Female to Total CS
B		NB						
M	F	M	F					
469	314	89	38	910	9,029	3,665	40.59%	12.81%
850	480	3		1,333	4,999	1,837	36.75%	6.42%
52	64	5	13	134	3,288	1,492	45.38%	5.21%
50	12	5		67	2,768	745	26.91%	2.60%
4	10			14	1,570	562	35.80%	1.96%
12		1		13	1,468	237	16.14%	0.83%
2				2	1,273	285	22.39%	1.00%
86	100		1	187	998	506	50.70%	1.77%
9	14			23	532	233	43.80%	0.81%
5	2			7	481	146	30.35%	0.51%
17	56			73	394	286	72.59%	1.00%
12	14	1		27	362	141	38.95%	0.49%
45	34		1	80	340	100	29.41%	0.35%
114	60			174	293	103	35.15%	0.36%
10				10	270	34	12.59%	0.12%
5	2	1		8	264	59	22.35%	0.21%
2	3			5	134	52	38.81%	0.18%
	3			3	78	27	34.62%	0.09%
15	2			17	77	8	10.39%	0.03%
1,759	1,170	105	53	3,087	28,618	10,518	36.75%	36.75%

Table 24

Civil Servants by Position Level and Age Groups

Row Labels	18 - 19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-60	>60	Total
No level ¹					2	1					3
EX1				1	1	10	10	1	23		23
EX2					11	18	23	1	53		53
EX3				12	31	23	5	3	74		74
ES1							4	1	5		5
ES2					4	14	22	2	42		42
ES3				4	17	26	24		71		71
P1				1	48	268	283	303	149	4	1,056
P2				46	642	560	381	214	78	7	1,928
P3			88	1,037	1,683	744	160	58	34	6	3,810
P4	84	919	1,741	627	134	28	19	40	20		3,593
P5	217	2,029	660	147	38	19	19	9	1	1	3,139
S1	44	632	857	353	193	238	250	42	9	9	2,618
S2	149	585	423	326	275	185	113	17	5	5	2,078
S3	67	379	673	667	227	85	76	10	5	5	2,189
S4	5	313	394	294	73	37	28	9			1,153

Row Labels	18 - 19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-60	>60	Total
S5	9	394	678	277	79	21	34	33	7	1	1,533
SS1				17	33	9	2				61
SS2				23	121	24	7				303
SS3				28	229	184	67				950
SS4			64	393	623	183	91	138	45	10	1,547
O1			5	67	173	258	199	117	20	4	843
O2		3	60	103	148	99	35	19	6	1	493
O3			1	94	177	71	29	4	1		384
O4		4	112	211	171	98	44	19	7	3	669
Grand Total	16	1,133	6,100	7,093	6,182	3,520	2,189	1,707	614	64	28,618

Note: Qualifying age for Civil Service is 18 yrs
¹Emiment Members of the National Council

Graph 7
Civil Servants by Age

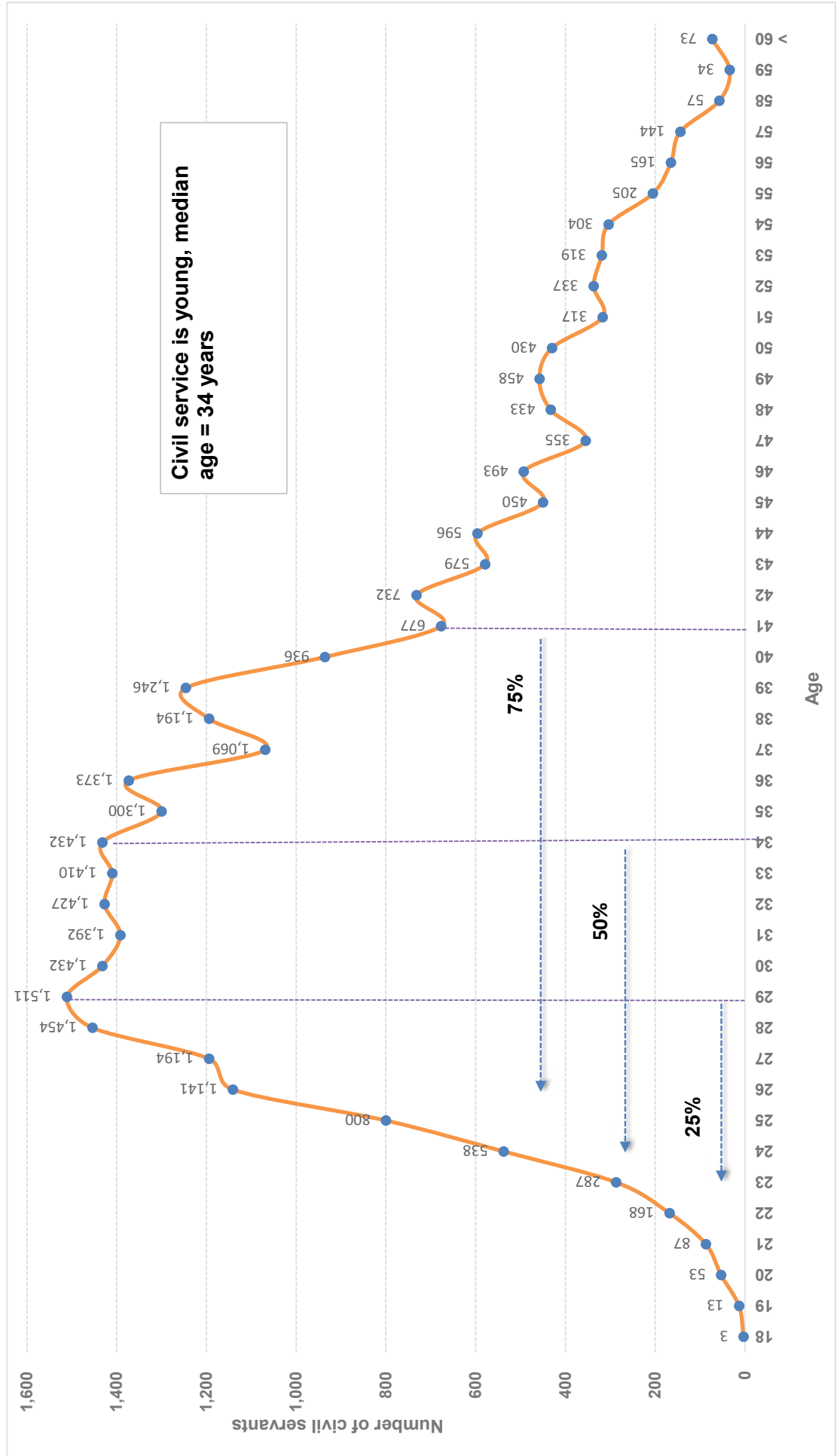


Table 25
Civil Servants by Age Groups and Gender

Age Group	Male			Female			Grand Total
	R	C	T	R	C	T	
<20	2	1	3		13	13	16
20-24	227	270	497	289	347	636	1,133
25-29	2,516	793	3,309	2,148	643	2,791	6,100
30-34	4,004	377	4,381	2,576	136	2,712	7,093
35-39	3,700	150	3,850	2,303	29	2,332	6,182
40-44	2,350	67	2,417	1,085	18	1,103	3,520
45-49	1,636	52	1,688	491	10	501	2,189
50-54	1,336	40	1,376	314	17	331	1,707
55-60	453	65	518	88	8	96	614
>60	12	49	61	1	2	3	64
Grand Total	16,236	1,864	18,100	9,295	1,223	10,518	28,618

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

Graph 8
Distribution of Civil Servants by Age and Gender

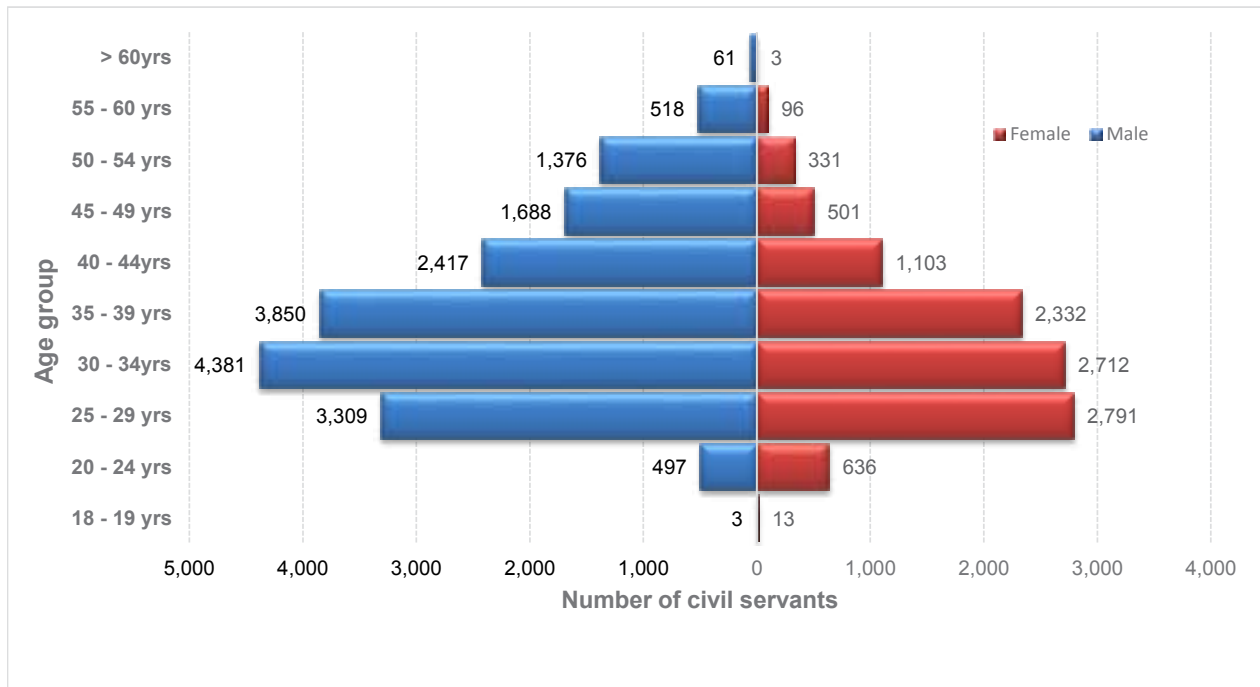


Table 26

Civil Servants Recruited by Parent Agency from January - December 2018

Row Labels	EX2	P1	P4	P5	S1	S2	S3	S5	O2	O4	Total
His Majesty's Secretariat							2			1	3
Judiciary											
Royal Court of Justice			3	1		12		9		11	36
Legislative											
National Assembly Secretariat				10						1	11
National Council Secretariat			1	6							7
Constitutional											
Royal Civil Service Commission				21						1	22
Royal Audit Authority			1	2		10				2	15
Anti-Corruption Commission			2			7					9
Ministry											
Ministry of Education				227				109	27	3	366
Ministry of Health	1	107	4	80	10	10	31	4		13	250
Ministry of Home & Cultural Affairs	1	3	13		1			62		33	113
Ministry of Finance				23	8	57	1	1		2	92
Ministry of Agriculture and Forests			21		30	3	3	2		15	71
Ministry of Works & Human Settlement			36				1			7	44
Ministry of Information & Communications	1	1	14		6			8		4	34
Ministry of Labour & Human Resources			11	6	5					11	33
Ministry of Economic Affairs			6		1	1	1	3		4	15
Ministry of Foreign Affairs				5						6	12
Autonomous Agency											

Row Labels	EX2	P1	P4	P5	S1	S2	S3	S5	O2	O4	Total
National Land Commission			6	1	1	13		15			36
Jigme Dorji Wangchuk National Referral Hospital			7	1	6					14	28
Office of the Attorney General			15	2		4				2	23
Dratshang Lhentshog				2		6	2	2		7	19
National Environment Commission				7							7
National Center for Hydrology and Meteorology			1				5			1	7
Royal Institute of Management		1		3						2	6
Bhutan Narcotic Control Authority										5	5
National Statistics Bureau			3				1				4
Bhutan National Legal Institute							1			2	3
Gross National Happiness Commission				3							3
National Commission for Women & Children				3							3
Centre for Bhutan Studies and GNH Research			1							1	2
Bhutan Standards Bureau										1	1
Dzongkha Development Commission				1							1
Thromde				1						5	6
Thimphu Thromde										4	4
Gelephu Thromde				1						1	2
Grand Total	1	4	225	356	95	162	41	222	27	154	1,287

Table 27

Civil Servants Recruited by MOG from January - December 2018

MOG	Regular		Contract		Grand Total
	Male	Female	Male	Female	
Administration & Support Services	18	12	183	79	262
Education & Training Services	74	61	65	37	102
Medical and Health Services	90	67	22	33	55
Architectural, Engineering & Land Services	79	39	10	3	13
Finance & Audit Services	56	35			91
Human Resource Services	50	22	3	2	5
Sports & Youth Services	8	9	27	17	44
Legal, Judiciary and Legislative Services	14	14	6	11	17
Agriculture & Livestock Services	22	14	36		36
Planning & Research Services	2	4	6	12	18
Laboratory & Technical Services	7	4	1	7	8
Information Communication & Technology Services	4	2	4	6	10
Forestry & Environment Protection Services	8	8	16		16
Transportation & Aviation Services	9	5	14		14
Library, Archives & Museum Services				1	6
Foreign Services	2	3	5		7
Arts, Culture & Literary Services	1		1	2	3
Executive and Specialist Services			1	1	1
Grand Total	444	299	743	207	1,287

Table 28

Civil Servants Recruited by Position Level (2014-2018)

Position Level	2014			2015			2016			2017			2018		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
EX1/ES1			0			0			0			0			
EX2/ES2			0		1	1			0			0		1	1
EX3/ES3		1	1		1	1			0			0			
P1		2	2			0		6	6	1	6	7		4	4
P2		2	2		1	1		4	4		4	4			
P3		1	1			0		6	6	1	1	2			
P4	142	17	159	161	3	164	151	12	163	218	5	223	159	66	225
P5	647	9	656	415	1	416	376	359	735	466	265	731	214	142	356
SS1									0						
SS2								1	1						
SS3									0						
SS4								2	2						
S1	108	8	116	126	202	328		1	1	114	3	117	78	17	95
S2	194	5	199	77	2	79	1	67	68	176	21	197	150	12	162
S3	109	1	110	67		67			0	106	4	110	38	3	41
S4	49	1	50	1		1		7	7		1	1			
S5	66	10	76		2	2	50	27	77	143	585	728	99	123	222
O1	1	1	2			0			0	2	1	3			
O2			0		1	1		17	17	2	56	58		27	27
O3	17		17	1		1			0						
O4	21	2	23	3	2	5		31	31	2	281	283	5	149	154
Total	1,354	60	1,414	851	216	1,067	578	540	1,118	1,231	1,233	2,464	743	544	1,287

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

Table 29

Civil Servants Recruited by Position Level and Gender

Position Level	Regular			Contract			Grand Total
	Male	Female	Total	Male	Female	Total	
EX2				1		1	1
P1				4		4	4
P4	97	62	159	28	38	66	225
P5	115	99	214	82	60	142	356
S1	44	34	78	11	6	17	95
S2	95	55	150	9	3	12	162
S3	21	17	38	3		3	41
S5	67	32	99	64	59	123	222
O2				11	16	27	27
O4	5		5	124	25	149	154
Grand Total	444	299	743	337	207	544	1,287

Graph 9

Civil Servants Recruited by Position Category

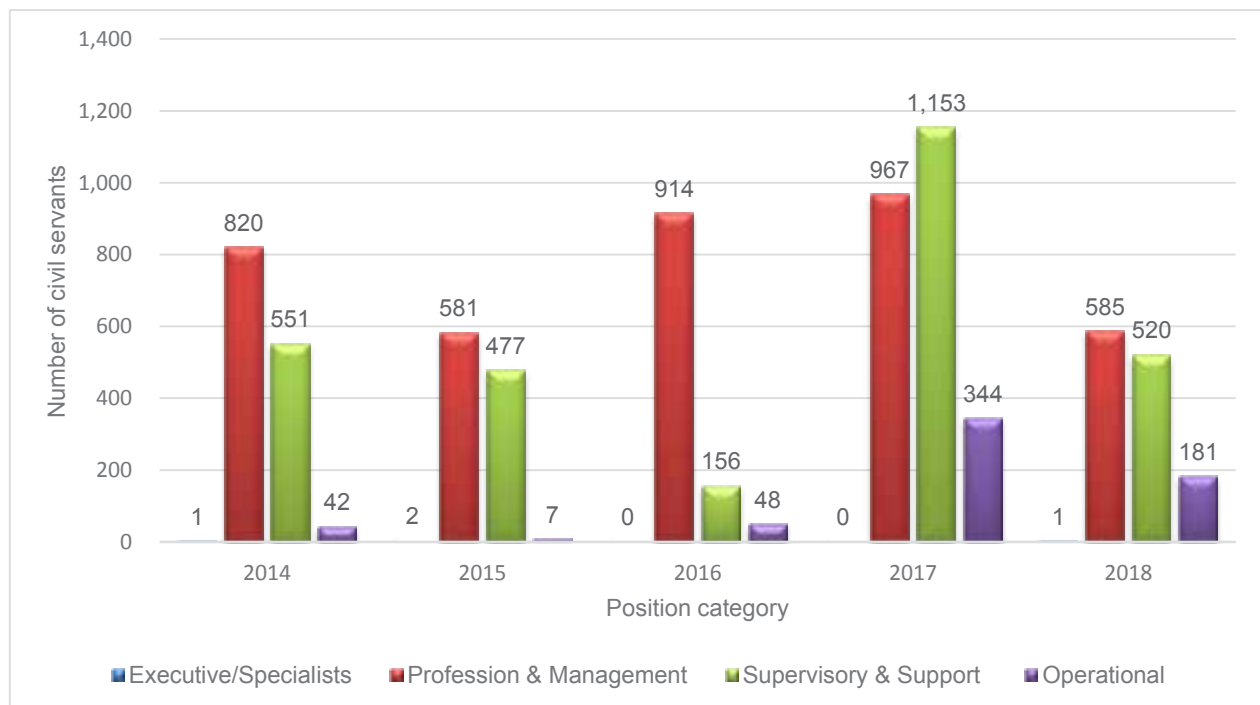


Table 30
Civil Servants Promoted (2014-2018)

Position Category/Position Level	2014	2015	2016	2017	2018
Executive & Specialist Category					
EX1	5	2	1	1	2
EX2	14	9	5	9	8
EX3	14	6	10	21	13
ES1		1	1	2	1
ES2	12	5	10	5	11
ES3	15	8	11	11	14
Total	60	31	38	49	49
Professional & Management Category					
P1	146	150	197	215	184
P2	375	377	371	410	457
P3	554	610	779	877	1150
P4	1,224	1,069	751	710	623
P5	378	280	90	18	55
Total	2,677	2,486	2,188	2,230	2,469
Supervisory & Support Category					
SS1				3	45
SS2			32	23	130
SS3			349	154	205
SS4			220	210	479
S1	441	391	433	318	524
S2	387	329	368	284	288
S3	235	304	623	283	402
S4	339	486	193	317	216
S5	109	53	35	8	24
Total	1,511	1,563	2,253	1,600	2,313
Operational Category					
O1	91	65	97	100	65
O2	71	45	53	62	100
O3	97	78	88	108	79
Total	259	188	238	270	244
Grand Total	4,507	4,268	4,717	4,149	5,075

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

Parent Agency	EX1	EX2	EX3	ES1	ES2	ES3
His Majesty's Secretariat						
Judiciary						
Royal Court of Justice						
Legislative						
National Council Secretariat						
Constitutional						
Anti-Corruption Commission						
Royal Audit Authority						
Royal Civil Service Commission			1			
Ministry						
Ministry of Agriculture and Forests				2	2	2
Ministry of Economic Affairs						
Ministry of Education						1
Ministry of Finance			1			
Ministry of Foreign Affairs	1	3				
Ministry of Health					2	1
Ministry of Home & Cultural Affairs		6				
Ministry of Information & Communications		1				
Ministry of Labour & Human Resources						
Ministry of Works & Human Settlement	1				1	
Agency						
Bhutan Council for School Examination and Assessment						1
Bhutan Medical Health Council						
Bhutan Narcotic Control Authority						
Bhutan National Legal Institute						
Bhutan Standards Bureau						
Cabinet Secretariat	1					

2018)

P1	P2	P3	P4	P5	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
																1	1
		1							5	1			1			3	11
				4													4
	3	4	1	2					3					1	1		15
3	2		2				3	1									11
	1		2	2						1						1	8
8	4	5	4	3	3	21	2	14	15	5	16	8	6		2	2	124
1	3		1				1	1		1	2	2			1		13
28	29	61	47	68					2	6	11	40	1	3	3	2	302
5	2	5	5	6		1	6	8	8	1	2	1	3				54
				1									2				7
4	3	4	14		6	11	10	37	13	8	8	17	9	3		1	151
5	1	1	3	5			1	3		3	3	4	8			8	51
1	3	3	1			1		2	1	1	5	3	1	1			24
	1		1				1	1	3		1		2	1	1	4	16
8		1	5				1	8	3	3		2	4	4			41
																	1
				1													1
																1	1
																1	1
		1	1										1				3
															1	1	3

Parent Agency	EX1	EX2	EX3	ES1	ES2	ES3
Centre for Bhutan Studies and GNH Research						
Dratshang Lhentshog						
Dzongkha Development Commission						
Gross National Happiness Commission						
Jigme Dorji Wangchuk National Referral Hospital						
National Center for Hydrology and Meteorology						
National Environment Commission						
National Land Commission						
National Statistics Bureau						
Office of the Attorney General						
Royal Education Council						
Royal Institute of Management		1				
Royal Privy Council						
Thromde						
Gelephu Thromde						
Phuentsholing Thromde						
Thimphu Thromde						
Total	3	11	2	2	5	5

P1	P2	P3	P4	P5	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
			1													1	2
1														1		7	9
	1		1					1					1				4
	2	2															4
			3					17				2				4	26
1			1			1			1	2		4					10
				1										1			2
		2	1				1		4		1				1	1	11
1																	1
									1								1
1			1														2
														1	1		3
								1									1
									1								1
												3	1				4
67	55	90	95	93	9	35	26	95	59	32	49	86	41	15	11	39	925

Table 32
Civil Servants Separated by MOG (January - December 2018)

MOG	Regular			Contract			Grand Total
	M	F	T	M	F	T	
Education & Training Services	99	85	184	23	34	57	241
Administration & Support Services	87	33	120	48	16	64	184
Medical and Health Services	46	25	71	23	22	45	116
Architectural, Engineering & Land Services	53	12	65	21	1	22	87
Finance & Audit Services	37	8	45				45
Laboratory & Technical Services	13	14	27	9	9	18	45
Agriculture & Livestock Services	37	3	40				40
Executive and Specialist Services	26	2	28				28
Forestry & Environment Protection Services	21	3	24	3		3	27
Legal, Judiciary and Legislative Services	12		12		7	7	19
Sports & Youth Services	2	1	3	12	2	14	17
Information Communication & Technology Services	11	2	13		2	2	15
Library, Archives & Museum Services	2	5	7		6	6	13
Planning & Research Services	7	2	9	3	1	4	13
Trade, Industry & Tourism Services	3	2	5	4	3	7	12
Human Resource Services	7	4	11				11

MOG	Regular			Contract			Grand Total
	M	F	T	M	F	T	
Arts, Culture & Literary Services	4		4	3		3	7
Transportation & Aviation Services	3		3	1		1	4
Foreign Services	1		1				1
Total	471	201	672	150	103	253	925

Table 33

***Civil Servants Separated by Category of Separation
(January - December 2018)***

Position Level	Superannuation EX and ES		Superannuation P1 and Below		VR EX & ES Level		VR P1 & below		ERS
	R	C	R	C	R	C	R	C	R
EX1	2				1				
EX2	5								6
EX3	1								1
ES1	2								
ES2	1				2				1
ES3	2				1				2
P1			37				22		5
P2			18				29		5
P3			6	1			70	2	2
P4				1			73	10	
P5			2				31	50	
SS2			1				5		1
SS3			12				10		3
SS4			2				15		2
S1			21				29	33	4
S2			11				25	12	
S3			7				17		2
S4			1				24	9	1
S5			3				16	50	
O1			9				26		1
O2			1				7	3	
O3							9		
O4							4	24	
Total	13		131	2		4	412	193	36

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

CR		CT	Death		De-link	Termination		Cancel / Withdrawal Of Appointment		Grand Total
R	C	C	R	C	R	R	C	R	C	
										3
										11
										2
										2
			1							5
										5
		2			1					67
		1	2							55
2		1	6							90
1		3	1		2	2			2	95
1		7	1				1			93
					2					9
			3		7					35
			1		6					26
1		1	1	1	4					95
1		7	1		2					59
1			5							32
		6	3		5					49
1	2	6	1	1	1			3	2	86
1		1	2		1					41
		2	1		1					15
1		1								11
		2					5		4	39
10	2	40	29	2	32	2	6	3	8	925

Table 34
Civil Servants Separated by Position Level and Employment Type

Position Level	2014			2015			2016			2017			2018		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
EX1/ES1	6		6	3		3	10		10	1		1	5		5
EX2/ES2	5		5	4		4	5		5	1		1	16		16
EX3/ES3	6		6	7		7	6		6	3		3	7		7
P1	17	1	18	14		14	42	2	44	65	2	67	65	2	67
P2	42		42	55		55	54	2	56	67	1	68	54	1	55
P3	46	3	49	33	8	41	51	9	60	69	9	78	86	4	90
P4	53	18	71	54	21	75	58	20	78	62	14	76	79	16	95
P5	41	8	49	42	14	56	30	11	41	37	110	147	35	58	93
SS1									0						
SS2							10		10	6		6	9		9
SS3							17		17	22		22	35		35
SS4							35		35	18	2	20	26		26
S1	35	5	40	41	2	43	53	3	56	38	4	42	60	35	95
S2	31		31	29	2	31	34	2	36	43	13	56	40	19	59
S3	30		30	34		34	47		47	25	1	26	32		32
S4	20	11	31	18		18	34	2	36	22	2	24	34	15	49
S5	16	5	21	25	35	60	27	7	34	26	22	48	25	61	86
O1	10	1	11	11		11	38		38	35	1	36	40	1	41
O2	4	1	5	4		4	13	1	14	9	12	21	10	5	15
O3	13		13	8		8	13		13	13		13	10	1	11
O4	13	1	14	8		8	19	1	20	8	19	27	4	35	39
Total	388	54	442	390	82	472	596	60	656	570	212	782	672	253	925

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

Table 35
Civil Servants Separated by Position Levels and Gender
(Jan - Dec 2018)

Position Level	Regular			Contract			Grand Total
	Male	Female	Total	Male	Female	Total	
EX1	3		3				3
EX2	10	1	11				11
EX3	2		2				2
ES1	2		2				2
ES2	5		5				5
ES3	4	1	5				5
P1	56	9	65	2		2	67
P2	42	12	54		1	1	55
P3	52	34	86	3	1	4	90
P4	35	44	79	8	8	16	95
P5	19	16	35	23	35	58	93
SS2	7	2	9				9
SS3	33	2	35				35
SS4	17	9	26				26
S1	44	16	60	21	14	35	95
S2	29	11	40	8	11	19	59
S3	22	10	32				32
S4	15	19	34	13	2	15	49
S5	19	6	25	35	26	61	86
O1	37	3	40	1		1	41
O2	6	4	10	3	2	5	15
O3	8	2	10	1		1	11
O4	4		4	32	3	35	39
Total	471	201	672	150	103	253	925

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

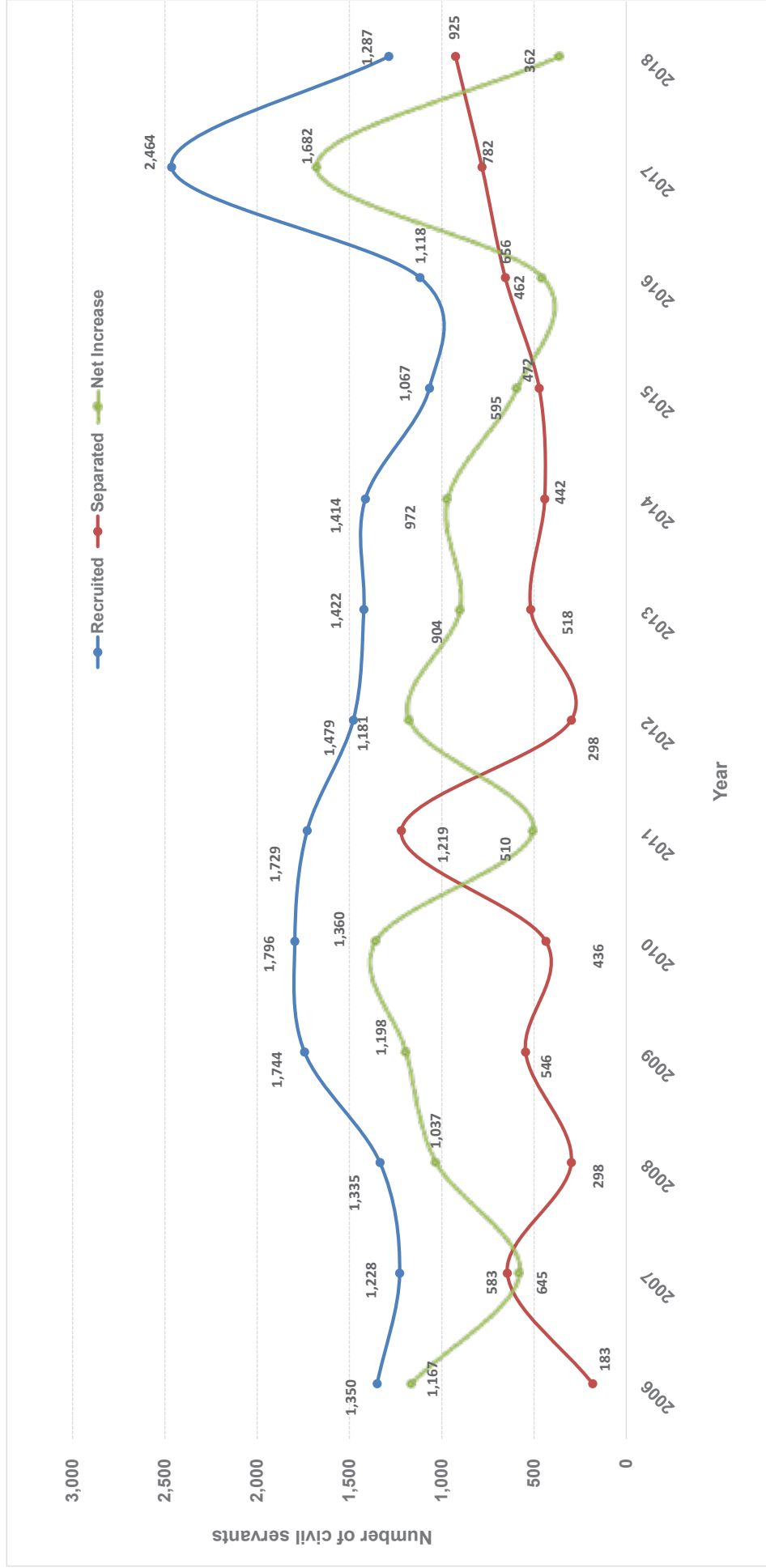


Table 36***Projection of Superannuation of Regular Civil Servants***

Position Level	2019	2020	2021	2022	2023
EX1	2	1	4	2	1
EX2	4	6	4	5	3
EX3		1	1	3	
ES1	2	1	1		
ES2	7	3	6	4	2
ES3	2	6	5	6	5
P1	35	51	41	67	49
P2	26	20	24	32	41
P3	6	3	3	5	9
P4	5	5		8	6
P5	1	1	2	3	2
SS1			2	1	1
SS2	2		3	5	2
SS3	14	26	23	32	30
SS4	8	14	17	29	31
S1	23	34	47	53	52
S2	12	16	14	24	27
S3	6	8	18	13	16
S4	6	3	7	4	4
S5	2	4	9	4	3
O1	11	18	18	26	26
O2	3	4	2	4	5
O3			1	1	2
O4	1	2	1	2	
Total	178	227	253	333	317

Table 37

Qualification of Regular Civil Servants as on 31st December 2018 - Summary

Educational Qualification	Male	Female	Total	% of the Total
P.hd	27	7	34	0.13%
Master's Degree	1,757	631	2,388	9.35%
P.G Diploma	1,341	855	2,196	8.60%
P.G Certificate	81	68	149	0.58%
Bachelor's Degree	4,754	2,732	7,486	29.32%
Diploma	2,613	1,334	3,947	15.46%
Certificate	4,910	3,505	8,415	32.96%
Class XII	242	138	380	1.49%
Basic Education Class X and Below	511	25	536	2.10%
Total	16,236	9,295	25,531	100.00%

Graph 11

Qualification of Regular Civil Servants

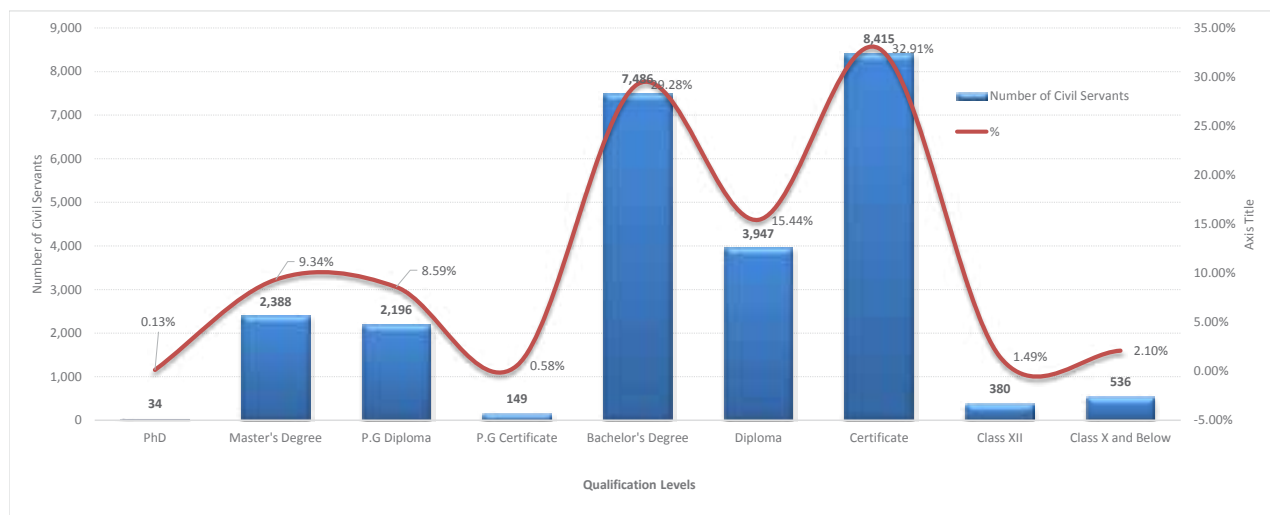


Table 38

Regular Civil Servants by Parent Agency and Qualification Level

Parent Agency	P.hd	Master's Degree	P.G Diploma	Bachelor's Degree	P.G Certificate	Diploma	Certificate	Class XII	Education Class X and Below	Basic Education Class X and Below	Grand Total
His Majesty's Secretariat	3	1	5	11	2	24					
Secretariat of His Majesty The Fourth Druk Gyalpo	1	1	2	8							
Judiciary											
Royal Court of Justice	14	10	15	154	169	29	26	417			
Supreme Court of Bhutan	1	1	2					4			
Legislative											
National Assembly Secretariat	4	5	5	1	18	1		34			
National Council Secretariat	5	6	5	1	12			29			
Constitutional											
Royal Audit Authority	24	65	43	3	29	48	2	220	6		
Royal Civil Service Commission	1	36	23	2	27			169			
Anti-Corruption Commission	21	16	23	1	13	14	1	89			
Ministry											
Ministry of Education	2	998	1,289	4,579	113	111	2,109	33	43	9,277	
Ministry of Health	2	185	37	697	1,018	2,079	23	72	72	4,113	
Ministry of Agriculture and Forests	19	223	86	667	1	1,033	1,218	26	81	3,354	
Ministry of Finance		146	251	179	16	626	403	5	27	1,653	
Ministry of Works & Human Settlement		62	10	299	494	555	14	62	62	1,496	

Parent Agency	P.hd	Master's Degree	P.G Diploma	Bachelor's Degree	P.G Certificate	Diploma	Certificate	Class XII	Education Class X and Below	Basic Education Class X and Below	Grand Total
Ministry of Home & Cultural Affairs	1	142	30	295	3	31	560	98	96	1,256	
Ministry of Information & Communications	1	59	21	181		131	273	2	11	679	
Ministry of Economic Affairs	2	85	25	80	2	13	189	9	19	424	
Ministry of Labour & Human Resources		38	27	69	1	110	71	4	6	326	
Ministry of Foreign Affairs		39	24	17	1	3	55	7	14	160	
Autonomous Agency											
National Land Commission		24	10	85	1	64	181	85	6	456	
National Center for Hydrology and Meteorology (NCHM)	1	8		32		9	92	25	2	169	
Gross National Happiness Commission		78	58	12	2	1	9		4	164	
Office of the Attorney General		16	98	13		27	7		2	163	
National Environment Commission		28	2	29		5	8		3	75	
National Statistics Bureau		17	1	20		19	10	2		69	
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)		6		6		23	27	4		66	
Tourism Council of Bhutan		14	15	8		6	20		3	66	
Royal Institute of Management	1	17	4	4		3	20		4	53	
Bhutan Standards Bureau		9	2	13		6	18	1		49	
Dratshang Lhentshog		1		1		1	20	3	16	42	
Royal Education Council	2	23		3	2	2	8			40	

Parent Agency	P.hd	Master's Degree	P.G Diploma	Bachelor's Degree	P.G Certificate	Diploma	Certificate	Class XII	Education Class X and Below	Basic Education Class X and Below	Grand Total
Dzongkha Development Commission	1	4	5	19	1	1	4				35
Cabinet Secretariat		8	4	5		1	12	1		2	33
Bhutan Council for School Examination and Assessment		13		7	2		6			1	29
Drug Regulatory Authority		3		8		4	10	1			26
Bhutan Information Communications & Media Authority		6		11			8				25
Bhutan Narcotic Control Authority		6	4	2			11				23
Centre for Bhutan Studies and GNH Research	1	6	4	4			6				21
National Commission for Women & Children		5	4	3			7				19
Construction Development Board		1		6		5	5	1			18
Bhutan Olympic Committee				2			12			2	16
Bhutan Medical Health Council		4		2			4				10
Royal Privy Council		1		2			5			1	9
Bhutan National Legal Institute				1			3			1	5
Thromde											
Thimphu Thromde		1		3			41	1		13	59
Phuentsholing Thromde		1		1			16	1		3	22
Gelephu Thromde		1	1				16			3	21
Samdrupjongkhar Thromde		1		1			14				16
Grand Total	34	2,388	2,196	7,486	149	3,947	8,415	380	536	25,531	

Table 39

Regular Civil Servants meeting the Minimum Qualification Criteria

Position Level	Master's Degree	Bachelor's Degree	Certificate	Class X and Below	Actual Strength	%
Executive and Specialists						
EX1		25			26	96.15%
EX2		76			51	149.02%
EX3		146			70	208.57%
Total		247			147	168.03%
ES1	4				4	100.00%
ES2	39				40	97.50%
ES3	56				70	80.00%
Total	99				114	86.84%
Professional & Management						
P1		851			1,037	82.06%
P2		1,614			1,900	84.95%
P3		3,027			3,735	81.04%
P4		3,248			3,430	94.69%
P5		2,203			2,225	99.01%
Total		10,943			12,327	88.77%
Supervisory & Support						
SS1			61		61	100.00%
SS2			301		301	100.00%
SS3			945		950	99.47%
SS4			1,520		1,533	99.15%
S1			2,542		2,570	98.91%
S2			1,958		2,011	97.36%
S3			2,119		2,173	97.51%
S4			1,101		1,135	97.00%
S5			351		546	64.29%
Total			10,898		11,280	96.61%
Operational						
O1				839	839	100.00%
O2				325	325	100.00%
O3				383	383	100.00%
O4				116	116	100.00%
Total				1,663	1,663	100.00%
Grand Total				23,850	25,531	93.42%

Table 40***Long-Term Implementation Status***

Type of Training	Approved (Jan - Dec 2018)	Undergoing LTT as on 31st Dec, 2018
P.hd	9	19
Specialization	6	3
Master's Degree	292	572
P.G Diploma	27	344
Bachelor's Degree	103	74
Diploma	7	5
Non-Degree/Visiting Fellowship	2	1
Certificate	23	8
Total	469	1,026

Table 41***Long-Term Training by Mode of Study (Jan - Dec 2018)***

Level of Study	Full Time	Mixed Mode	Grand Total
P.hd	9		9
Specialization	6		6
Master's Degree	223	69	292
P.G Diploma		27	27
Bachelor's Degree	23	80	103
Diploma	7		7
Non-Degree/Visiting Fellowship	2		2
Certificate	23		23
Grand Total	293	176	469

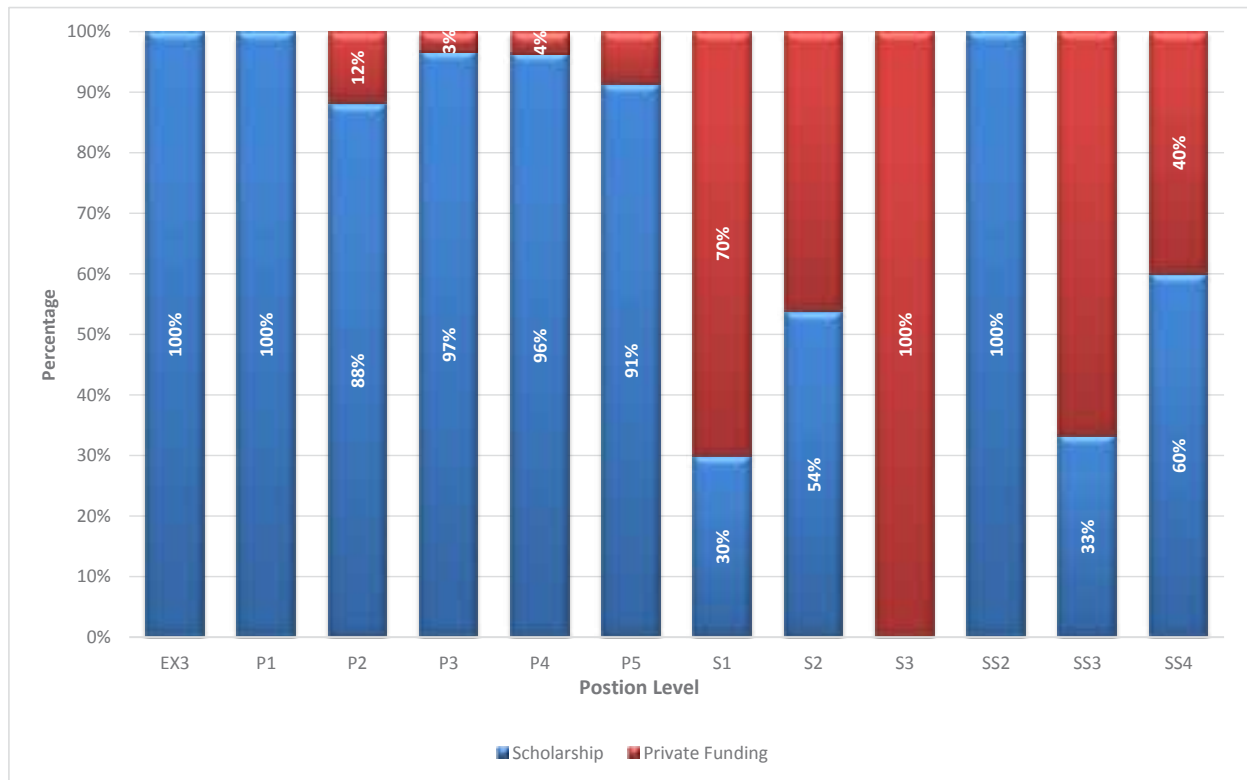
Table 42
Long-Term Training Implemented by Country (Jan - Dec 2018)

Country	P.h.d	Specialization	Master's Degree	P.G Diploma	Bach-elor's Degree	Diploma	Non-Degree/ Visiting Fellowship	Certificate	Grand Total
Bhutan			134	27	101			11	273
Thailand			50				1	5	56
Australia	7		47						54
India		5	26		2	2		5	40
Netherland			7					1	8
Bangladesh			4			4			8
United States			3				1		4
Japan			3					1	4
New Zealand	1		2						3
United Kingdom	1	1	1						3
Philippines			3						3
Singapore			2						2
Germany			2						2
Canada			2						2
South Korea			2						2
Netherlands			1						1
Malaysia			1						1
Indonesia			1						1
Nepal			1						1
Austria							1		1
Grand Total	9	6	292	27	103	7	2	23	469

Table 43
Civil Servants Undergoing Long-Term Training as on December 2018

Country	P.hd	Specialization	Visiting Fellowship	Masters	Bachelors	P.G Diploma	Diploma	Certificate	Total
Bhutan				342	331	72			745
Thailand	1	1		96					98
India				53	12	2		8	75
Australia	14	1		42	1				58
Netherland				9					9
Bangladesh				3			4		7
United States			1	5					6
Japan	1			4					5
United Kingdom	1	1		1					3
New Zealand	1			2					3
South Korea				3					3
Germany				2					2
France				2					2
Canada				1					1
Philippines				1					1
China				1					1
Nepal				1					1
Singapore				1					1
Austria							1		1
Indonesia				1					1
Netherlands				1					1
Malaysia				1					1
Italy	1								1
Total	19	3	1	572	344	74	5	8	1,026

Graph 12
Long-Term Training by Type of Funding



Graph 13
Undergoing Long-Term Training by Parent Agency through Private Funding

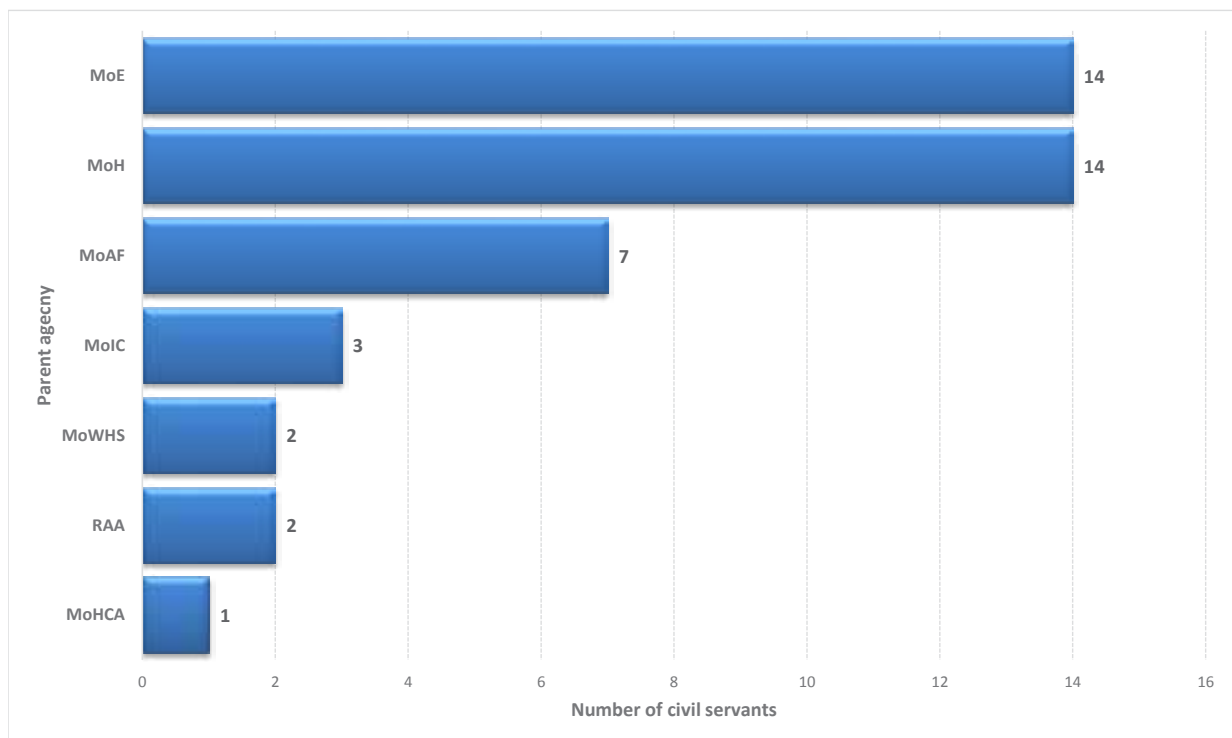


Table 44

Long-Term Training Implemented by Parent Agency (Jan - Dec 2018)

Parent Agency	P.hd	Special-ization	Master's Degree	P.G Diploma	Bachelor's Degree	Diploma	Non-Degree/ Visiting Fellowship	Certificate	Grand Total
Constitutional									
Royal Audit Authority	1		2			2			5
Royal Civil Service Commission			1						1
Ministry									
Ministry of Agriculture and Forests	6		17		6			2	31
Ministry of Economic Affairs			8						8
Ministry of Education	1		160	27	82				270
Ministry of Finance		5	17					5	27
Ministry of Foreign Affairs			1						1
Ministry of Health	1	1	42		13	4	1	15	77
Ministry of Home & Cultural Affairs			7						7
Ministry of Information & Communications			12				1	1	14
Ministry of Labour & Human Resources			2						2
Ministry of Works & Human Settlement			7		2				9

Parent Agency	P.hd	Special-ization	Master's Degree	P.G Diploma	Bach-elor's Degree	Diploma	Non-Degree/Visiting Fellowship	Certif-icate	Grand Total
Agency									
Bhutan Information Commu-nications & Media Authority			1						1
Gross National Happiness Commission			7						7
National Center for Hydrology and Meteorology (NCHM)			1						1
National Land Commission			4						4
National Statistics Bureau			1						1
Office of the Attorney General			2						2
Tourism Council of Bhutan						1			1
Grand Total	9	6	292	27	103	7	2	23	469

Table 45

Long-Term Training by Source of Funding (Jan - Dec 2018)

Source of Funding	P.hd	Special-ization	Master's Degree	P.G Diploma	Bachelor's Degree	Diplo-ma	Non-Degree/Visiting Fellowship	Certif-icate	Grand Total
RGoB			125	27	80	4		13	249
Private Funding			21		22				43
TICA			22				1		23
TICA/RGOB			21						21
RGoB (Agency Budget)			17						17
Australia Awards Scholarship	2		13						15
University Scholarship	3	1	9						13
TCS Colombo Plan		4	4			2			10
Govt. of India		1	3					5	9
RGoB (MoH)			5					3	8
Others	1		6					1	8
Endeavour			6						6
Nehru-Wangchuck Scholarship			5						5
World Bank			4						4
Open Scholarship	2		2						4
Govt. of Netherlands			3						3
NUFFIC			3						3
ADB			3						3
NFP			2						2
JJ/WB			2						2

Source of Funding	P.hd	Special-ization	Master's Degree	P.G Diploma	Bachelor's Degree	Diploma	Non-Degree/Visiting Fellowship	Certificate	Grand Total
WHO/TDR			2						2
Lee Kuan Yew Scholarship			2						2
ADB Japan Scholarship			2						2
Gol-Ambassaador Scholarship			2						2
JICA							1		1
Monbukagakusho Scholarship			1						1
WCO, Brussels, Belgium Funding			1						1
Govt. of Australia			1						1
Oxford University/Cornell University	1								1
RGoB (Prince of Songkla University, Thailand)			1						1
USA:Fulbright			1						1
RGoB-Keralan Government			1						1
Reuters Foundation					1				1
Princess Maha Chakri Sirindhorns scholarship			1						1
World Bank/ADB			1						1
Austrian Development Agency						1			1
Govt. of USA							1		1
Grand Total	9	6	292	27	103	7	2	23	469

Table 46***Long-Term Training Availed by Civil Servants (2014 - 2018)***

Qualification	2014	2015	2016	2017	2018
PhD	6	3	5	6	9
Masters	350	237	257	326	292
Specialization/Non-Degree/ Fellowship/Internship/Attachment		24	6	11	8
P.G Dip. /P.G Cert.	58	27	70	27	27
Bachelors	321	174	100	93	103
Diploma	21	20	4	9	7
Certificate	26	28	48	27	23
Total	782	513	490	499	469

Table 47***Civil Servants on Secondment***

Non-civil Service Agency	Count
Youth Development Fund	3
Punatsangchu Hydropower Project Authority	3
Border Patrol Forces Schools in North Thailand, Non Governmental Organizations	3
RENEW	2
Mangdechu Hydroelectric Project Authority	2
Punatshangchu Hydroelectric Project Authority	2
Royal Monetary Authority	1
Ability Bhutan Society	1
Royal University of Bhutan , Gaedu College of Business	1
Grand Total	18

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

Position Level	Male	Female	Total
ES2	1		1
P1	10	7	17
P2	18	12	30
P3	40	52	92
P4	44	30	74
P5	9	5	14
SS2	1	1	2
SS3	3	1	4
SS4	4	12	16
S1	8	14	22
S2	6	8	14
S3	3	11	14
S4	4	12	16
S5		2	2
O1	3		3
O2	1		1
O3	2	1	3
Total	157	168	325

Note: The figures are as on 31st December 2018

Graph 14
Civil Servants on Extraordinary Leave by MOGs and Gender

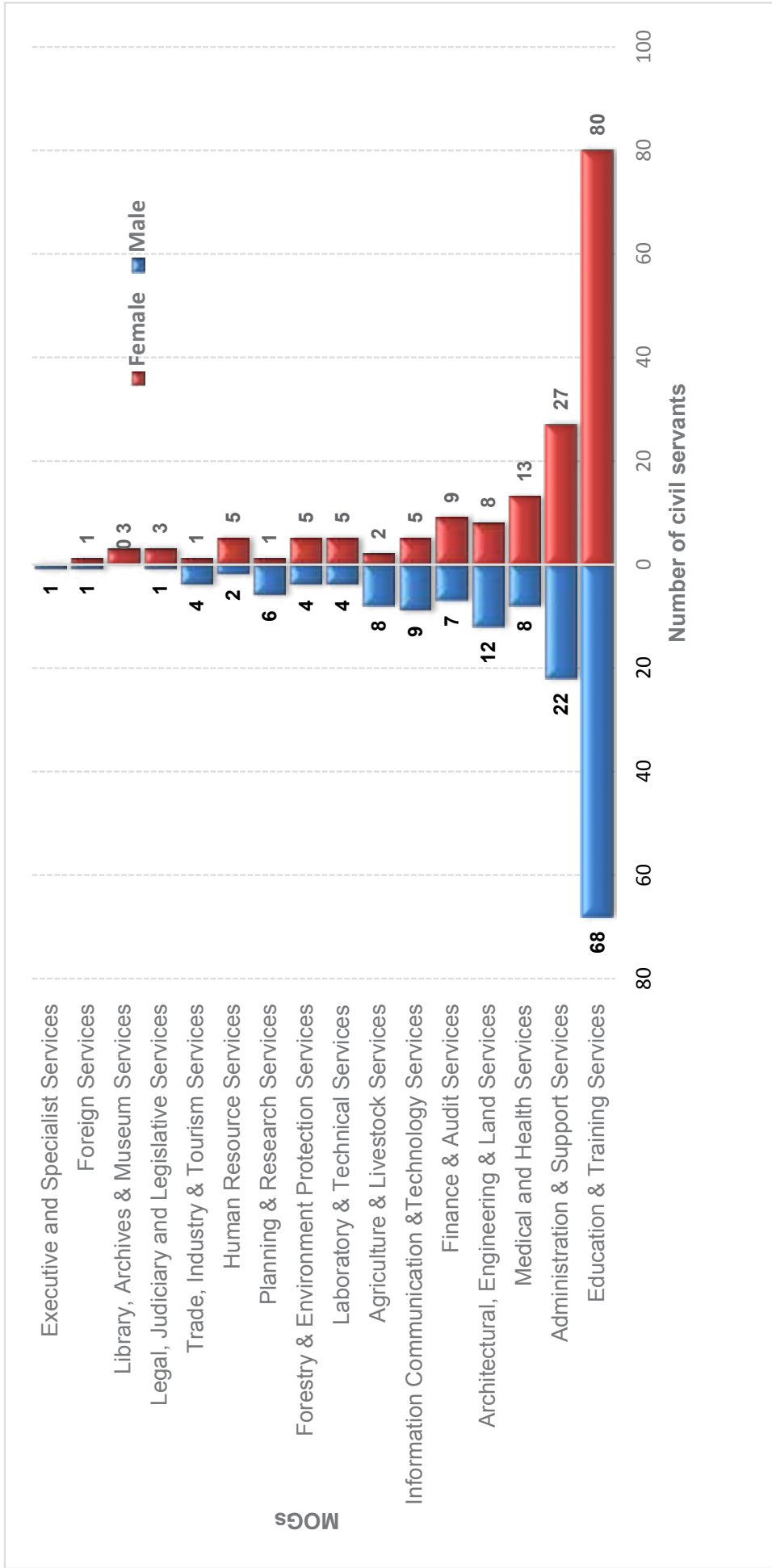


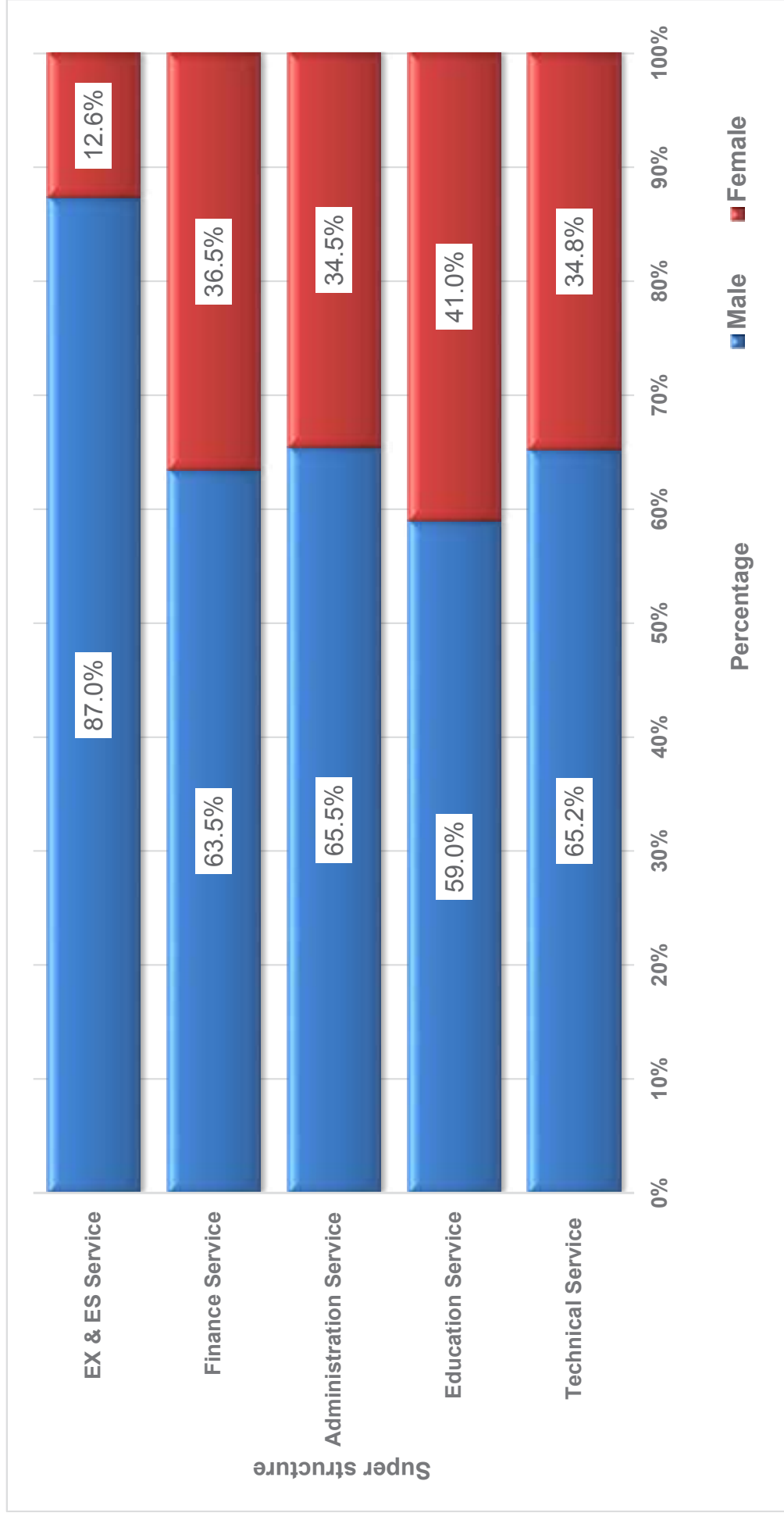
Table 49***Civil Servants on Extraordinary Leave by Working Agency and Gender***

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

Working Agency	Male	Female	Total
Agency			
Jigme Dorji Wangchuk National Referral Hospital	6	11	17
Bhutan Information Communications & Media Authority	4	2	6
Tourism Council of Bhutan	2	2	4
National Environment Commission	2		2
National Land Commission	1	1	2
National Center for Hydrology and Meteorology	1	1	2
Gross National Happiness Commission	2		2
Bhutan National Legal Institute		1	1
Centre for Bhutan Studies and GNH Research		1	1
Cabinet Secretariat		1	1
National Assembly Secretariat	1		1
Bhutan Council for School Examination and Assessment		1	1
Bhutan Standards Bureau	1		1
National Commission for Women & Children		1	1
Thromde			
Thimphu Thromde	15	23	38
Gelephu Thromde	4	5	9
Phuentsholing Thromde		5	5
Samdrupjongkhar Thromde	1	1	2
Grand Total	157	168	325

Note: The figure is as on 31st December 2018

Graph 15
Percentage of Civil Servants within Superstructure by Gender



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

Table 50

Civil Servants by Age Group and Super Structure

Age Group	EX & ES Service		Administration Service				Education Service				Finance Service				Technical Service				Grand Total
	M	F	M	T	F	M	F	T	M	F	T	M	F	T	M	F	T		
<20			3	7	10			3			3			1			2	2	16
20-24			143	134	277	134	183	317	36	56	92	184	263	447	1,133				1,133
25-29			594	425	1,019	1,123	1,114	2,237	140	144	284	1,452	1,108	2,560	6,100				6,100
30-34			834	476	1,310	1,508	923	2,431	329	224	553	1,710	1,089	2,799	7,093				7,093
35-39			808	426	1,234	1,353	938	2,291	278	140	418	1,411	828	2,239	6,182				6,182
40-44	14	3	17	496	179	675	786	505	1,291	152	76	228	969	340	1,309	3,520			3,520
45-49	57	9	66	350	134	484	401	153	554	147	40	187	733	165	898	2,189			2,189
50-54	77	14	91	230	83	313	301	119	420	120	27	147	648	88	736	1,707			1,707
55-60	80	8	88	71	14	85	136	55	191	32	2	199	17	216	614				614
>60	8	8	31	1	32	5	5	5	0	17	2	19	2	19	64				64
Grand Total	236	34	270	3,560	1,879	5,439	5,747	3,993	9,740	1,234	710	1,944	7,323	3,902	11,225	28,618			28,618

Note: Eminent Members of the National Council are included

M: Male, F: Female & T: Total

Table 51
Civil Servants by Super Structure and Position Category

Row Labels	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
EX & ES Service													
No level ¹	3		3										3
Executive and Specialist Services	257	10	267										267
Administration Service													
Administration & Support Services	1		1	522	62	584	1,225	259	1,484	1,507	528	2,035	4,104
Human Resource Services				222	6	228	252	1	253				481
Planning & Research Services				193	79	272	8	1	9				281
Architectural, Engineering & Land Services				51		51	133	1	134				185
Trade, Industry & Tourism Services				110	5	115	19		19				134
Transportation & Aviation Services				26		26	76	4	80				106
Foreign Services				75	3	78							78

Row Labels	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Information Communication & Technology Services				32	1	33							33
Legal, Judiciary and Legislative Services				24		24							24
Finance & Audit Services				1	9	10	3		3				13
Education Service													
Education & Training Services				7,967	863	8,830	152	47	199				9,029
Administration & Support Services				14		14		203	203	191		191	408
Sports & Youth Services				115	2	117	4	172	176				293
Legal, Judiciary and Legislative Services				10		10							10
Finance Service													
Finance & Audit Services				499		499	1,038	4	1,042				1,541
Administration & Support Services				81	2	83	230	86	316				399
Legal, Judiciary and Legislative Services				4		4							4

Row Labels	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Technical Service													
Medical and Health Services	642	94	736	2,511	40	2,551	1			1		1	3,288
Architectural, Engineering & Land Services	592	23	615	1,771	36	1,807	154	7	161				2,583
Forestry & Environment Protection Services	237	3	240	1,218	10	1,228							1,468
Agriculture & Livestock Services	308	2	310	963		963							1,273
Laboratory & Technical Services	75	1	76	736	186	922							998
Legal, Judiciary and Legislative Services	166	14	180	305	9	314							494
Library, Archives & Museum Services	24		24	297	73	370							394
Information Communication & Technology Services	148	21	169	155	5	160							329
Transportation & Aviation Services	20	2	22	134	2	136							158
Administration & Support Services	84	2	86	1	1	1	1		1			1	88

Row Labels	ESC			PMC			SSC			OC			Grand Total				
	R	C	T	R	C	T	R	C	T	R	C	T					
Arts, Culture & Literary Services	43			4			17			13			30				77
Planning & Research Services	32						27						27				59
Finance & Audit Services	10			1			5						5				16
Grand Total	261	10	271	12,327	1,199	13,526	11,280	1,152	12,432	1,663	726	2,389	28,618				

Note: ¹Eminent Members of the National Council

C: Contract, R: Regular & T: Total

Table 52

Civil Servants by Super Structure and Position Level

Row Labels	EX & ES Service			Administration Service			Education Service			Finance Service			Technical Service			Grand Total
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	
No level ¹	2	1	3													3
EX1	23		23													23
EX2	51	2	53													53
EX3	61	12	73	1		1										74
ES1	4	1	5													5
ES2	36	6	42													42
ES3	59	12	71													71
P1				136	28	164	309	223	532	43	9	52	256	52	308	1,056
P2				119	42	161	862	456	1,318	68	27	95	278	76	354	1,928
P3				149	77	226	1,556	1,141	2,697	85	36	121	577	189	766	3,810
P4				286	111	397	1,226	788	2,014	108	59	167	650	365	1,015	3,593
P5				256	217	473	1,358	1,052	2,410	96	55	151	59	46	105	3,139
SS1					1	1						39	21	60		61
SS2				3	1	4	4	4	4	13	2	15	197	83	280	303
SS3				6	8	14	10	1	11	61	14	75	634	216	850	950
SS4				39	30	69	47	15	62	184	88	272	741	403	1,144	1,547
S1				92	94	186	31	10	41	274	183	457	1,244	690	1,934	2,618
S2				120	126	246	39	24	63	138	107	245	976	548	1,524	2,078

Row Labels	EX & ES Service		Administration Service						Education Service			Finance Service			Technical Service			Grand Total			
			M		F		T		M		F		T		M		F		T		
	M	F	M	T	M	F	T	M	F	T	M	F	T	M	F	T	M		F	T	
S3			130	198	328	2	1	3	70	42	112	963	783	1,746	2,189						
S4			194	350	544	7	1	8	42	34	76	304	221	525	1,153						
S5			285	305	590	225	161	386	52	54	106	249	202	451	1,533						
O1			576	136	712							126	5	131	843						
O2			230	73	303	60	103	163				25	2	27	493						
O3			341	39	380							4		4	384						
O4			597	43	640	11	17	28				1		1	669						
Total	236	34	270	3,560	1,879	5,439	5,747	3,993	9,740	1,234	710	1,944	7,323	3,902	11,225	28,618					

Note: ¹Eminent Members of the National Council are included

M: Male, F: Female & T: Total

Table 53**Civil Servants by Working Agency and Super Structure**

Working Agency	EX & ES Service			Administration Service		
	M	F	T	M	F	T
His Majestys Secretariat	9	1	10	26	19	45
Secretariat of His Majesty The Fourth Druk Gyalpo	3		3	22		22
Judiciary						
Royal Court of Justice	1		1	91	70	161
Supreme Court of Bhutan				1		1
Legislative						
National Assembly Secretariat	2		2	45	27	72
National Council Secretariat	4	1	5	22	20	42
Constitutional						
Royal Audit Authority	4		4	28	26	54
Anti-Corruption Commission	3		3	30	17	47
Royal Civil Service Commission	4	1	5	29	32	61
Ministry						
Ministry of Agriculture and Forests	39	4	43	302	105	407
Ministry of Health	11	1	12	157	83	240
Ministry of Finance	9	1	10	90	53	143
Ministry of Works & Human Settlement	9		9	103	34	137
Ministry of Home & Cultural Affairs	9	1	10	286	147	433
Ministry of Information & Communications	6		6	152	61	213
Ministry of Economic Affairs	11		11	134	86	220
Ministry of Labour & Human Resources	7	1	8	96	62	158
Ministry of Education	4	2	6	63	50	113
Ministry of Foreign Affairs	10	2	12	106	55	161
Agency						
Jigme Dorji Wangchuk National Referral Hospital	17	10	27	31	60	91
National Land Commission	9		9	77	41	118
National Center for Hydrology and Meteorology	2		2	8	5	13
Dratshang Lhentshog	1		1	61	4	65
Tourism Council of Bhutan	1	1	2	22	18	40

Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
1		1	7		7	3	5	8	71
			1		1	1		1	27
			18	12	30	151	150	301	493
			2	1	3	2		2	6
			1	2	3	11	7	18	95
			1	1	2	11	5	16	65
			132	35	167	19	10	29	254
9	1	10	4	2	6	31	17	48	114
			1	2	3	12	5	17	86
8	1	9	79	46	125	1,853	431	2,284	2,868
			28	25	53	577	415	992	1,297
3		3	448	226	674	89	29	118	948
			38	13	51	357	125	482	679
9	3	12	29	10	39	73	37	110	604
			12	12	24	194	55	249	492
2		2	14	11	25	175	57	232	490
120	41	161	19	7	26	21	16	37	390
39	13	52	12	9	21	25	20	45	237
1		1	17	2	19	8	3	11	204
			7	11	18	405	531	936	1,072
			6	2	8	66	30	96	231
			1	2	3	111	47	158	176
7	3	10	3		3	10	4	14	93
9	10	19	5	4	9	9	3	12	82

Working Agency	EX & ES Service			Administration Service		
	M	F	T	M	F	T
Gross National Happiness Commission	2		2	35	26	61
Office of the Attorney General				6	3	9
Royal Institute of Management	6		6	13	8	21
National Environment Commission	2		2	11	7	18
Bhutan Narcotic Control Authority	1		1	15	3	18
Bhutan Standards Bureau	1		1	5	2	7
Royal Education Council	5		5	5	9	14
National Statistics Bureau	1		1	5	4	9
Cabinet Secretariat	2		2	19	10	29
Bhutan Council for School Examination and Assessment	1	2	3	5	4	9
Bhutan Information Communications & Media Authority	1		1	8	8	16
Drug Regulatory Authority	1		1	2	5	7
National Commission for Women & Children		1	1	8	11	19
Centre for Bhutan Studies and GNH Research	1		1	13	8	21
Dzongkha Development Commission	1		1	8	4	12
Construction Development Board	1		1	5	4	9
Bhutan Olympic Committee	2		2	3	1	4
Bhutan National Legal Institute				4	4	8
Bhutan Medical Health Council	1		1	2	5	7
Royal Privy Council				6	3	9
Dzongkhag						
Trashigang	3		3	112	53	165
Samtse	2		2	102	42	144
Chukha	2		2	87	40	127
Paro	1		1	60	46	106
Mongar	1		1	87	36	123
Wangduephodrang	1		1	60	35	95
Samdrup Jongkhar	1		1	82	28	110
Dagana		1	1	80	33	113
Sarpang	1		1	63	35	98
Punakha	2		2	52	32	84

Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
			2	1	3	4	1	5	71
				1	1	41	19	60	70
15	7	22	2	2	4	6	4	10	63
				2	2	18	19	37	59
12	20	32	1	1	2	1	4	5	58
				1	1	24	20	44	53
22	5	27	1	1	2	3	1	4	52
			1	2	3	19	11	30	43
			2	2	4	6	2	8	43
10	7	17	3		3	2	2	4	36
			1	1	2	9	5	14	33
			1		1	17	4	21	30
1	1	2	2	2	4	2	2	4	30
			1	1	2	3	2	5	29
			1	2	3	10	2	12	28
				2	2	11	3	14	26
11		11	2		2				19
			1	2	3	4	2	6	17
				1	1	3	1	4	13
				1	1				10
526	235	761	31	18	49	300	152	452	1,430
466	307	773	20	14	34	214	128	342	1,295
371	239	610	17	14	31	159	128	287	1,057
247	298	545	16	17	33	146	143	289	974
383	189	572	16	13	29	142	88	230	955
267	193	460	14	14	28	156	114	270	854
264	120	384	20	11	31	174	90	264	790
240	161	401	25	7	32	143	78	221	768
265	152	417	13	12	25	137	70	207	748
238	172	410	12	15	27	134	84	218	741

Working Agency	EX & ES Service			Administration Service		
	M	F	T	M	F	T
Pemagatsel	1		1	71	26	97
Zhemgang	1		1	61	25	86
Tsirang	1		1	61	25	86
Trashy Yangtse	1		1	47	21	68
Lhuntse	1		1	49	21	70
Bumthang	1	1	2	38	23	61
Thimphu	1		1	47	33	80
Trongsa	1		1	39	18	57
Haa	2		2	46	16	62
Gasa	1		1	26	11	37
Thromde						
Thimphu	2	1	3	57	31	88
Phuentsholing	1	1	2	31	18	49
Gelephu		1	1	21	17	38
Samdrupjongkhar	1		1	19	10	29
Outside						
Defence ¹						
Non Governemental Organizations	1		1	1		1
Corporations	1		1	1		1
International Organizations	1		1			
Grand Total	236	34	270	3,560	1,879	5,439

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

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

Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
281	105	386	18	9	27	152	61	213	724
218	126	344	12	12	24	141	69	210	665
208	95	303	13	11	24	150	59	209	623
255	97	352	15	9	24	113	63	176	621
199	69	268	11	6	17	104	49	153	509
179	98	277	13	5	18	80	61	141	499
123	107	230	8	16	24	83	60	143	478
142	101	243	14	4	18	86	51	137	456
98	96	194	6	11	17	81	46	127	402
55	24	79	6	4	10	54	18	72	199
261	664	925	10	14	24	76	104	180	1,220
75	116	191	6	9	15	42	41	83	340
67	69	136	3	5	8	38	21	59	242
40	48	88	6		6	19	17	36	160
			3		3	1		1	4
							1	1	3
									2
						1		1	2
5,747	3,993	9,740	1,234	710	1,944	7,323	3,902	11,225	28,618

Table 54
Civil Servants by Parent Agency and Super Structure

Parent Agency	EX & ES Service			Administration Service		
	M	F	T	M	F	T
His Majesty's Secretariat	7		7	24	17	41
Secretariat of His Majesty The Fourth Druk Gyalpo	3		3	21		21
Judiciary	1		1	89	70	159
Royal Court of Justice	1		1	88	69	157
Supreme Court of Bhutan				1	1	2
Legislative	4		4	67	43	110
National Assembly Secretariat	2		2	45	25	70
National Council Secretariat	4	1	5	22	18	40
Constitutional	12	1	13	153	108	261
Royal Audit Authority	5		5	25	26	51
Royal Civil Service Commission	4	1	5	100	68	168
Anti-Corruption Commission	3		3	28	14	42
Ministry	161	26	187	2,591	1,350	3,941
Ministry of Education	7	5	12	269	340	609
Ministry of Health	30	11	41	285	196	481
Ministry of Agriculture and Forests	39	4	43	300	98	398
Ministry of Finance	10	1	11	87	52	139
Ministry of Home & Cultural Affairs	28	2	30	1,051	370	1,421
Ministry of Works & Human Settlement	10		10	128	35	163
Ministry of Information & Communications	6		6	152	66	218
Ministry of Economic Affairs	12		12	129	81	210
Ministry of Labour & Human Resources	7	1	8	92	57	149
Ministry of Foreign Affairs	12	2	14	98	55	153
Autonomous Agency	43	5	48	514	270	784
National Land Commission	9		9	161	75	236
Office of the Attorney General				6	3	9
National Center for Hydrology and Meteorology (NCHM)	2		2	8	5	13
Gross National Happiness Commission	2		2	117	47	164

Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
			1		1	1	2	3	52
									24
			2		2	148	145	293	455
			2		2	146	145	291	451
						2		2	4
			1		1	8	7	15	133
			1		1	4	3	7	80
						4	4	8	53
9	1	10	128	36	164	39	17	56	504
			125	35	160	12	5	17	233
						3		3	176
9	1	10	3	1	4	24	12	36	95
5,651	3,939	9,590	1,094	669	1,763	6,500	3,441	9,941	25,422
5,509	3,894	9,403	92	97	189	350	605	955	11,168
			18	20	38	2,103	1,652	3,755	4,315
8	1	9	10	9	19	2,377	556	2,933	3,402
3		3	938	531	1,469	71	11	82	1,704
9	3	12	15	5	20	95	36	131	1,614
			9	3	12	992	363	1,355	1,540
			2	2	4	352	153	505	733
2		2	3	2	5	149	52	201	430
120	41	161	7		7	10	13	23	348
						1		1	168
87	53	140	7	4	11	620	277	897	1,880
			1		1	179	41	220	466
						104	66	170	179
			1		1	108	46	154	170
									166

Parent Agency	EX & ES Service			Administration Service		
	M	F	T	M	F	T
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)	2	1	3	8	25	33
Dratshang Lhentshog	1		1	60	3	63
National Environment Commission	2		2	10	7	17
National Statistics Bureau	1		1	4	3	7
Tourism Council of Bhutan	1	1	2	22	17	39
Royal Institute of Management	6		6	12	8	20
Bhutan Narcotic Control Authority	1		1	15	3	18
Bhutan Standards Bureau	1		1	5	2	7
Royal Education Council	5		5	5	8	13
Dzongkha Development Commission	1		1	8	4	12
Cabinet Secretariat	2		2	18	9	27
Bhutan Council for School Examination and Assessment	1	2	3	5	4	9
Drug Regulatory Authority	1		1	2	4	6
Bhutan Information Communications & Media Authority	1		1	7	8	15
Centre for Bhutan Studies and GNH Research	1		1	13	8	21
National Commission for Women & Children		1	1	8	10	18
Construction Development Board	1		1	5	4	9
Bhutan Olympic Committee	1		1	3	1	4
Bhutan Medical Health Council	1		1	2	5	7
Bhutan National Legal Institute				4	4	8
Royal Privy Council				6	3	9
Thromde	3	1	4	101	21	122
Thimphu	1		1	48	4	52
Phuentsholing	1		1	23	6	29
Gelephu		1	1	17	7	24
Samdrupjongkhar	1		1	13	4	17
Grand Total	236	34	270	3,560	1,879	5,439

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

Education Service			Finance Service			Technical Service			Grand Total
M	F	T	M	F	T	M	F	T	
						49	45	94	130
7	3	10				8	3	11	85
						31	27	58	77
						48	13	61	69
9	10	19	1		1	5	2	7	68
15	7	22	1		1	5	3	8	57
12	20	32		1	1	1		1	53
						23	19	42	50
22	5	27				2		2	47
				1	1	19	2	21	35
			1		1	2	1	3	33
10	7	17							29
						16	4	20	27
						8	2	10	26
				1	1	3		3	26
1	1	2	2		2				23
						7	2	9	19
11		11							16
						2	1	3	11
				1	1				9
									9
			1	1	2	7	13	20	148
						5	10	15	68
							1	1	31
				1	1	1		1	27
			1		1	1	2	3	22
5,747	3,993	9,740	1,234	710	1,944	7,323	3,902	11,225	28,618

Table 55

International Volunteers by Parent Agency (31st Decmeber 2018)

Parent Agency	JOCV	AV	SV	BCFV	FFT	Total
Ministry of Education	4	1	1	4		10
Ministry of Labour and Human Resources	2	1			3	6
Ministry of Agriculture and Forests	1	2				3
Bhutan Olympic Committee	2					2
Ministry of Works and Human Settlement	2					2
Ministry of Information and Communications	1					1
Ministry of Economic Affairs			1			1
Anti-Corruption Commission			1			1
Royal Civil Service Commission					1	1
Tourism Council of Bhutan			1			1
JDWNRH			1			1
	Total	13	4	4	4	29

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