

# **CIVIL SERVICE STATISTICS**

**DECEMBER 2021**

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## Introduction

This Report presents the Civil Service statistics as on 31<sup>st</sup> December 2021. 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 organized and presented in 55 tables and 15 graphs. The number of civil servants is also disaggregated by Position Categories and Position Levels, and Major Occupational Groups and Sub-groups giving the overview of the Civil Service structure.

The Parent Agencies and Working Agencies give 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 31<sup>st</sup> December 2021. The information on civil servants pursuing higher education by type of training and by country are also made available, which makes it 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 size of the Civil Service as on 31<sup>st</sup> December 2021 is 31,177 consisting of 26,322 regular civil servants and 4,855 on contract.

There has been a significant growth in the size of Civil Service over a period of one decade. The cumulative growth in the Civil Service strength as on 31<sup>st</sup> December 2021 compared to the strength on 31<sup>st</sup> December 2011 is 34.67%. However, the annual growth for the year 2021 was decreased by 0.13% while the annual growth in 2020 was 4.0%, 4.94 in 2019%, 1.95% in 2018, 3.90% in 2017 and 1.60% in 2016.

Overall, the civil servants in Dzongkhag and Thromde Administrations have been 59% on an average for the last 6 years from 2016 to 2021. The growth in the Civil Service under Dzongkhag and Thromde Administrations is 58.14% in 2016, 59.13% in 2017, 58.83% in 2018, 58.84% in 2019, 59.68% in 2020 and 60.71% in 2021 (Table 14).

As on 31<sup>st</sup> December 2021, the number of civil servants constitutes 4.12% of the total population of the country (Table 2). The ratio of civil servants to population is 1:24. Female Civil Servants constitutes 39.76% with a decrease of 2.34% from 2020.

During January to December 2021, a total of 2,253 civil servants were recruited, 4,406 promoted, and 1,504 separated with a net increase of 749 Civil Servants (Graph 10).

### Position Category and Position Level

As on 31<sup>st</sup> December 2021, there are 326 (1.05%) civil servants in Executive and Specialist Category, 14,990 (48.08%) civil servants in Professional and Management Category, 13,364 (42.87%) in Supervisory and Support Category and 2,497 (8.00%) in Operational Category (Table 3).

### Employment Type

There are 26,322 regular civil servants equivalent to 84.43% and 4,855 on contract equivalent to 15.57% (Table 1). By working agency, the Ministry of Agriculture and Forests has the highest number of regular employees with 2,656 followed by Ministry of Health with 1,429 regular employees (Table 6). As Parent Agency, the Ministry of Education has the highest number of contract employees with 3,292 followed by Ministry of Home and Cultural Affairs with 379 contract employees (Table 7).

Besides regular and contract civil servants, there are 3,683 as Elementary Service Personnel (ESP) and 3,224 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 2,825 constituting 9.06% of the total strength. It is followed by Trashigang Dzongkhag with 1,570 constituting 5.04%, Ministry of Health with 1,513 constituting 4.85%, and Samtse Dzongkhag with 1,464 constituting 4.70%.

By Parent Agency, the Ministry of Education has the highest number of civil servants with 13,023 constituting 41.77% of the total strength of the Civil Service. It is followed by the Ministry of Health with 5,042 constituting 16.17% and Ministry of Agriculture and Forest with 3,425 constituting 10.99% (Table 7).

## Location

Civil servants by location refers to civil servants working within the geographical perimeter of a Dzongkhag but not necessarily under Dzongkhag Administration. By location, Thimphu Dzongkhag has 8,693 civil servants which includes civil servants of all central agencies located within the perimeter of Thimphu Dzongkhag. It is followed by Chhukha with 2,245, and Sarpang with 2,109. Gasa Dzongkhag has the least number of 303 civil servants (Table 15).

As on 31<sup>st</sup> December 2021, 60.71% of the civil servants are working under Dzongkhag and Thromde Administrations (Table 14). Although by location, Thimphu Dzongkhag has the highest number of 8,693, only 482 civil servants are actually under Dzongkhag Administration. Thimphu Thromde has 1,450 civil servants and the rest are under Ministries and Central Agencies (Table 16).

Under Dzongkhag Administration, the highest numbers of civil servants are under Trashigang with 1,570 followed by Samtse with 1,464 and Chhukha with 1,169. The other Dzongkhag Administrations have lesser number with least number of 227 civil servants under Gasa Dzongkhag Administration (Table 17).

## Major Occupational Groups (MOG)

Amongst the 19 MOGs, the Education and Training Services has the highest number of Civil Servants with 10,134 constituting 32.50%. It is followed by the General Administration and Support Services with 5,635 constituting 18.07% and Medical and Health Services with 3,850 constituting 12.35%. Both Foreign Services Group and Arts, Culture & Literacy Services Group have the least number of 83 civil servants constituting 0.27% of the total strength (Table 19 and Graph 4).

## Gender

Of the total of 31,177 civil servants, 12,396 are female civil servants constituting 39.76% of the total strength of the Civil Service. Among the MOGs, the highest

numbers of female civil servants are in the Education and Training Services with 4,072 constituting 14.23% of the total strength of the Civil Service and 41.47% within the MOG. It is followed by General Administration and Support Services with 2,486 and Medical and Health Services with 1,836 (Table 23).

### **Age Groups**

By age groups, about 75% of the civil servants are below the age of 42 years as on 31<sup>st</sup> December 2021 and around 25% of civil servants are younger than 30 years. The median age of civil servants is 35 years. A total of 7,088 civil servants equivalent to 23% fall under 30-34 years age group, followed by 6,412 civil servants equivalent to 21% under 35-39 years age group (Graph 7).

### **Recruitment**

From January to December 2021, a total of 2,253 civil servants were recruited, the highest being in Education and Training Services Group with 1,062, followed by Administration and Support Services Group with 362 new recruits and Medical and Health Services Group with 328 (Table 27).

### **Promotion**

A total of 4,406 civil servants are promoted from January to December 2021. It includes 68 in Executive & Specialist Category, 2,210 in Professional and Management Category, 1,999 in Supervisory and Support Category, and 183 in Operational Category (Table 30).

### **Separation**

From January to December 2021, a total of 1,504 civil servants are separated with 828 regular employees and 676 contract employees. By position category, 24 separation are from Executive & Specialist Category, 755 from Professional and Management Category, 547 from Supervisory and Support Category and 178 from Operational Category respectively.

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

Of the total 26,322 regular civil servants, 34 has PhD, 2,760 has Master's Degree, 2,515 has PG, 8,030 has Bachelor's Degree while 12,983 has diploma and lower qualification (Table 37).

### **Long-Term Training**

During January to December 2021, a total of 351 civil servants were approved for long-term training. Out of 351 candidates, 1 is undergoing Ph.D., 2 Specialization, 255

Master's Degree, 1 P.G. Diploma, 81 Bachelor's Degree, 3 Visiting fellowship and 8 Certificate courses.

### **Secondment**

As on 31<sup>st</sup> December 2020, there are 44 civil servants on Secondment to non-civil service agencies. (Table 47).

### **Extraordinary Leave**

A total of 293 civil servants availed Extraordinary Leave. The highest number is at P3 position level which accounted for 69 civil servants and followed by 69 civil servants at P2 (Table 48).

### **Superstructure**

Amongst the five Superstructure groups, Technical Service has the highest number of civil servants with 11,782 and the least number in Executive and Specialist Service with 322.

### **Volunteers**

There were 8 international volunteers out of which 5 are Japan International Cooperation Agency (JICA) volunteers and 3 Australian Volunteers who have been providing their services through remote volunteering (Table 55).

## Part II - Detailed Statistics

### General

**Table 1**  
**Summary**

Category	As of 31 <sup>st</sup> December 2021	% of Total
Regular (Bhutanese)	26,318	84.41%
Regular (Non-Bhutanese)	4	0.01%
Contract (Bhutanese)	4,776	15.32%
Contract (Non-Bhutanese)	79	0.25%
<b>Total Civil Service Strength</b>	<b>31,177</b>	<b>100%</b>
Total Regular	26,322	84.43%
Total Contract	4,855	15.57%
Total Female Civil Servants	12,396	39.76%
Total Male Civil Servants	18,781	60.24%
Total Civil Servants located in Thimphu	8,693	27.88%
Total Civil Servants outside Thimphu	22,484	72.12%
Total Civil Servants located outside the Country	95	0.30%
Total Civil Servants under Dzongkhag Administration & Thromde	18,925	60.70%
Total Expatriates in the Civil Service	83	0.27%
International Volunteers	8	0.03%
Substitute Teachers, Substitute for EOL, Substitute for Maternity Leave & Substitute for Study Leave	152	0.49%

The cumulative figures of Elementary Service Personnel and General Service Personnel as on 31st December 2021 are as follows:

1. Elementary Service Personnel<sup>1</sup> : 3,683
2. General Service Personnel<sup>2</sup> : 3,224

<sup>1&2</sup> 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
2019	30,032	741,672	4.05%	1:25
2020	31,219	748,931	4.17%	1:24
2021	31,177	756,129	4.12%	1:24

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

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

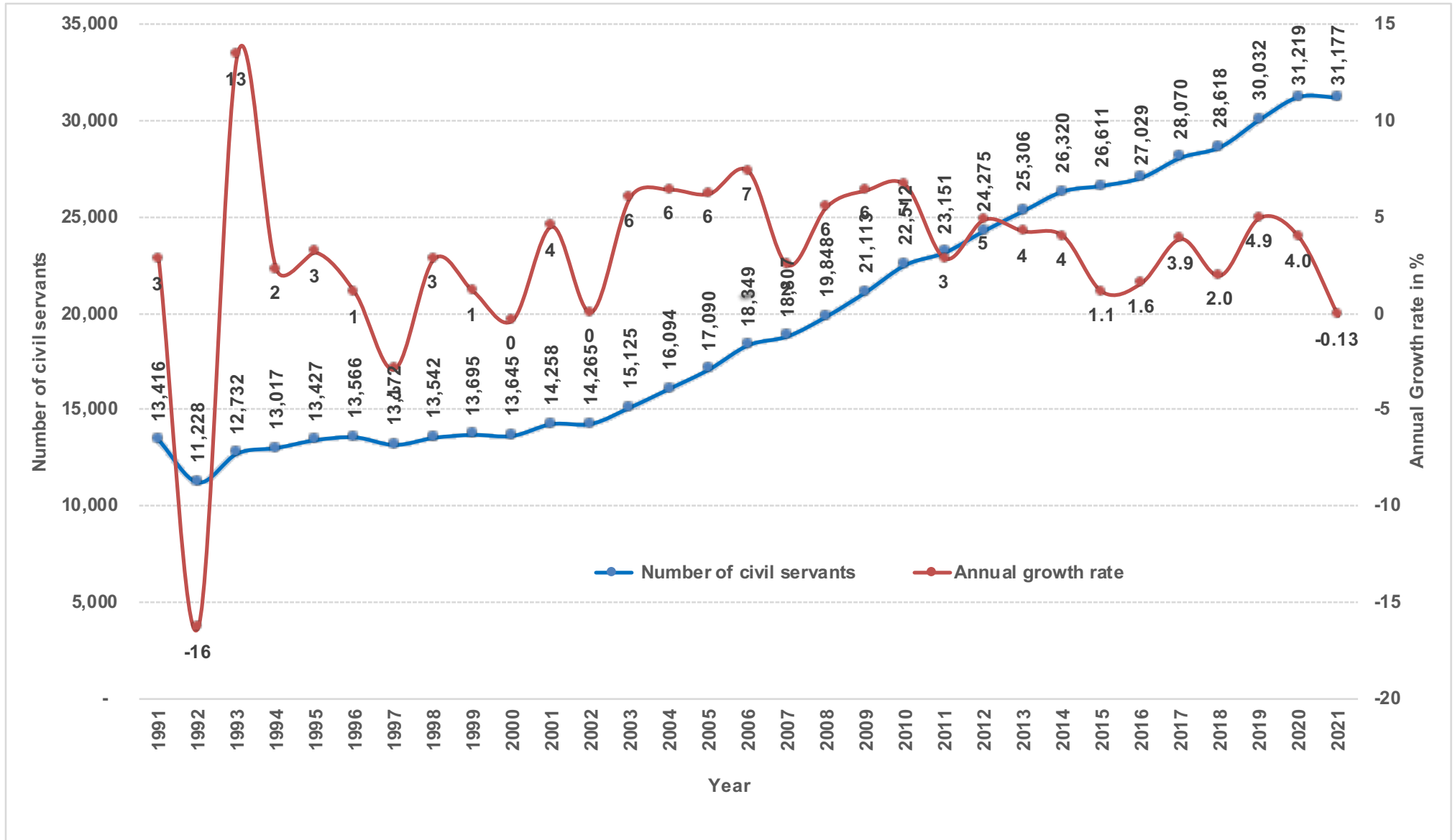
Position Category	<10 years	10-19 years	20-30 years	> 30 years	Total
Executive and Specialists	23	24	201	78	326
Professional & Management	7,877	4,814	1,881	418	14,990
Supervisory & Support	5,850	4,608	2,080	826	13,364
Operational Staff	1,288	748	418	43	2,497
<b>Total</b>	<b>15,038</b>	<b>10,194</b>	<b>4,580</b>	<b>1,365</b>	<b>31,177</b>

**Table 4**  
**Number of Civil/Public Servants Conferred the Royal Civil Service Award 2021**

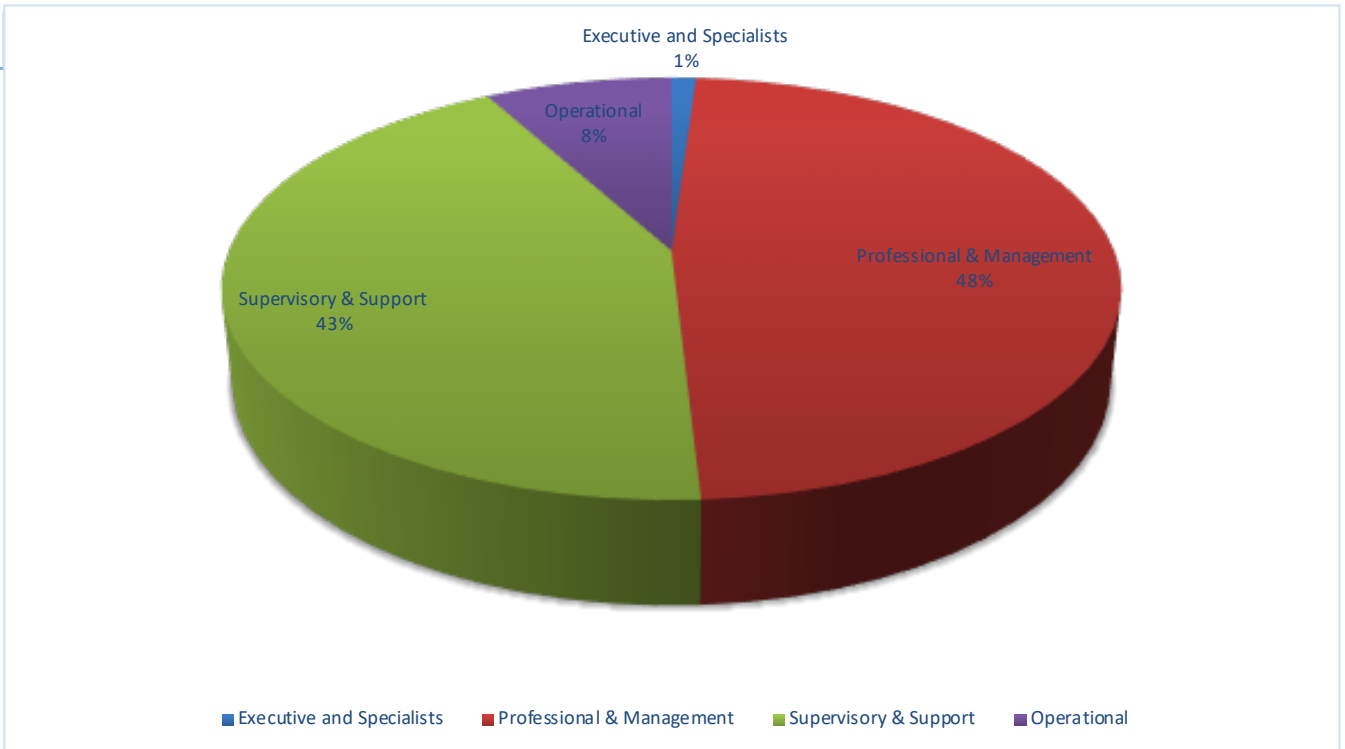
Category of Awards	Civil Service	Public Service	Total
10 Years and above (Bronze)	2,321	578	2,899
20 Years and above (Silver)	914	346	1,260
30 Years and above (Gold)	399	167	566
Lifetime Services (Gold)	357	132	489
<b>Total</b>	<b>3,991</b>	<b>1,223</b>	<b>5,214</b>

Graph 1

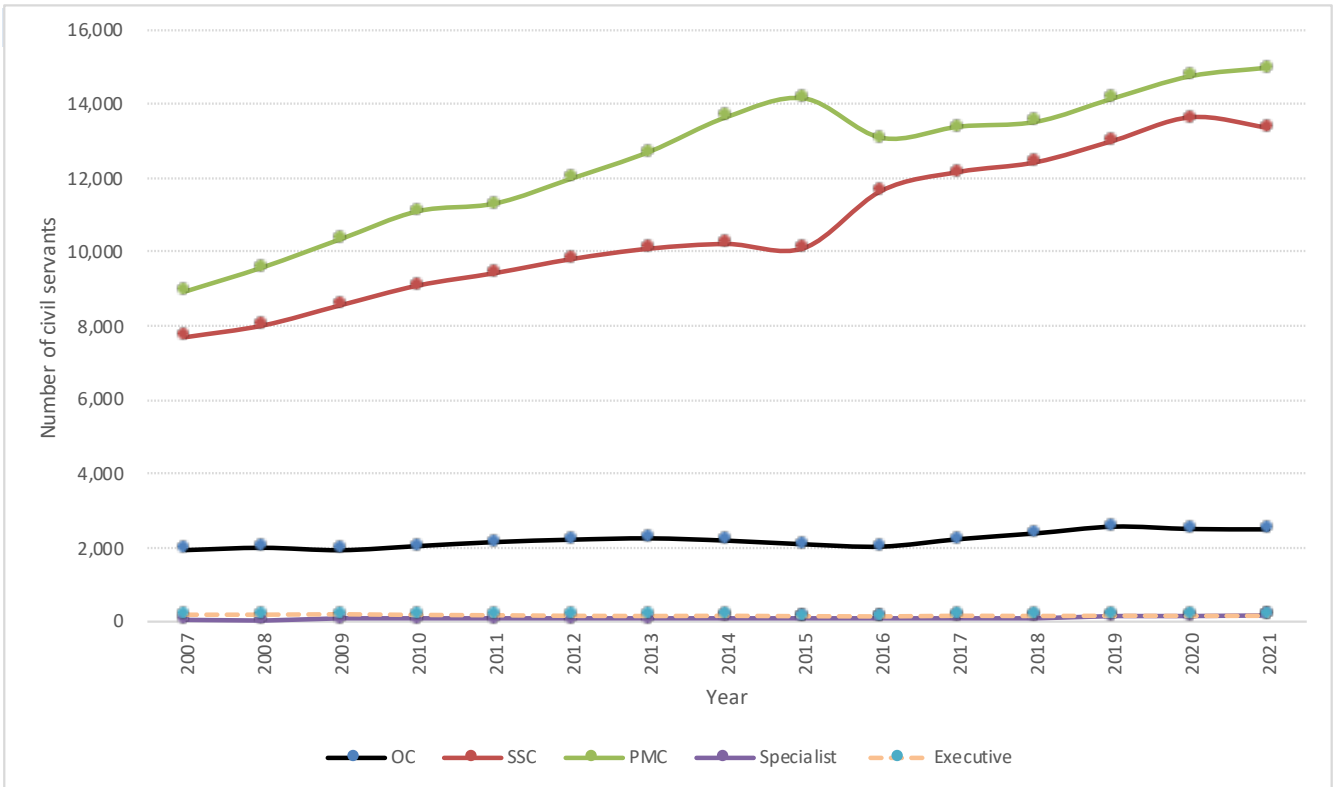
Civil Service Staffing Trend ( 1991 -2021)



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



**Graph 3**  
**Civil Servants by Position Category (2007 -2021)**



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

Position Category & Position Level	2017			2018			2019			2020			2021		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
<b>Executive</b>															
No Level <sup>1</sup>	3		3	3		3	3		3	2		2	2		2
EX1	25		25	23		23	22	1	23	25		25	24	1	25
EX2	58	1	59	51	2	53	52	3	55	49	2	51	51	1	52
EX3	68	4	72	70	4	74	74	4	78	72	4	76	75	4	78
<b>Total</b>	<b>154</b>	<b>5</b>	<b>159</b>	<b>147</b>	<b>6</b>	<b>153</b>	<b>151</b>	<b>8</b>	<b>159</b>	<b>148</b>	<b>6</b>	<b>154</b>	<b>152</b>	<b>6</b>	<b>158</b>
<b>Specialist</b>															
ES1	5	1	6	4	1	5	3		3	6	6	12	7	9	16
ES2	36	1	37	40	2	42	36	1	37	30	2	32	29	3	32
ES3	72	1	73	70	1	71	85	2	87	103	4	107	117	3	120
<b>Total</b>	<b>113</b>	<b>3</b>	<b>116</b>	<b>114</b>	<b>4</b>	<b>118</b>	<b>124</b>	<b>3</b>	<b>127</b>	<b>139</b>	<b>12</b>	<b>151</b>	<b>153</b>	<b>15</b>	<b>168</b>
<b>Professional &amp; Management Category</b>															
P1	944	18	962	1,037	19	1,056	1,142	17	1,159	1,265	23	1,288	1,405	22	1,427
P2	1,720	29	1,749	1,900	28	1,928	2,057	35	2,092	2,248	36	2,284	2,636	36	2,672
P3	3,202	74	3,276	3,735	75	3,810	3,829	62	3,891	3,721	43	3,764	3,610	35	3,645
P4	3,853	116	3,969	3,430	163	3,593	3,397	236	3,633	3,385	230	3,615	2,999	194	3,193
P5	2,617	821	3,438	2,225	914	3,139	2,146	1,240	3,386	2,459	1,350	3,809	2,532	1,521	4,053
<b>Total</b>	<b>12,336</b>	<b>1,058</b>	<b>13,394</b>	<b>12,327</b>	<b>1,199</b>	<b>13,526</b>	<b>12,571</b>	<b>1,590</b>	<b>14,161</b>	<b>13,078</b>	<b>1,682</b>	<b>14,760</b>	<b>13,182</b>	<b>1,808</b>	<b>14,990</b>
<b>Supervisory &amp; Support Category</b>															
SS1	26		26	61		61	110		110	2,778	58	2,836	148		148
SS2	272	2	274	301	2	303	350	3	353	2,557	61	2,618	623	2	625
SS3	858		858	950		950	1,054		1,054	1,814	20	1,834	980		980
SS4	1,355	15	1,370	1,533	14	1,547	1,576	16	1,592	799	48	847	1,908	13	1,921
S1	2,561	44	2,605	2,570	48	2,618	2,646	60	2,706	545	1,644	2,189	2,506	70	2,576
S2	2,057	44	2,101	2,011	67	2,078	2,146	58	2,204	124		124	2,520	84	2,604
S3	1,943	12	1,955	2,173	16	2,189	2,028	17	2,045	406	3	409	1,713	21	1,734
S4	1,488	32	1,520	1,135	18	1,153	955	31	986	1,104	2	1,106	477	55	532
S5	670	790	1,460	546	987	1,533	520	1,445	1,965	1,670	15	1,685	509	1,735	2,244
<b>Total</b>	<b>11,230</b>	<b>939</b>	<b>12,169</b>	<b>11,280</b>	<b>1,152</b>	<b>12,432</b>	<b>11,385</b>	<b>1,630</b>	<b>13,015</b>	<b>11,797</b>	<b>1,851</b>	<b>13,648</b>	<b>11,384</b>	<b>1,980</b>	<b>13,364</b>
<b>Operational Category</b>															
O1	846	5	851	839	4	843	849	4	853	852	3	855	872	6	878
O2	286	129	415	325	168	493	354	174	528	354	161	515	372	174	546
O3	419	2	421	383	1	384	325	3	328	262	6	268	158	10	168
O4	186	359	545	116	553	669	92	769	861	68	800	868	49	856	905
<b>Total</b>	<b>1,737</b>	<b>495</b>	<b>2,232</b>	<b>1,663</b>	<b>726</b>	<b>2,389</b>	<b>1,620</b>	<b>950</b>	<b>2,570</b>	<b>1,536</b>	<b>970</b>	<b>2,506</b>	<b>1,451</b>	<b>1,046</b>	<b>2,497</b>
<b>Grand Total</b>	<b>25,570</b>	<b>2,500</b>	<b>28,070</b>	<b>25,531</b>	<b>3,087</b>	<b>28,618</b>	<b>25,851</b>	<b>4,181</b>	<b>30,032</b>	<b>26,698</b>	<b>4,521</b>	<b>31,219</b>	<b>26,322</b>	<b>4,855</b>	<b>31,177</b>

Note: R= Regular, C=Contract

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

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

<b>Working Agency</b>	<b>Regular</b>	<b>Contract</b>	<b>Total</b>	<b>% against Total</b>
His Majestys Secretariat	91	23	114	<b>0.37%</b>
Secretariat of His Majesty The Fourth Druk Gyalpo	8	20	28	<b>0.09%</b>
<b>Judiciary</b>				
Royal Court of Justice	422	30	452	<b>1.45%</b>
Supreme Court of Bhutan	6		6	<b>0.02%</b>
<b>Legislative</b>				
National Assembly Secretariat	38	36	74	<b>0.24%</b>
National Council Secretariat	34	24	58	<b>0.19%</b>
<b>Constitutional</b>				
Royal Audit Authority	229	9	238	<b>0.76%</b>
Anti-Corruption Commission	133	3	136	<b>0.44%</b>
Royal Civil Service Commission	86	3	89	<b>0.29%</b>
<b>Ministry</b>				
Ministry of Agriculture and Forests	2,656	169	2,825	<b>9.06%</b>
Ministry of Health	1,429	84	1,513	<b>4.85%</b>
Ministry of Finance	888	78	966	<b>3.10%</b>
Ministry of Works & Human Settlement	585	21	606	<b>1.94%</b>
Ministry of Home & Cultural Affairs	547	23	570	<b>1.83%</b>
Ministry of Information & Communications	491	36	527	<b>1.69%</b>
Ministry of Economic Affairs	467	14	481	<b>1.54%</b>
Ministry of Labour & Human Resources	389	20	409	<b>1.31%</b>
Ministry of Foreign Affairs	201	4	205	<b>0.66%</b>
Ministry of Education	195	4	199	<b>0.64%</b>
<b>Dzongkhag</b>				
Trashigang	1,203	367	1,570	<b>5.04%</b>
Samtse	1,143	321	1,464	<b>4.70%</b>
Chukha	925	244	1,169	<b>3.75%</b>
Mongar	786	329	1,115	<b>3.58%</b>
Paro	941	148	1,089	<b>3.49%</b>
Wangdue	830	168	998	<b>3.20%</b>
Samdrup Jongkhar	668	242	910	<b>2.92%</b>
Sarpang	707	155	862	<b>2.76%</b>
Punakha	702	139	841	<b>2.70%</b>
Dagana	605	223	828	<b>2.66%</b>
Pema Gatshel	597	195	792	<b>2.54%</b>
Zhemgang	546	205	751	<b>2.41%</b>
Tsirang	564	153	717	<b>2.30%</b>
Trashi Yangtse	506	189	695	<b>2.23%</b>
Lhuntse	423	146	569	<b>1.83%</b>
Trongsa	407	145	552	<b>1.77%</b>
Bumthang	453	93	546	<b>1.75%</b>
Thimphu	384	98	482	<b>1.55%</b>
Haa	365	90	455	<b>1.46%</b>
Gasa	173	54	227	<b>0.73%</b>
<b>Thromde</b>				
Thimphu	1,322	128	1,450	<b>4.65%</b>
Phuentsholing	316	48	364	<b>1.17%</b>
Gelephu	257	23	280	<b>0.90%</b>
Samdrup Jongkhar	168	31	199	<b>0.64%</b>

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

<b>Working Agency</b>	<b>Regular</b>	<b>Contract</b>	<b>Total</b>	<b>% against Total</b>
<b>Autonomous</b>				
Jigme Dorji Wangchuck National Referral Hospital (JDWN)	1,103	168	1,271	<b>4.08%</b>
National Land Commission	211	5	216	<b>0.69%</b>
National Center for Hydrology and Meteorology (NCHM)	184	1	185	<b>0.59%</b>
Centre for Bhutan Studies and GNH Research	97	4	101	<b>0.32%</b>
Dratshang Lhentshog	41	60	101	<b>0.32%</b>
Tourism Council of Bhutan	68	14	82	<b>0.26%</b>
Gross National Happiness Commission	72		72	<b>0.23%</b>
Office of the Attorney General	67	4	71	<b>0.23%</b>
Royal Institute of Management	62	4	66	<b>0.21%</b>
National Environment Commission	61	4	65	<b>0.21%</b>
Cabinet Secretariat	48	8	56	<b>0.18%</b>
National Statistics Bureau	53	2	55	<b>0.18%</b>
Bhutan Narcotic Control Authority	26	24	50	<b>0.16%</b>
Bhutan Standards Bureau	48	2	50	<b>0.16%</b>
Royal Education Council	39	1	40	<b>0.13%</b>
Drug Regulatory Authority	30	2	32	<b>0.10%</b>
Bhutan Council for School Examination and Assessment	31	1	32	<b>0.10%</b>
Dzongkha Development Commission	29	1	30	<b>0.10%</b>
National Commission for Women & Children	26	3	29	<b>0.09%</b>
Construction Development Board	28	1	29	<b>0.09%</b>
Bhutan Information Communications & Media Authority	25	3	28	<b>0.09%</b>
Bhutan Civil Aviation Authority	21	2	23	<b>0.07%</b>
Bhutan Olympic Committee	15	2	17	<b>0.05%</b>
Bhutan Medical Health Council	14	1	15	<b>0.05%</b>
Bhutan National Legal Institute	11	2	13	
Royal Privy Council	11		11	<b>0.04%</b>
Media Council	5	1	6	<b>0.02%</b>
National Film Commission	4		4	<b>0.01%</b>
Bhutan Health Trust Fund	2		2	<b>0.01%</b>
<b>Non-civil service</b>				
Non Governmental Organizations	3		3	<b>0.01%</b>
Corporations	1		1	<b>0.00%</b>
<b>Grand Total</b>	<b>26,322</b>	<b>4,855</b>	<b>31,177</b>	<b>100.00%</b>

Note:

<sup>1</sup>Finance and Accounts staff placed in RBG/RBA/RBP

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

<b>Parent Agency</b>	<b>Regular</b>	<b>Contract</b>	<b>Total</b>	<b>%</b>
His Majestys Secretariat	26	23	49	<b>0.16%</b>
Secretariat of His Majesty The Fourth Druk Gyalpo	7	19	26	<b>0.08%</b>
<b>Judiciary</b>				
Royal Court of Justice	378	30	408	<b>1.31%</b>
Supreme Court of Bhutan	13		13	<b>0.04%</b>
<b>Legislative</b>				
National Assembly Secretariat	30	36	66	<b>0.21%</b>
National Council Secretariat	26	24	50	<b>0.16%</b>
<b>Constitutional</b>				
Royal Audit Authority	215	9	224	<b>0.72%</b>
Royal Civil Service Commission	171	12	183	<b>0.59%</b>
Anti-Corruption Commission	110	1	111	<b>0.36%</b>
<b>Ministry</b>				
Ministry of Education	9,731	3,292	13,023	<b>41.77%</b>
Ministry of Health	4,750	292	5,042	<b>16.17%</b>
Ministry of Agriculture and Forests	3,232	193	3,425	<b>10.99%</b>
Ministry of Finance	1,576	71	1,647	<b>5.28%</b>
Ministry of Works & Human Settlement	1,469	50	1,519	<b>4.87%</b>
Ministry of Home & Cultural Affairs	1,116	379	1,495	<b>4.80%</b>
Ministry of Information & Communications	678	58	736	<b>2.36%</b>
Ministry of Economic Affairs	437	16	453	<b>1.45%</b>
Ministry of Labour & Human Resources	361	19	380	<b>1.22%</b>
Ministry of Foreign Affairs	164	4	168	<b>0.54%</b>
<b>Thromde</b>				
Thimphu	56	41	97	<b>0.31%</b>
Phuentsholing	31	8	39	<b>0.13%</b>
Samdrupjongkhar	17	18	35	<b>0.11%</b>
Gelephu	23	11	34	<b>0.11%</b>
<b>Autonomous</b>				
National Land Commission	441	20	461	<b>1.48%</b>
National Center for Hydrology and Meteorology (NCHM)	178	1	179	<b>0.57%</b>
Office of the Attorney General	164	6	170	<b>0.55%</b>
Gross National Happiness Commission	170		170	<b>0.55%</b>
Dratshang Lhentshog	37	57	94	<b>0.30%</b>
National Environment Commission	79	4	83	<b>0.27%</b>
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)	73	86	159	<b>0.51%</b>
Tourism Council of Bhutan	57	14	71	<b>0.23%</b>
National Statistics Bureau	70	2	72	<b>0.23%</b>
Royal Institute of Management	57	4	61	<b>0.20%</b>
Bhutan Standards Bureau	49	1	50	<b>0.16%</b>
Bhutan Narcotic Control Authority	22	24	46	<b>0.15%</b>
Royal Education Council	34	1	35	<b>0.11%</b>
Cabinet Secretariat	39	7	46	<b>0.15%</b>
Dzongkha Development Commission	38	1	39	<b>0.13%</b>
Bhutan Civil Aviation Authority	21	2	23	<b>0.07%</b>
Bhutan Council for School Examination and Assessment	27	1	28	<b>0.09%</b>
Bhutan Information Communications & Media Authority	19	3	22	<b>0.07%</b>
Drug Regulatory Authority	27	2	29	<b>0.09%</b>
Centre for Bhutan Studies and GNH Research	18	4	22	<b>0.07%</b>
National Commission for Women & Children	18	3	21	<b>0.07%</b>
Construction Development Board	22	1	23	<b>0.07%</b>
Bhutan Olympic Committee	13	1	14	<b>0.04%</b>
Bhutan Medical Health Council	11	1	12	<b>0.04%</b>
Bhutan National Legal Institute	5	2	7	<b>0.02%</b>
Royal Privy Council	9		9	<b>0.03%</b>
Bhutan Health Trust Fund	1		1	<b>0.00%</b>
Media Council	3	1	4	<b>0.01%</b>
National Film Commission	3		3	<b>0.01%</b>
<b>Total</b>	<b>26,322</b>	<b>4,855</b>	<b>31,177</b>	<b>100.00%</b>

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

Working Agency	NA <sup>1</sup>	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total	
His Majestys Secretariat		2	2	4	1		1	15	8	16	13	7		1	4	10	1	1	7	7	1	7		3	3	114	
Secretariat of His Majesty The Fourth Druk Gyalpo		1		2				1	3	2				1	1	10		1	1		1	1		1	2	28	
<b>Judiciary</b>																											
Royal Court of Justice						1			3	4	19	1			4	73	123	81	14	32	10	19	17	13	38	452	
Supreme Court of Bhutan											4	1									1					6	
<b>Legislative</b>																											
National Assembly Secretariat			1		1			2	1	3	6	37			1	4	2		5	5		3			3	74	
National Council Secretariat		2	1		1			2	2	2	4	27				3	2	2		7			2	1		58	
<b>Constitutional</b>																											
Anti-Corruption Commission					3		1	7	9	20	25	18			1	5	10	16	3	1	3	8	4	2		136	
Royal Audit Authority				1	3			13	23	21	37	25		14	18	21	10	23	4	4		11	6	1	3	238	
Royal Civil Service Commission		1	2				1	7	5	12	2	23		1	2	6	5	3	4	5	3	2	2	1	2	89	
<b>Ministry</b>																											
Ministry of Agriculture and Forests		1	1	5	1	9	36	79	117	149	177	20	10	223	187	225	361	351	414	34	97	143	51	21	113	2,825	
Ministry of Economic Affairs		1	5	4				32	38	70	63	9	3	6	2	23	39	51	67	16	9	22	7	4	10	481	
Ministry of Education		1	2	3			3	31	49	12	7	18	2	4	5	11	9	10	4	7	1	9	7	2	2	199	
Ministry of Finance		1	2	4		1	2	46	61	77	83	77		8	83	140	126	136	20	9	15	52	8	6	9	966	
Ministry of Foreign Affairs		1	5	8				25	30	18	13	21		2	6	7	7	8	12	5		18	4	4	11	205	
Ministry of Health		1	2	3	1		12	55	64	125	148	34	30	58	95	174	289	176	81	14	15	63	25	7	41	1,513	
Ministry of Home & Cultural Affairs		1	3	4			3	30	33	39	26	11	4		6	30	50	33	52	55	137	28	5	6	14	570	
Ministry of Information & Communications		1	1	3				17	22	27	32	38	1	3	6	35	31	59	96	30	73	16	16	1	19	527	
Ministry of Labour & Human Resources		1	2	4			6	28	22	31	48	34		2	28	53	34	50	21	8	4	14	6	2	11	409	
Ministry of Works & Human Settlement		1	1	3		1	1	51	23	69	60	5	20	8	29	68	77	30	36	5	17	55	15	11	20	606	
<b>Dzongkhag</b>																											
Trashigang			1				1	44	138	200	168	290	2	12	27	70	98	131	75	25	179	28	29	7	45	1,570	
Samtse			1				2	50	124	145	170	415		18	23	56	98	110	47	11	124	22	16	2	30	1,464	
Chukha							2	34	137	154	127	263	2	9	25	54	65	76	40	9	111	16	21	2	21	1,169	
Mongar		1					1	29	94	146	98	295	4	17	23	30	51	66	22	13	157	12	30	1	25	1,115	
Paro			1			1	2	93	168	220	121	75	2	21	30	47	56	53	54	10	77	14	9	8	27	1,089	
Wangdue			1				1	34	110	161	114	163	4	16	33	62	61	62	49	12	69	16	9	4	17	998	
Samdrup Jongkhar			1					20	57	92	82	233	2	8	22	50	52	64	45	8	116	18	20	4	16	910	
Sarpang			1					57	104	131	91	141		18	17	41	52	56	30	9	74	17	2	4	17	862	
Punakha			1				2	58	97	148	106	64	4	15	32	39	39	49	45	14	76	15	10	3	24	841	
Dagana			1					10	56	64	95	229	1	12	19	34	41	71	24	5	110	10	17	2	27	828	
Pema Gatshel			1				1	14	60	102	80	180	2	4	10	33	49	70	28	9	93	12	22	5	17	792	
Zhemgang			1					7	30	56	90	194		10	14	43	57	56	26	10	87	15	25	3	27	751	
Tsirang			1				1	32	73	112	78	101	1	20	20	45	47	51	23	8	54	6	11	1	32	717	
Trashi Yangtse				1			2	15	42	81	98	156		5	13	26	38	52	26	11	84	10	15		20	695	
Lhuntse			1					9	32	57	76	131	1	4	8	20	34	53	15	13	75	7	19		14	569	
Trongsa			1					16	37	58	64	128		8	7	20	42	43	20	3	67	6	8	4	20	552	
Bumthang			1				1	21	70	96	71	54	2	5	13	23	33	37	29	9	46	14	7	1	13	546	
Thimphu			1		3		1	24	55	90	45	44	1	7	10	33	28	30	16	11	46	9	9	3	16	482	
Haa			1				1	15	38	65	64	79	2	4	15	16	23	38	13	7	42	6	6	3	17	455	
Gasa			1					3	10	18	25	58	1	2	7	8	20	17	10	3	24	4	4		12	227	
<b>Thromde</b>																											
Thimphu				1			9	191	329	338	174	96	3	3	15	21	34	69	56	15	41	20	13	3	19	1,450	
Phuentsholing				1			2	32	62	69	37	43	1		4	18	13	28	14	6	8	8	6	4	8	364	



**Table 8 (cont.)**  
**Civil Servants by Working Agency and Position Level**

Working Agency	NA <sup>1</sup>	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total	
Gelephu				1			1	33	39	53	25	38	5	2	7	10	9	15	12	3	4	5	6	3	9	280	
Samdrupjongkhar				1				10	18	40	25	32		1	2	4	8	11	11	6	14	2	2	4	8	199	
<b>Autonomous</b>																											
Jigme Dorji Wangchuck National Referral Hospital (JDWNRH)				2	9	13	10	44	50	75	145	14	34	52	80	160	259	189	37	10	17	34	10		27	1,271	
National Land Commission		2		2		1	2	7	21	16	14	12		6	2	12	32	12	13	11	18	21	10		2	216	
National Center for Hydrology and Meteorology (NCHM)				1			2	2	6	8	16	1	2			4	17	23	58	9	26	8	1		1	185	
Dratshang Lhentshog		1						2	1		2	4				1	1	10	4	1	3	11	9	4	47	101	
Tourism Council of Bhutan			1					3	14	11	15	5		1	2	3	3	1	9	3	4	5	1		1	82	
Office of the Attorney General				1				2	5	33	8	2			1	1	6	4			2	2	1	1	2	71	
Gross National Happiness Commission		1						7	9	18	14	6		1		1	3	1	5			6				72	
National Environment Commission		1				1		5	4	11	4	18			2	2	1	3	5	1		5	1			65	
Royal Institute of Management				1	1	3	1	8	8	5	1	5			4	5	5		6	4	1	3	2	1	2	66	
Cabinet Secretariat		1		1				3	5	7	3	10		1	1	2	2		4	3		5	2		6	56	
Bhutan Standards Bureau			1					4	5	2	6	1		5	1	4	4		5	8	1	2			1	50	
Bhutan Narcotic Control Authority			1					2	3	4	2	2					2	3	5				3	1	22	50	
National Statistics Bureau				1			1	5	10	6	10	2	1		6	3	3			1	3	1	2			55	
Royal Education Council						1	6	8	12			1				1		2	4	1			2	2		40	
Bhutan Council for School Examination and Assessment				1			1	12	5		1	2			1	3		1	2			2			1	32	
Drug Regulatory Authority				1				3		3	10			2	2	3	3		2			1			2	32	
Dzongkha Development Commission		1						3		5	1	11		1		1	3				1	2			1	30	
National Commission for Women & Children			1					3	4	6	2	3		1		2	2	1				1	2		1	29	
Bhutan Information Communications & Media Authority				1				1	3	3	4	3		2	1	1		2	1	1	1		2		2	28	
Bhutan Civil Aviation Authority				1				2	4	2	5	2	1				1	1			1	1		1	1	23	
Centre for Bhutan Studies and GNH Research		1						1	1	20	33	35			1	1	1	4				1	1		1	101	
Construction Development Board				1				2	2	6	1		1			3	2	6		2		1	1		1	29	
Bhutan Olympic Committee				1			1			3	5					1	2			1		1	2			17	
Bhutan Medical Health Council				1				2		2	2	1				2		1	1	1			1		1	15	
Royal Privy Council								2	1		1	1							1			2	2	1		11	
Media Council									1		1	2				1		1								6	
Bhutan Health Trust Fund				1											1											2	
National Film Commission								1			1	1					1									4	
Bhutan National Legal Institute									1	4		1				3			1	1	1				1	13	
<b>Non-civil service</b>																											
Non Governmental Organizations				1	1	1																				3	
Corporations									1																	1	
<b>Total</b>	<b>2</b>	<b>25</b>	<b>52</b>	<b>79</b>	<b>17</b>	<b>32</b>	<b>120</b>	<b>1,426</b>	<b>2,672</b>	<b>3,645</b>	<b>3,193</b>	<b>4,053</b>	<b>149</b>	<b>624</b>	<b>980</b>	<b>1,921</b>	<b>2,576</b>	<b>2,604</b>	<b>1,734</b>	<b>532</b>	<b>2,244</b>	<b>878</b>	<b>546</b>	<b>168</b>	<b>905</b>	<b>31,177</b>	

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

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

Parent Agency	NA <sup>1</sup>	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total	
His Majesty's Secretariat		2	2	2				3	1	7	2	4				2			6	5	1	7		2	3	49	
Secretariat of His Majesty The Fourth Druk Gyalpo		1		2					2	2				1	1	10		1	1		1	1		1	2	26	
<b>Judiciary</b>																											
Royal Court of Justice						1				3	16				3	60	109	76	10	32	11	19	17	13	38	408	
Supreme Court of Bhutan									2		4					2		2	3							13	
<b>Legislative</b>																											
National Assembly Secretariat		1		1				2	1	2	4	36				1	2		5	5		3			3	66	
National Council Secretariat	2	1		1				2		2	3	26				1		2		7			2	1		50	
<b>Constitutional</b>																											
Royal Audit Authority			1	3				14	21	16	37	25		11	16	19	9	23	4	4		11	6	1	3	224	
Anti-Corruption Commission				3			1	7	7	11	21	16			1	4	7	12	3	1	3	8	4	2		111	
Royal Civil Service Commission		1	2				1	14	11	28	20	59				5	5	6	8	9	7	2	2	1	2	183	
<b>Ministry</b>																											
Ministry of Agriculture and Forests		1	2	5	2	9	36	89	133	181	197	14	11	319	287	301	480	451	418	35	99	146	51	21	137	3,425	
Ministry of Economic Affairs		1	5	4				32	31	64	64	14	3	6		12	35	48	67	15	9	22	7	4	10	453	
Ministry of Education		1	2	3			29	778	1,924	2,404	1,675	3,293	2	1	6	9	66	387	359	174	1,614	33	192	14	57	13,023	
Ministry of Finance		1	2	5		1	2	60	94	100	130	132		29	121	398	269	179	25	10	14	52	8	6	9	1,647	
Ministry of Foreign Affairs		1	5	8				17	18	13	13	20		1	3	2	6	7	12	5		18	4	4	11	168	
Ministry of Health		1	2	5	13	14	26	100	138	298	463	48	77	188	363	696	1,013	881	276	45	57	141	80	22	95	5,042	
Ministry of Home & Cultural Affairs		2	21	5			3	60	33	102	78	136	3		9	37	90	76	117	81	147	140	42	28	285	1,495	
Ministry of Information & Communications		1	1	4				25	43	50	33	81	1	24	32	75	48	64	97	31	74	16	16	1	19	736	
Ministry of Labour & Human Resources		1	2	4			6	24	20	25	47	33		2	27	46	29	48	21	8	4	14	6	2	11	380	
Ministry of Works & Human Settlement		1	1	3		1	2	87	44	97	149		45	31	89	170	268	197	113	6	12	111	31	21	40	1,519	
<b>Thromde</b>																											
Thimphu				1				1			1					1	3	8	8	2	23	16	11	3	19	97	
Phuentsholing				1							2	1					1	6	5	1	1	6	6	2	7	39	
Samdrup Jongkhar				1							1	1						2	5		10	1	2	4	8	35	
Gelephu				1							1	1				1	2	2	4	1	2	3	4	3	9	34	
<b>Autonomous</b>																											
National Land Commission		2		2		1	2	7	24	23	23	8	2	7	6	30	59	51	42	14	102	25	12	1	18	461	
National Center for Hydrology and Meteorology (NCHM)				1			2	2	5	7	13	1	2			4	16	23	58	9	26	8	1		1	179	
Office of the Attorney General				1				4	18	75	31					8	16	9			2	2	1	1	2	170	
Gross National Happiness Commission		1						18	24	56	41	16					1	1	6			6				170	
Dratshang Lhentshog		1						2			1	2						9	4	1	3	11	9	4	47	94	
National Environment Commission		1		1		1		7	7	13	7	30			1	1		2	5	1		5	1			83	
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)				1				2		1	46	4		1			17	7	10	5	9	23	8		25	159	
Tourism Council of Bhutan			1					3	13	7	15	4			1		3	1	9	3	4	5	1		1	71	
National Statistics Bureau				1			1	7	10	8	14				7	10	3	2	1	2	3	1	2			72	
Royal Institute of Management				1	1	3	1	8	8	4	1	5			3	3	4		6	4	1	3	2	1	2	61	
Bhutan Standards Bureau			1	1				5	5	2	7	1		3	1	4	4		5	7	1	2			1	50	
Bhutan Narcotic Control Authority			1					2	2	3	2	2						3	5				3	1	22	46	
Royal Education Council						1	6	8	9									2	4	1			2	2		35	
Cabinet Secretariat		1		1				5	4	4	2	8					1		4	3		5	2		6	46	
Dzongkha Development Commission		1						3	1	11	3	14					2				1	2			1	39	
Bhutan Civil Aviation Authority				1				2	5	1	5	2	1				1	1			1	1		1	1	23	

**Table 9 (cont.)**  
**Civil Servants by Parent Agency and Position Level**

Parent Agency	NA <sup>1</sup>	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
Bhutan Council for School Examination and Assessment				1			1	12	5		1					2		1	2			2			1	28
Bhutan Information Communications & Media Authority				1				1	2	2	4	2			1	1		2	1		1		2		2	22
Drug Regulatory Authority				1				3		3	9			1	2	2	3		2			1			2	29
Centre for Bhutan Studies and GNH Research		1						1		4	3	5				1		4				1	1		1	22
National Commission for Women & Children			1					3	2	4	1	3				1	1	1				1	2		1	21
Construction Development Board				1				2	2	5	1		1				1	5		2		1	1		1	23
Bhutan Olympic Committee							1		2	5						1	1			1		1	2			14
Bhutan Medical Health Council				1				2		2	1	1						1	1	1			1		1	12
Bhutan National Legal Institute											1	1				1				1	1	1			1	7
Royal Privy Council								2				1								1		2	2	1		9
Bhutan Health Trust Fund				1																						1
Media Council									1			2						1								4
National Film Commission								1				1					1									3
<b>Total</b>	<b>2</b>	<b>25</b>	<b>52</b>	<b>79</b>	<b>16</b>	<b>32</b>	<b>120</b>	<b>1,427</b>	<b>2,672</b>	<b>3,645</b>	<b>3,193</b>	<b>4,053</b>	<b>148</b>	<b>625</b>	<b>980</b>	<b>1,921</b>	<b>2,576</b>	<b>2,604</b>	<b>1,734</b>	<b>532</b>	<b>2,244</b>	<b>878</b>	<b>546</b>	<b>168</b>	<b>905</b>	<b>31,177</b>

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

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

<b>Working Agency</b>	<b>ESC</b>	<b>PMC</b>	<b>SSC</b>	<b>OC</b>	<b>Total</b>
<b>Majesty Secretariat</b>	<b>5</b>	<b>14</b>	<b>17</b>	<b>7</b>	<b>43</b>
His Majestys Secretariat	3	10	5	5	23
Secretariat of His Majesty The Fourth Druk Gyalpo	2	4	12	2	19
<b>Judiciary</b>	<b>1</b>	<b>1</b>		<b>28</b>	<b>30</b>
Royal Court of Justice	1	1		28	30
<b>Legislative</b>		<b>57</b>		<b>3</b>	<b>60</b>
National Assembly Secretariat		33		3	36
National Council Secretariat		24			24
<b>Constitutional</b>		<b>9</b>	<b>1</b>	<b>5</b>	<b>15</b>
Royal Audit Authority		6		3	9
Royal Civil Service Commission		1		2	3
Anti-Corruption Commission		2	1		3
<b>Dzongkhag</b>	<b>4</b>	<b>1,410</b>	<b>1,685</b>	<b>605</b>	<b>3,704</b>
Trashigang		126	180	61	367
Mongar		128	155	46	329
Samtse		163	121	37	321
Chukha		101	109	34	244
Samdrup Jongkhar		104	111	27	242
Dagana		86	104	33	223
Zhemgang		79	82	44	205
Pema Gatshel		75	88	32	195
Trashi Yangtse		74	83	32	189
Wangdue		75	72	21	168
Sarpang		64	72	19	155
Tsirang		61	54	38	153
Paro	1	37	80	30	148
Lhuntse		46	75	25	146
Trongsa		55	66	24	145
Punakha		36	76	27	139
Thimphu	3	25	48	22	98
Bumthang		30	46	17	93
Haa		28	41	21	90
Gasa		17	22	15	54
<b>Executive-Ministries</b>	<b>3</b>	<b>83</b>	<b>133</b>	<b>233</b>	<b>453</b>
Ministry of Agriculture and Forests	1	6	51	111	169
Ministry of Health	1	34	11	38	84
Ministry of Finance		17	53	8	78
Ministry of Information & Communications		14	3	19	36
Ministry of Home & Cultural Affairs		5	3	15	23
Ministry of Works & Human Settlement		1	1	19	21
Ministry of Labour & Human Resources	1	2	6	11	20
Ministry of Economic Affairs		2	3	9	14
Ministry of Education		2		2	4
Ministry of Foreign Affairs		1	2	1	4
<b>Thromde</b>	<b>1</b>	<b>116</b>	<b>71</b>	<b>42</b>	<b>230</b>
Thimphu	1	66	44	17	128
Phuentsholing		32	8	8	48
Samdrup Jongkhar		9	14	8	31
Gelephu Thromde		9	5	9	23
<b>Autonomous &amp; Other Agencies</b>	<b>7</b>	<b>118</b>	<b>72</b>	<b>123</b>	<b>320</b>
Jigme Dorji Wangchuck National Referral Hospital (JDWNRH)	6	83	52	27	168
Dratshang Lhentshog		4	9	47	60
Bhutan Narcotic Control Authority		2		22	24
Tourism Council of Bhutan		9	4	1	14
Cabinet Secretariat		1	1	6	8
National Land Commission		3		2	5
Office of the Attorney General		2		2	4
National Environment Commission		2	2		4
Centre for Bhutan Studies and GNH Research	1	2		1	4
Royal Institute of Management			2	2	4
Bhutan Information Communications & Media Authority		1		2	3
National Commission for Women & Children		2		1	3
Bhutan Standards Bureau		1		1	2

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

<b>Working Agency</b>	<b>ESC</b>	<b>PMC</b>	<b>SSC</b>	<b>OC</b>	<b>Total</b>
National Statistics Bureau		2			2
Bhutan Olympic Committee		2			2
Bhutan National Legal Institute			1	1	2
Bhutan Civil Aviation Authority			1	1	2
Drug Regulatory Authority				2	2
Bhutan Medical Health Council				1	1
National Center for Hydrology and Meteorology (NCHM)				1	1
Royal Education Council		1			1
Dzongkha Development Commission				1	1
Bhutan Council for School Examination and Assessment				1	1
Construction Development Board				1	1
Media Council		1			1
<b>Grand Total</b>	<b>21</b>	<b>1,808</b>	<b>1,980</b>	<b>1,046</b>	<b>4,855</b>

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

**Table 11**  
**Civil Service Growth by Parent Agency**

Parent Agency	1st of July 2008, Starting of 10th FYP	31st Dec, 2021	Growth	% Growth
His Majesty's Secretariat	29	49	20	68.97%
His Majesty The 4 <sup>th</sup> King Secretariat	12	26	14	116.67%
<b>Judiciary</b>				
Royal Court of Justice	311	408	97	31.19%
Supreme Court		13	13	
<b>Legislative</b>				
National Assembly Secretariat	27	66	39	144.44%
National Council	17	50	33	194.12%
<b>Constitutional</b>				
Anti-Corruption Commission	29	111	82	282.76%
Royal Audit Authority	185	224	39	21.08%
Royal Civil Service Commission	55	183	128	232.73%
<b>Ministry</b>				
Ministry of Agriculture and Forests	3,032	3425	393	12.96%
Ministry of Economic Affairs	512	453	-59	-11.52%
Ministry of Education	6,698	13023	6,325	94.43%
Ministry of Finance	1,331	1647	316	23.74%
Ministry of Foreign Affairs	121	168	47	38.84%
Ministry of Health	2,394	5042	2,648	110.61%
Ministry of Home & Cultural Affairs	1,091	1495	404	37.03%
Ministry of Information & Communications	315	736	421	133.65%
Ministry of Labour & Human Resources	255	380	125	49.02%
Ministry of Works & Human Settlement	1,639	1519	-120	-7.32%
<b>Autonomous &amp; other Agency</b>				
National Land Commission	278	461	183	65.83%
National Center for Hydrology and Meteorology		179	179	0.00%
Office of the Attorney General	21	170	149	709.52%
Jigme Dorji Wangchuk National Referral Hospital		159	159	0.00%
Gross National Happiness Commission	207	170	-37	-17.87%
Dratshang Lhentshog	28	94	66	0.00%
National Environment Commission	58	83	25	43.10%
Tourism Council of Bhutan	52	71	19	36.54%
Royal Institute of Management	60	61	1	1.67%
Bhutan Standards Bureau		50	50	0.00%
National Statistics Bureau	57	72	15	26.32%
Bhutan Narcotic Control Authority	6	46	40	666.67%
Royal Education Council		35	35	0.00%
Cabinet Secretariat	20	46	26	130.00%
Bhutan Council for School Examinations and Assessment		28	28	0.00%
Drug Regulatory Authority		29	29	0.00%
Centre for Bhutan Studies and GNH Research	22	22	0	0.00%
Bhutan Information Communications & Media Authority	17	22	5	29.41%
Dzongkha Development Commission	23	39	16	69.57%
Construction Development Board		23	23	0.00%
National Commission for Women & Children	6	21	15	250.00%
Bhutan Olympic Committee	7	14	7	100.00%
Royal Privy Council		9	9	0.00%
Bhutan National Legal Institute		7	7	0.00%
Bhutan Medical Health Council		12	12	0.00%
Bhutan Civil Aviation Authority		23	23	0.00%
Bhutan Health Trust Fund		1	1	0.00%
Media Council		4	4	0.00%
National Film Commission		3	3	0.00%
<b>Thromde</b>				
Gelephu		34	34	0.00%
Phuentsholing		39	39	0.00%
Samdrup Jongkhar		35	35	0.00%
Thimphu		97	97	0.00%
<b>Total</b>	<b>18,915</b>	<b>31,177</b>	<b>12,262</b>	<b>64.83%</b>

**Table 12**  
**Progressive Growth of Parent Agency**

Parent Agency	2016		2017		2018		2019		2020		2021	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
His Majesty's Secretariat	52	1.96%	49	-5.77%	52	6.12%	54	3.85%	49	-9.26%	49	0.00%
His Majesty The 4 <sup>th</sup> King's Secretariat	28	0.00%	27	-3.57%	24	-11.11%	26	8.33%	25	-3.85%	26	4.00%
<b>Judiciary</b>												
Royal Court of Justice	403	-15.69%	428	6.20%	451	5.37%	465	3.10%	463	-0.43%	408	-11.88%
Supreme Court	3	50.00%	4	33.33%	4	0.00%	18	350.00%	17	-5.56%	13	-23.53%
<b>Legislative</b>												
National Assembly Secretariat	67	76.32%	74	10.45%	80	8.11%	73	-8.75%	66	-9.59%	66	0.00%
National Council	54	74.19%	53	-1.85%	53	0.00%	53	0.00%	51	-3.77%	50	-1.96%
<b>Constitutional</b>												
Royal Audit Authority	205	4.06%	232	13.17%	233	0.43%	226	-3.00%	235	3.98%	224	-4.68%
Royal Civil Service Commission <sup>1</sup>	188	2.73%	180	-4.26%	176	-2.22%	187	6.25%	187	0.00%	183	-2.14%
Anti-Corruption Commission	93	50.00%	96	3.23%	95	-1.04%	110	15.79%	114	3.64%	111	-2.63%
<b>Ministry</b>												
Ministry of Education	10,625	5.83%	11,039	3.90%	11,168	1.17%	11953	7.03%	12,599	5.40%	13,023	3.37%
Ministry of Health	4,155	2.47%	4,247	2.21%	4,315	1.60%	4668	8.18%	5,093	9.10%	5,042	-1.00%
Ministry of Agriculture & Forests	3,479	-4.13%	3,480	0.03%	3,402	-2.24%	3460	1.70%	3,530	2.02%	3,425	-2.97%
Ministry of Finance	1,606	-5.14%	1,673	4.17%	1,704	1.85%	1675	-1.70%	1,679	0.24%	1,647	-1.91%
Ministry of Works & Human Settlement	1,580	-2.47%	1,533	-2.97%	1,540	0.46%	1586	2.99%	1572	-0.88%	1,519	-3.37%
Ministry of Home & Cultural Affairs	1,260	-1.87%	1,501	19.13%	1,614	7.53%	1562	-3.22%	1,541	-1.34%	1,495	-2.99%
Ministry of Information and Communications	747	-1.71%	737	-1.34%	733	-0.54%	758	3.41%	734	-3.17%	736	0.27%
Ministry of Economic Affairs	573	-3.86%	440	-23.21%	430	-2.27%	459	6.74%	476	3.70%	453	-4.83%
Ministry of Labour & Human Resources	335	1.82%	337	0.60%	348	3.26%	375	7.76%	381	1.60%	380	-0.26%
Ministry of Foreign Affairs	156	-1.27%	162	3.85%	168	3.70%	180	7.14%	172	-4.44%	168	-2.33%
<b>Autonomous &amp; other Agency</b>												
National Land Commission	388	1.57%	430	10.82%	466	8.37%	467	0.21%	462	-1.07%	461	-0.22%
National Center for Hydrology and Meteorology (NCHM)			169	NA	170	0.59%	183	7.65%	186	1.64%	179	-3.76%
Office of Attorney General	138	-2.13%	137	-0.72%	179	30.66%	166	-7.26%	185	11.45%	170	-8.11%
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)			107	NA	130	21.50%	89	-31.54%	180	102.25%	159	-11.67%
Gross National Happiness Commission	91	-6.19%	95	4.40%	166	74.74%	150	-9.64%	176	17.33%	170	-3.41%
Dratshang Lhentshog	49	-3.92%	70	42.86%	85	21.43%	98	15.29%	98	0.00%	94	-4.08%
Tourism Council of Bhutan	63	10.53%	67	6.35%	68	1.49%	77	13.24%	76	-1.30%	71	-6.58%
National Environment Commission	67	0.00%	67	0.00%	77	14.93%	89	15.58%	92	3.37%	83	-9.78%
Royal Institute of Management	55	0.00%	55	0.00%	57	3.64%	57	0.00%	57	0.00%	61	7.02%
Bhutan Standards Bureau	54	0.00%	51	-5.56%	50	-1.96%	54	8.00%	54	0.00%	50	-7.41%
National Statistical Bureau	52	-7.14%	50	-3.85%	69	38.00%	70	1.45%	70	0.00%	72	2.86%
Bhutan Narcotic Control Agency	16	0.00%	46	187.50%	53	15.22%	54	1.89%	48	-11.11%	46	-4.17%
Royal Education Council	43	4200.00%	43	0.00%	47	9.30%	46	-2.13%	41	-10.87%	35	-14.63%
Cabinet Secretariat	34	3.03%	34	0.00%	33	-2.94%	43	30.30%	44	2.33%	46	4.55%
Bhutan Council for School Examinations and Assessment	27	12.50%	28	3.70%	29	3.57%	28	-3.45%	28	0.00%	28	0.00%

**Table 12 (cont.)**  
**Progressive Growth of Parent Agency**

Parent Agency	2016		2017		2018		2019		2020		2021	
	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth	Strength	Growth
Drug Regulatory Authority	22	0.00%	28	27.27%	27	-3.57%	25	-7.41%	29	16.00%	29	0.00%
Centre for Bhutan Studies and GNH Research	25	-19.35%	26	4.00%	26	0.00%	23	-11.54%	22	-4.35%	22	0.00%
Bhutan Information Communications & Media Authority	24	-4.00%	25	4.17%	26	4.00%	27	3.85%	22	-18.52%	22	0.00%
Dzongkha Development Commission	26	13.04%	25	-3.85%	35	40.00%	36	2.86%	37	2.78%	39	5.41%
Construction Development Board	19	NA	19	0.00%	19	0.00%	21	10.53%	18	-14.29%	23	27.78%
National Commission for Women & Children	16	6.67%	18	12.50%	23	27.78%	23	0.00%	20	-13.04%	21	5.00%
Bhutan Olympic Committee	15	0.00%	16	6.67%	16	0.00%	16	0.00%	14	-12.50%	14	0.00%
Bhutan Civil Aviation Authority							34		25	-26.47%	23	-8.00%
Royal Privy Council	11	0.00%	10	-9.09%	9	-10.00%	9	0.00%	9	0.00%	9	0.00%
Bhutan National Legal Institute	7	0.00%	9	28.57%	9	0.00%	11	22.22%	7	-36.36%	7	0.00%
Bhutan Medical Health Council			8	NA	11	37.50%	11	0.00%	11	0.00%	12	9.09%
Bhutan Health Trust Fund	5	NA	6	20.00%	Delinked		4		2	-50.00%	1	-50.00%
Media Council							1		2	100.00%	4	100.00%
National Film Commission							1		3	200.00%	3	0.00%
<b>Thromde</b>												
Thimphu	90	-22.41%	74	-17.78%	68	-8.11%	110	61.76%	95	-13.64%	97	2.11%
Gelephu	20	-9.09%	25	25.00%	27	8.00%	37	37.04%	35	-5.41%	34	-2.86%
Samdrup Jongkhar	19	11.76%	19	0.00%	22	15.79%	41	86.36%	41	0.00%	35	-14.63%
Phuentsholing	26	-3.70%	18	-30.77%	31	72.22%	43	38.71%	44	2.33%	39	-11.36%
<b>Cumulative Growth</b>	<b>27,029</b>	<b>1.57%</b>	<b>28,067</b>	<b>3.8%</b>	<b>28,618</b>	<b>1.96%</b>	<b>30,032</b>	<b>4.94%</b>	<b>31,217</b>	<b>3.95%</b>	<b>31,177</b>	<b>-0.13%</b>



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

<b>Dzongkhag/Thromde</b>	<b>ESC</b>	<b>PMC</b>	<b>SSC</b>	<b>OC</b>	<b>Total</b>
<b>Dzongkhag</b>					
Trashigang	2	840	619	109	1,570
Samtse	3	904	487	70	1,464
Chukha	3	715	391	60	1,169
Mongar	2	662	383	68	1,115
Paro	4	677	350	58	1,089
Wangdue	2	582	368	46	998
Samdrup Jongkhar	1	484	367	58	910
Sarpang	1	524	297	40	862
Punakha	3	473	313	52	841
Dagana	1	454	317	56	828
Pema Gatshel	2	436	298	56	792
Zhemgang	1	377	303	70	751
Tsirang	2	396	269	50	717
Trashigang Yangtse	3	392	255	45	695
Lhuntse	1	305	223	40	569
Trongsa	1	303	210	38	552
Bumthang	2	312	197	35	546
Thimphu	5	258	182	37	482
Haa	2	261	160	32	455
Gasa	1	114	92	20	227
<b>Thromde</b>					
Thimphu	10	1,128	257	55	1,450
Phuentsholing	3	243	92	26	364
Gelephu	2	188	67	23	280
Samdrup Jongkhar	1	125	57	16	199
<b>Grand Total</b>	<b>58</b>	<b>11,153</b>	<b>6,554</b>	<b>1,160</b>	<b>18,925</b>

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

Table 14

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

Position Category and Position Level	Under Dzongkhag & Thromde Administration as on 31 <sup>st</sup> December 2021	Total Strength as on 31 <sup>st</sup> December 2021	% of the total
<b>Executive and Specialists</b>	<b>58</b>	<b>326</b>	<b>17.79%</b>
No level <sup>1</sup>		2	0.00%
EX1	1	25	4.00%
EX2	18	52	34.62%
EX3	5	79	6.33%
ES1	3	16	18.75%
ES2	1	32	3.13%
ES3	30	120	25.00%
<b>Professional &amp; Management</b>	<b>11,153</b>	<b>14,990</b>	<b>74.40%</b>
P1	851	1,427	59.64%
P2	1,980	2,672	74.10%
P3	2,696	3,645	73.96%
P4	2,124	3,193	66.52%
P5	3,502	4,053	86.41%
<b>Supervisory &amp; Support</b>	<b>6,554</b>	<b>13,364</b>	<b>49.04%</b>
SS1	1,048	2,576	40.68%
SS2	1,308	2,604	50.23%
SS3	730	1,734	42.10%
SS4	230	532	43.23%
S1	1,778	2,244	79.23%
S2	40	148	27.03%
S3	221	625	35.36%
S4	396	980	40.41%
S5	803	1,921	41.80%
<b>Operational</b>	<b>1,160</b>	<b>2,497</b>	<b>46.46%</b>
O1	292	878	33.26%
O2	316	546	57.88%
O3	71	168	42.26%
O4	481	905	53.15%
<b>Grand Total</b>	<b>18,925</b>	<b>31,177</b>	<b>60.70%</b>

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

**Table 15**  
**Civil Servants by Location, Position Category and Employment Type**

Location	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
Thimphu	217	19	236	3,868	336	4,204	3,143	229	3,372	619	262	881	8,693
Chukha	8		8	964	145	1,109	859	124	983	95	50	145	2,245
Sarpang	10	1	11	828	84	912	909	131	1,040	93	53	146	2,109
Trashigang	2		2	757	126	883	652	180	832	70	71	141	1,858
Mongar	7		7	648	136	784	665	159	824	56	69	125	1,740
Paro	14	1	15	761	39	800	701	85	786	80	40	120	1,721
Samtse	3		3	766	163	929	540	127	667	45	41	86	1,685
Samdrup Jongkhar	2		2	562	114	676	561	130	691	65	48	113	1,482
Wangdue Phodrang	5		5	543	75	618	432	74	506	34	28	62	1,191
Bumthang	8		8	363	31	394	456	47	503	66	63	129	1,034
Zhemgang	2		2	324	79	403	388	82	470	45	50	95	970
Punakha	3		3	451	36	487	302	76	378	33	29	62	930
Dagana	1		1	379	86	465	279	104	383	27	35	62	911
Pema Gatshel	2		2	370	75	445	259	88	347	29	34	63	857
Tsirang	2		2	347	62	409	283	54	337	18	39	57	805
Trashiyangtse	4		4	326	74	400	234	84	318	15	34	49	771
Trongsa	1		1	261	55	316	226	66	292	21	28	49	658
Lhuentse	1		1	260	46	306	165	75	240	17	28	45	592
Haa	2		2	245	28	273	169	41	210	16	26	42	527
Gasa	1		1	102	17	119	136	24	160	7	16	23	303
Outside Bhutan	10		10	57	1	58	25		25		2	2	95
<b>Total</b>	<b>305</b>	<b>21</b>	<b>326</b>	<b>13,182</b>	<b>1,808</b>	<b>14,990</b>	<b>11,384</b>	<b>1,980</b>	<b>13,364</b>	<b>1,451</b>	<b>1,046</b>	<b>2,497</b>	<b>31,177</b>

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

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

<b>Dzongkhag</b>	<b>Civil Servants under Dzongkhag/Thromde Administration</b>	<b>Civil Servants by Location<sup>1</sup></b>
Thimphu	482	8,693
Chukha	1,169	2,245
Sarpang	862	2,109
Trashigang	1,570	1,858
Mongar	1,115	1,740
Paro	1,089	1,721
Samtse	1,464	1,685
Samdrup Jongkhar	910	1,482
Wangdue Phodrang	998	1,191
Bumthang	546	1,034
Zhemgang	751	970
Punakha	841	930
Dagana	828	911
Pema Gatshel	792	857
Tsirang	717	805
Trashiyangtse	695	771
Trongsa	552	658
Lhuentse	569	592
Haa	455	527
Gasa	227	303
<b>Total</b>	<b>16,632</b>	<b>31,082</b>
<b>Thromde</b>		
Thimphu	1,450	
Phuentsholing	364	
Gelephu	280	
Samdrup Jongkhar	199	
Outside Bhutan		95
<b>Total</b>	<b>2,293</b>	
<b>Grand Total</b>	<b>18,925</b>	<b>31,177</b>

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

**Table 17**  
**Civil Servants under Dzongkhag/Thromde Administration by Major Occupational Groups**

Location	Education & Training Services Group	Administration & Support Services Group	Medical and Health Services Group	Architectural, Engineering & Land Services Group	Others	Total
<b>Dzongkhag</b>						
Trashigang	741	308	224	86	211	1,570
Samtse	803	213	189	80	179	1,464
Chukha	641	189	124	60	155	1,169
Mongar	602	215	74	62	162	1,115
Paro	619	147	101	60	162	1,089
Wangdue	506	144	148	72	128	998
Samdrup Jongkhar	417	168	128	48	149	910
Sarpang	471	120	78	57	136	862
Punakha	413	134	91	68	135	841
Dagana	387	156	100	52	133	828
Pema Gatshel	379	148	97	50	118	792
Zhemgang	323	154	117	48	109	751
Tsirang	336	119	94	58	110	717
Trashi Yangtse	347	128	69	46	105	695
Lhuntse	259	120	64	36	90	569
Trongsa	259	102	81	31	79	552
Bumthang	273	91	61	37	84	546
Thimphu	221	99	17	54	91	482
Haa	212	78	52	32	81	455
Gasa	88	50	25	17	47	227
<b>Thromde</b>						
Thimphu	1062	115	27	106	140	1,450
Phuentsholing	210	46	1	52	55	364
Gelephu	162	37		45	36	280
Samdrupjongkhar	101	40		28	30	199
<b>Total</b>	<b>9,832</b>	<b>3,121</b>	<b>1,962</b>	<b>1,285</b>	<b>2,725</b>	<b>18,925</b>

**Table 18**  
**Trend in the Civil Service by Location**

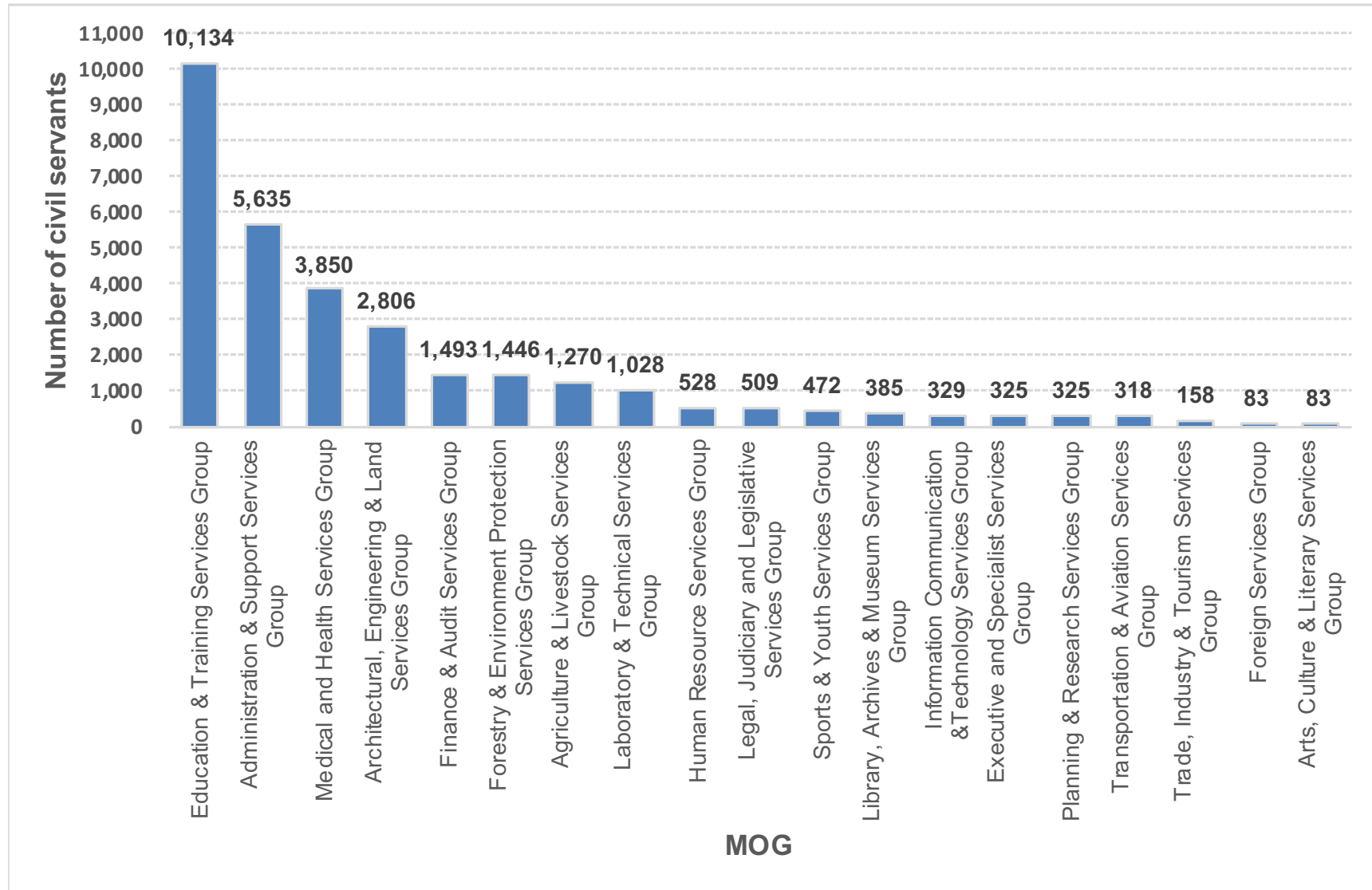
Location	Year				
	2017	2018	2019	2020	2021
Bumthang	974	950	1,043	1,046	1,034
Chhukha	2,027	2,095	2,141	2,267	2,245
Dagana	851	854	883	892	911
Gasa	285	300	312	309	303
Haa	448	470	479	513	527
Lhuentse	541	528	552	568	592
Mongar	1,493	1,518	1,640	1,741	1,740
Paro	1,553	1,620	1,712	1,727	1,721
Pemagatshel	795	787	836	834	857
Punakha	799	827	880	952	930
Samdrup Jongkhar	1,273	1,319	1,412	1,455	1,482
Samtse	1,457	1,519	1,537	1,679	1,685
Sarpang	1,773	1,843	2,003	2,159	2,109
Thimphu	8,138	8,282	8,607	8,785	8,693
Trashigang	1,680	1,698	1,766	1,845	1,858
Trashiyangtse	703	699	740	759	771
Trongsa	587	567	587	640	658
Tsirang	698	710	762	803	805
Wangdue Phodrang	1,070	1,117	1,174	1,242	1,191
Zhemgang	835	826	870	912	970
Outside Bhutan	90	89	96	91	95
<b>Total</b>	<b>28,070</b>	<b>28,618</b>	<b>30,032</b>	<b>31,219</b>	<b>31,177</b>

**Table 19**  
**Civil Servants by Major Occupational Groups and Position Category**

MOG	ESC	PMC	SSC	OC	Total
Education & Training Services Group		9,931	203		10,134
Administration & Support Services Group		773	2,511	2,351	5,635
Medical and Health Services Group		915	2,935		3,850
Architectural, Engineering & Land Services Group		726	1,935	145	2,806
Finance & Audit Services Group		505	988		1,493
Forestry & Environment Protection Services Group		271	1,175		1,446
Agriculture & Livestock Services Group	1	337	931	1	1,270
Laboratory & Technical Services Group		81	947		1,028
Human Resource Services Group		216	312		528
Legal, Judiciary and Legislative Services Group		208	301		509
Sports & Youth Services Group		199	273		472
Library, Archives & Museum Services Group		19	366		385
Information Communication & Technology Services Group		190	139		329
Executive and Specialist Services Group	325				325
Planning & Research Services Group		295	30		325
Transportation & Aviation Services Group		52	266		318
Trade, Industry & Tourism Services Group		136	22		158
Foreign Services Group		83			83
Arts, Culture & Literary Services Group		53	30		83
<b>Total</b>	<b>326</b>	<b>14,990</b>	<b>13,364</b>	<b>2,497</b>	<b>31,177</b>

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

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



**Table 20**  
**Civil Servants by Sub Groups and Position Level**

MOG/Subgroup	NA <sup>1</sup>	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
<b>Education &amp; Training Services Group</b>								<b>789</b>	<b>1,911</b>	<b>2,396</b>	<b>1,640</b>	<b>3,195</b>	<b>25</b>	<b>70</b>	<b>6</b>	<b>6</b>	<b>9</b>		<b>6</b>	<b>31</b>	<b>50</b>					<b>10,134</b>
Education Management & Administration Services								98	462	44																604
Education Support Services								42	64																	106
Teaching Services								632	1,365	2,343	1,621	3,173														9,134
Training/Tertiary Teaching Services								12	19	9	19	22	25	70	6	6	9		6	31	50					284
Vocational Education & Management Services								5	1																	6
<b>Administration &amp; Support Services Group</b>								<b>130</b>	<b>88</b>	<b>163</b>	<b>150</b>	<b>242</b>	<b>232</b>	<b>215</b>	<b>417</b>	<b>291</b>	<b>1,245</b>	<b>1</b>	<b>6</b>	<b>14</b>	<b>90</b>	<b>773</b>	<b>532</b>	<b>168</b>	<b>878</b>	<b>5,635</b>
Administration Services								37	15	66	69	138	4	5	6	7	5					758	359	167	854	2,490
Palace Services										1			20	2	4		1		1	1	15	2		1		48
Program Services								83	63	82	48	63														339
Property and Management Services								3	5	9	27	35	25	48	98	29	124				9	5			2	419
Secondment Services								6	3	2	3															14
Secretarial Services									2	3	3	5	181	160	308	255	277	1	5	13	66	8				1,287
Stand Alone Positions								1				1	2				838					173		22	1,038	
<b>Medical and Health Services Group</b>								<b>79</b>	<b>104</b>	<b>248</b>	<b>465</b>	<b>19</b>	<b>944</b>	<b>667</b>	<b>86</b>	<b>5</b>	<b>6</b>	<b>74</b>	<b>170</b>	<b>336</b>	<b>647</b>					<b>3,850</b>
Emergency Medical Services												2		25												27
Medical & Dental Services								44	59	138	146															387
Medical Technical Services									5	2	11		64	117	17					29	38	62				345
Nursing Services								18	16	42	206		612	98	6	3			63	62	127	365				1,618
Pharmaceutical Services								2	4	17	40		46	81	17					15	24	18				264
Physiotherapy & Rehabilitation Services								2	2	6	22	3	17	28	6		6			1	6	16				115
Public Health Services								4	14	25	8	14	143	212	33	2		11	50	114	139					769
Radiology & Technical Services										1	12		23	57	7					9	12	17				138
Traditional Medicine Services								9	4	17	20		39	49						4	15	30				187
<b>Architectural, Engineering &amp; Land Services Group</b>								<b>134</b>	<b>129</b>	<b>174</b>	<b>281</b>	<b>8</b>	<b>409</b>	<b>483</b>	<b>414</b>	<b>31</b>	<b>139</b>	<b>62</b>	<b>56</b>	<b>109</b>	<b>232</b>	<b>105</b>	<b>14</b>		<b>26</b>	<b>2,806</b>
Architectural Services								2	8	8	21		1	1			1		3	5	10					60
Engineering Services								114	83	114	169		170	69	3				60	41	93	139				1,055
Farm Mechanization Services											3		1							4		2				10
Geographic Information System Services									1		9			2			1				1	2				16
Geology and Mines Services								1	9	6	16		11	16	35		4									98
Heritage Sites Conservation Services								1																		1
Land Services								4	3	19	13	8	30	18	15	3	74			1	4					192
Map Production Services									2				6	2	2	1				1	5					19
Meteorology/Hydrology Services								2		5	7		13	22	50	9	26				4					138
Sanitary Services														4	6											10
Survey Engineering Services								3	20	2	9		22	30	20	8	28	2	7	5	19					175
Technical Support Services													147	309	283	10	5			1	42	105	14		26	942
Urban Development Control Services								2			10		8	10						3	5					38
Urban Planning Services								5	3	20	24															52
<b>Finance &amp; Audit Services Group</b>								<b>62</b>	<b>99</b>	<b>94</b>	<b>132</b>	<b>118</b>	<b>234</b>	<b>173</b>	<b>5</b>	<b>1</b>			<b>39</b>	<b>132</b>	<b>404</b>					<b>1,493</b>
Audit Services								13	21	14	35	25	3	20						11	16	17				175
Finance, Accounting & Budgets Services								23	41	26	25	29	164	47	3	1				28	52	304				743
Internal Audit Services								6	2	13	11	12														44
Revenue Services								20	35	41	61	52	67	106	2						64	83				531
<b>Forestry &amp; Environment Protection Services Group</b>								<b>47</b>	<b>38</b>	<b>69</b>	<b>87</b>	<b>30</b>	<b>198</b>	<b>253</b>	<b>330</b>	<b>7</b>	<b>76</b>	<b>11</b>	<b>104</b>	<b>104</b>	<b>92</b>					<b>1,446</b>
Environment Services								8	7	13	5	30		3	5											71
Forestry Services								39	31	56	82		198	250	325	7	76	11	104	104	92					1,375
<b>Agriculture &amp; Livestock Services Group</b>				<b>1</b>				<b>36</b>	<b>91</b>	<b>108</b>	<b>96</b>	<b>6</b>	<b>203</b>	<b>165</b>	<b>8</b>	<b>3</b>	<b>7</b>		<b>186</b>	<b>174</b>	<b>185</b>				<b>1</b>	<b>1,270</b>
Agriculture Production Services								8	18	16	21		17	19						19	14	13				145
Agriculture Regulatory Services								1	8	11	6	2	15	18						27	35	30				153
Biodiversity Services								3	2	3	2		1	1	3					6		1				22
Dairy Development Services											1															1
Extension Services								13	19	13	1		106	85			1			106	97	74				515
Feed & Fodder Development Services									3	4	3		1	4								2				17
Horticulture Development Services								2	7	5	12		2	2						1	1	1				33
Livestock Health Services								2	10	18	8		6	12	1	1				6	11	13				88
Livestock Production Services								4	15	31	29	1	42	16	4	1	2			13	11	43				212
Mushroom Development Services									1	1			1							1	1	3				8
Plant Protection Services								2	2	2	5		3	2		1				1		3				21



Table 20 (cont.)  
Civil Servants by Sub Groups and Position Level

MOG/Subgroup	NA <sup>1</sup>	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
Post Production Services								1	5	1	4	3	6	3					3	2	1					29
Soil Fertility & Plant Nutrition Services										2	2		1	2					1	1						9
Soil Survey & Land Evaluation Services				1					1	1	2		2	1			4		2	1	1			1		17
<b>Laboratory &amp; Technical Services Group</b>								<b>5</b>	<b>13</b>	<b>30</b>	<b>29</b>	<b>4</b>	<b>85</b>	<b>275</b>	<b>222</b>	<b>36</b>	<b>217</b>		<b>29</b>	<b>32</b>	<b>51</b>					<b>1,028</b>
Analytical Services								2		1	1															4
Diagnostic Services								3	13	29	28	4														77
Laboratory Support Services													85	275	222	36	217		29	32	51					947
<b>Human Resource Services Group</b>								<b>22</b>	<b>28</b>	<b>52</b>	<b>40</b>	<b>74</b>	<b>36</b>	<b>38</b>	<b>47</b>	<b>54</b>	<b>129</b>			<b>1</b>	<b>7</b>					<b>528</b>
Civil Registration & Census Services								2	3	6	3	4	15	18	16	10										80
HR Management & Development Services								16	17	38	33	65														169
Immigration Services								4	8	8	4	5	16	12	19	40	128			1	3					248
Industrial Relations Services													5	8	12	4	1									31
<b>Legal, Judiciary and Legislative Services Group</b>								<b>11</b>	<b>25</b>	<b>88</b>	<b>71</b>	<b>13</b>	<b>130</b>	<b>92</b>	<b>3</b>					<b>4</b>	<b>72</b>					<b>509</b>
Integrity & Promotion Services								7	7	10	20	13	7	10						1	3					78
Judiciary Support Services													108	74	3					3	61					249
Legal Services								4	18	73	30		15	8												156
Legislative Service										2																2
Registration Services										3	21															24
<b>Sports &amp; Youth Services Group</b>								<b>6</b>	<b>17</b>	<b>13</b>	<b>48</b>	<b>115</b>				<b>41</b>	<b>231</b>				<b>1</b>					<b>472</b>
Counselling Services								6	13	8	48	114														189
Sports Services									4	5		1				41	231									283
<b>Library, Archives &amp; Museum Services Group</b>								<b>6</b>	<b>5</b>	<b>6</b>		<b>2</b>	<b>23</b>	<b>108</b>	<b>101</b>	<b>32</b>	<b>96</b>				<b>1</b>	<b>5</b>				<b>385</b>
Archives & Cultural Properties Services								2	3	2		2	4	4	6	5	2				1	1				32
Library Services								4	2	4			19	104	95	27	94									353
<b>Information Communication &amp; Technology Services Group</b>								<b>19</b>	<b>37</b>	<b>47</b>	<b>16</b>	<b>71</b>	<b>23</b>	<b>10</b>	<b>2</b>	<b>1</b>	<b>1</b>			<b>23</b>	<b>31</b>	<b>48</b>				<b>329</b>
Development Communication Services								1	1	2	3	1		5	1						1	2				17
ICT Services								15	34	42	11	57	23	5	1	1	1		23	30	46					289
Media Services								3	2	3	2	13														23
<b>Executive and Specialist Services Group</b>	<b>2</b>	<b>25</b>	<b>52</b>	<b>78</b>	<b>16</b>	<b>32</b>	<b>120</b>																			<b>325</b>
Executive Services	2	25	52	78																						157
Specialist Services					16	32	120																			168
<b>Planning &amp; Research Services Group</b>								<b>25</b>	<b>37</b>	<b>79</b>	<b>67</b>	<b>87</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>3</b>				<b>6</b>	<b>11</b>				<b>325</b>
Planning Services								14	22	53	39	15														143
Research Services								4	7	19	14	72	1		2											120
Statistical Services								7	8	7	14		2	2	1	2	3				6	10				62
<b>Transportation &amp; Aviation Services Group</b>								<b>10</b>	<b>9</b>	<b>3</b>	<b>13</b>	<b>17</b>	<b>22</b>	<b>46</b>	<b>82</b>	<b>20</b>	<b>72</b>		<b>1</b>	<b>2</b>	<b>21</b>					<b>318</b>
Aviation Communication & Navigation Services								3	1	1	3	2	6	6												28
Aviation Safety Services								2	7	1	4	2	5	20	65	20	72									198
Land Transport Services								5	1	1	6	13	11	20	17					1	2	15				92
<b>Trade, Industry &amp; Tourism Services Group</b>								<b>21</b>	<b>20</b>	<b>40</b>	<b>39</b>	<b>16</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>4</b>		<b>5</b>	<b>2</b>	<b>2</b>					<b>158</b>
Industries Services								7	6	13	7	10														43
Intellectual Property Services								2	1	4	5	1														13
Marketing Services								2	4	4	7	3	1	1					5	2	2					31
Tourism Services								3	3	4	7	1	2		3	2	4									29
Trade Services								7	6	15	13	1														42
<b>Foreign Services Group</b>								<b>20</b>	<b>18</b>	<b>13</b>	<b>13</b>	<b>19</b>														<b>83</b>
Consular Services								1			1	1														3
Embassy, Missions & Secretariat Services								18	18	10	12	15														73
Protocol Services								1		3		3														7
<b>Arts, Culture &amp; Literary Services Group</b>								<b>5</b>	<b>3</b>	<b>22</b>	<b>6</b>	<b>17</b>	<b>6</b>	<b>6</b>	<b>5</b>		<b>9</b>			<b>1</b>	<b>3</b>					<b>83</b>
Arts & Culture Services								3	2	12	4	9	6	6	5		9			1	3					60
Literary and Translation Services								2	1	10	2	8														23
<b>Grand Total</b>	<b>2</b>	<b>25</b>	<b>52</b>	<b>79</b>	<b>16</b>	<b>32</b>	<b>120</b>	<b>1,427</b>	<b>2,672</b>	<b>3,645</b>	<b>3,193</b>	<b>4,053</b>	<b>2,576</b>	<b>2,604</b>	<b>1,734</b>	<b>532</b>	<b>2,244</b>	<b>148</b>	<b>625</b>	<b>980</b>	<b>1,921</b>	<b>878</b>	<b>546</b>	<b>168</b>	<b>905</b>	<b>31,177</b>

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

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

Major Occupational Groups	1st July 2008	Dec-21	% Growth
Education & Training Services	6,257	10,134	61.96%
General Administration & Support Services	3,259	5,635	72.91%
Medical and Health Services	1,700	3,850	126.47%
Architectural & Engg. & Land Services	2,152	2,806	30.39%
Finance & Audit Services	1,230	1,493	21.38%
Forestry & Environment Protection Services	1,192	1,446	21.31%
Agriculture & Livestock Services	1,018	1,270	24.75%
Laboratory & Technical Services	509	1,028	101.96%
Legal, Judiciary and Legislative Services	318	509	60.06%
Human Resource Services	287	528	83.97%
Library, Archives & Museum Services	323	385	19.20%
Information Communication & Technology Services Group	293	329	12.29%
Sports & Youth Services Group	393	472	20.10%
Planning & Research Services Group	186	325	74.73%
Transportation & Aviation Services	154	318	106.49%
Executive and Specialist Services Group	22	325	1377.27%
Trade, Industry & Tourism Services	86	158	83.72%
Foreign Services	55	83	50.91%
Arts, Culture & Literary Services	82	83	1.22%
<b>Total</b>	<b>19,516</b>	<b>31,177</b>	<b>59.75%</b>

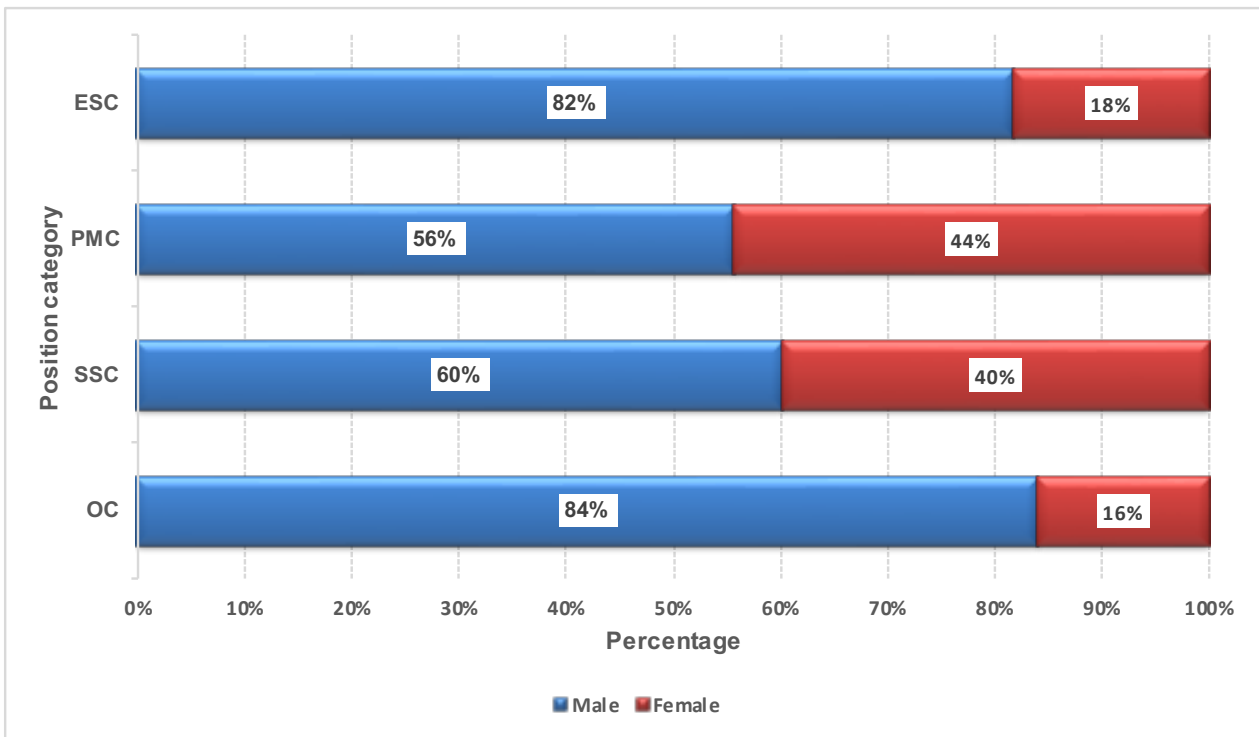
**Table 22**  
**Civil Servants by Position Level and Gender**

Position Level	Male	Female	Total
NA <sup>1</sup>	2	0	2
EX1	22	3	25
EX2	48	4	52
EX3	67	12	79
ES1	13	3	16
ES2	24	8	32
ES3	98	22	120
P1	951	476	1,427
P2	1,757	915	2,672
P3	2,318	1,327	3,645
P4	1,905	1,288	3,193
P5	2,092	1,961	4,053
SS1	85	63	148
SS2	496	129	625
SS3	666	314	980
SS4	1,187	734	1,921
S1	1,509	1,067	2,576
S2	1,467	1,137	2,604
S3	932	802	1,734
S4	222	310	532
S5	878	1,366	2,244
O1	704	174	878
O2	372	174	546
O3	150	18	168
O4	816	89	905
<b>Grand Total</b>	<b>18,781</b>	<b>12,396</b>	<b>31,177</b>

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

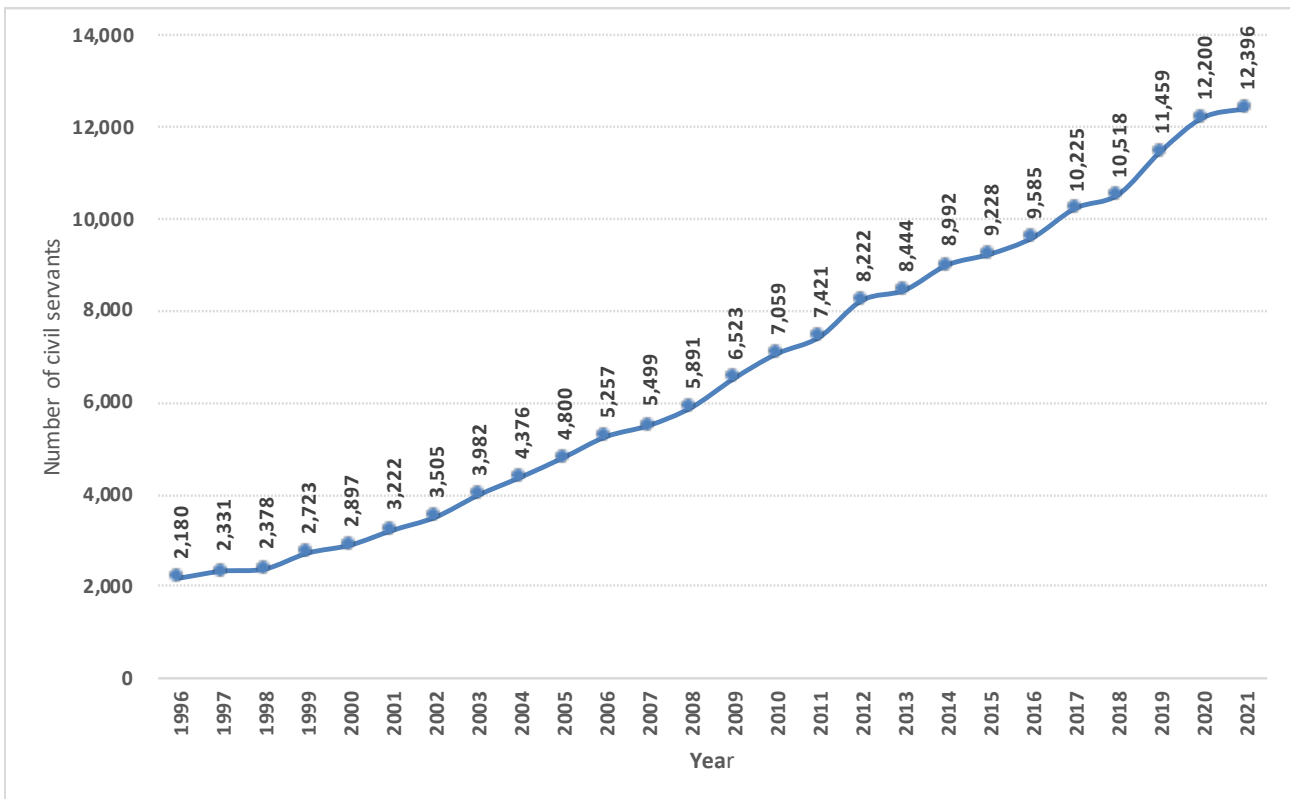
**Graph 5**

**Percentage of Civil Servants within Position Category by Gender**



**Graph 6**

**Female Civil Servants (1996 - 2021)**



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

MOG	Male	Female	Total	% of Female within	% of Female to Total CS
Education & Training Services Group	5,849	4,285	10,134	42.28%	13.74%
Administration & Support Services Group	3,174	2,461	5,635	43.67%	7.89%
Medical and Health Services Group	2,037	1,813	3,850	47.09%	5.82%
Architectural, Engineering & Land Services Group	2,021	785	2,806	27.98%	2.52%
Finance & Audit Services Group	915	578	1,493	38.71%	1.85%
Forestry & Environment Protection Services Group	1,209	237	1,446	16.39%	0.76%
Agriculture & Livestock Services Group	957	313	1,270	24.65%	1.00%
Laboratory & Technical Services Group	484	544	1,028	52.92%	1.74%
Human Resource Services Group	330	198	528	37.50%	0.64%
Legal, Judiciary and Legislative Services Group	262	247	509	48.53%	0.79%
Sports & Youth Services Group	294	178	472	37.71%	0.57%
Library, Archives & Museum Services Group	102	283	385	73.51%	0.91%
Information Communication & Technology Services Group	187	142	329	43.16%	0.46%
Executive and Specialist Services Group	273	52	325	16.00%	0.17%
Planning & Research Services Group	225	100	325	30.77%	0.32%
Transportation & Aviation Services Group	239	79	318	24.84%	0.25%
Trade, Industry & Tourism Services Group	99	59	158	37.34%	0.19%
Arts, Culture & Literary Services Group	70	13	83	15.66%	0.04%
Foreign Services Group	54	29	83	34.94%	0.09%
<b>Grand Total</b>	<b>18,781</b>	<b>12,396</b>	<b>31,177</b>	<b>39.76%</b>	<b>39.76%</b>

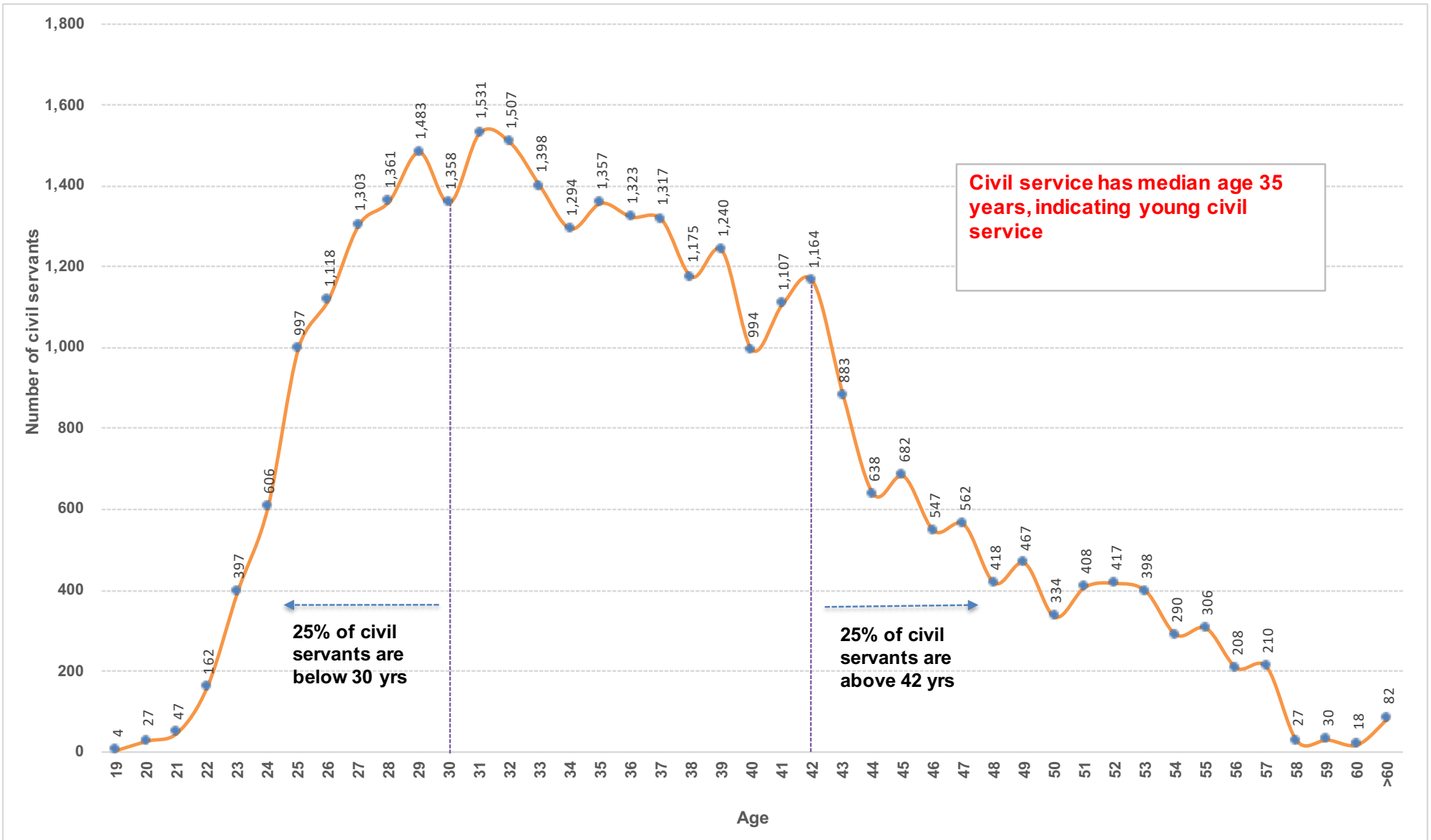
**Table 24**  
**Civil Servants by Position Level and Age Groups**

Position Level	18 - 19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-60	>60	Total
No level <sup>1</sup>							2				2
EX1						1	1	5	17	1	25
EX2							5	27	19	1	52
EX3						9	34	23	10	3	79
ES1							1	2	8	5	16
ES2							1	12	17	2	32
ES3						3	36	45	34	2	120
P1					53	360	408	386	217	3	1,427
P2				68	750	1,008	563	208	67	8	2,672
P3			58	772	1,704	849	191	37	27	7	3,645
P4		71	873	1,601	490	116	22	13	7		3,193
P5		369	2,483	969	163	42	13	9	3	2	4,053
S1						27	66	41	14		148
S2					10	140	226	170	77	2	625
S3				41	234	401	172	83	47	2	980
S4			44	510	700	261	108	184	104	10	1,921
S5		56	448	723	407	320	301	251	58	12	2,576
SS1		154	689	538	553	435	127	91	16	1	2,604
SS2		44	238	505	532	286	74	42	9	4	1,734
SS3			65	238	141	57	14	15	2		532
SS4	3	427	981	600	138	47	16	25	6	1	2,244
O1		1	3	45	157	251	226	162	31	2	878
O2		33	96	168	163	52	23	10	1		546
O3		3	12	54	56	26	14		3		168
O4	1	81	272	256	161	95	32	6	1		905
<b>Grand Total</b>	<b>4</b>	<b>1,239</b>	<b>6,262</b>	<b>7,088</b>	<b>6,412</b>	<b>4,786</b>	<b>2,676</b>	<b>1,847</b>	<b>795</b>	<b>68</b>	<b>31,177</b>

Note: Qualifying age for Civil Service is 18 yrs

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

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

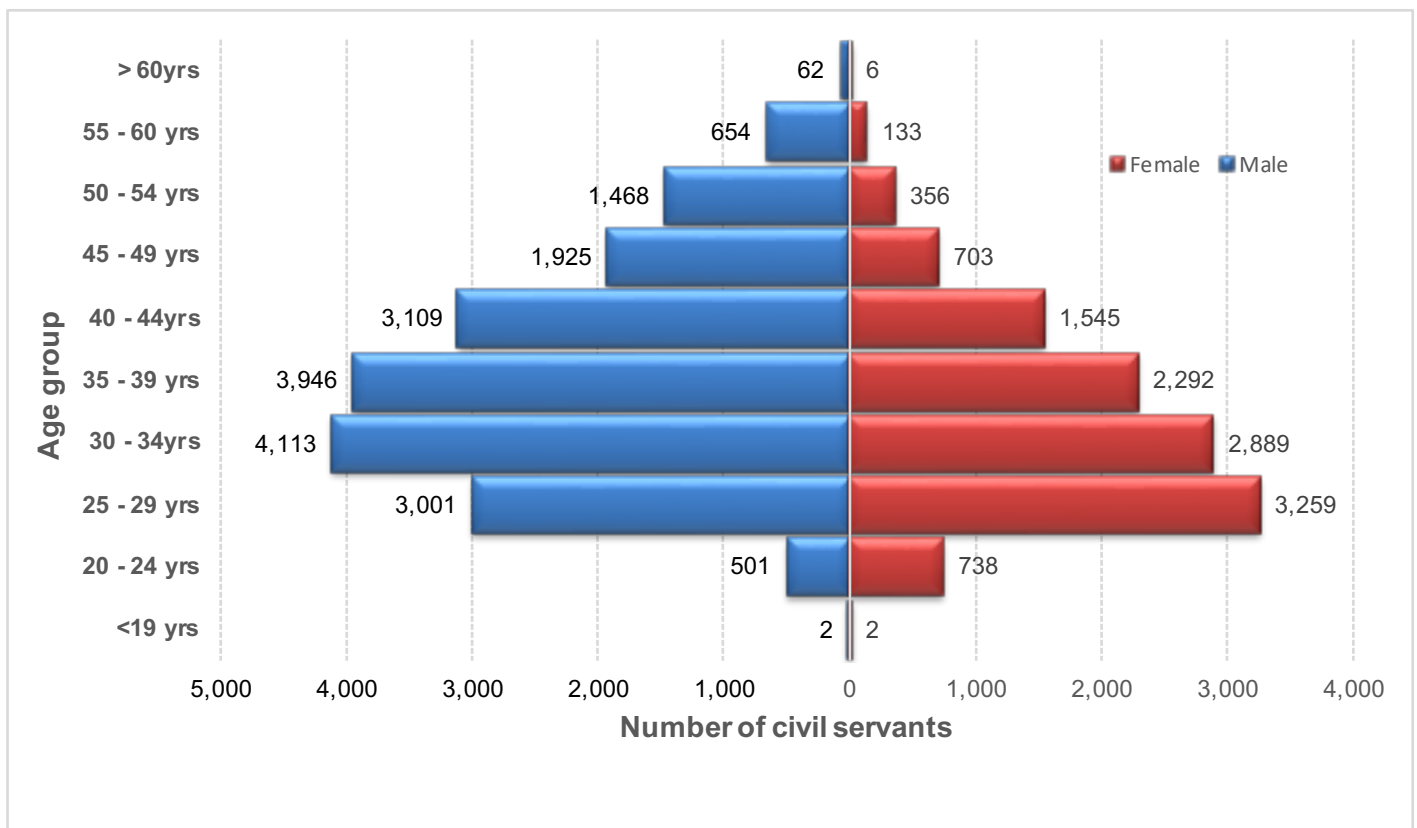


**Table 25**  
**Civil Servants by Age Groups and Gender**

Age Group	Male			Female			Grand Total
	R	C	T	R	C	T	
<20		2	2		2	2	4
20-24	238	263	501	292	446	738	1,239
25-29	2,117	884	3,001	2,119	1,142	3,259	6,262
30-34	3,380	733	4,113	2,393	582	2,889	7,088
35-39	3,654	292	3,946	2,360	106	2,292	6,412
40-44	2,962	147	3,109	1,656	21	1,545	4,786
45-49	1,856	69	1,925	743	8	703	2,676
50-54	1,436	32	1,468	368	11	356	1,847
55-60	608	46	654	133	8	133	795
>60	5	57	62	2	4	6	68
<b>Grand Total</b>	<b>16,256</b>	<b>2,525</b>	<b>18,781</b>	<b>10,066</b>	<b>2,330</b>	<b>12,396</b>	<b>31,177</b>

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

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



**Table 26**  
**Civil Servants Recruited by Parent Agency from January - December 2021**

Parent Agency	EX1	EX2	ES1	ES2	ES3	P1	P3	P4	P5	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Grand Total
Secretariat of His Majesty The Fourth Druk Gyalpo																			1	1
<b>Judiciary</b>																				
Royal Court of Justice								4				6							2	12
<b>Legislative</b>																				
National Assembly Secretariat										6										6
National Council Secretariat										2										2
<b>Constitutional</b>																				
Royal Civil Service Commission									11	1					3					15
Anti-Corruption Commission						1			3		1									5
Royal Audit Authority									4											4
<b>Ministry</b>																				
Ministry of Education							1		1,090		1				215	1	21		12	1,341
Ministry of Health			3	1		1	1	96	10		119	126	41	1	6			1	24	430
Ministry of Agriculture and Forests			1					20	1			15	21		1				34	93
Ministry of Home & Cultural Affairs		1							28			2	1		5				54	91
Ministry of Finance								1	25			34							2	62
Ministry of Information & Communications								4	28			1	2						4	39
Ministry of Works & Human Settlement								20				5	2		2				8	37
Ministry of Economic Affairs								5	6										3	14
Ministry of Labour & Human Resources					1			1	5			3							2	12
Ministry of Foreign Affairs									1											1
<b>Autonomous Agency</b>																				
Jigme Dorji Wangchuck National Referral Hospital (JDWNRH)								10	1		1			1					6	19
National Land Commission								2	3			1			2				2	10
Gross National Happiness Commission									7											7
National Environment Commission								1	3			1			1					6
Dratshang Lhentshug									1						1				4	6
Office of the Attorney General								5												5
Construction Development Board								1				2							1	4
National Statistics Bureau								4												4
Bhutan Information Communications & Media Authority								1	1			1								3
National Center for Hydrology and Meteorology (NCHM)								1							2					3
Dzongkha Development Commission									3											3
Centre for Bhutan Studies and GNH Research		1							1											2
Bhutan Civil Aviation Authority								1												1
Royal Institute of Management													1							1
Bhutan Medical Health Council									1											1
Cabinet Secretariat									1											1
National Commission for Women & Children									1											1
Tourism Council of Bhutan									1											1
Bhutan National Legal Institute								1												1
Drug Regulatory Authority								1												1
<b>Thromde</b>																				
Thimphu																			7	7
Samdrup Jongkhar																			1	1
<b>Grand Total</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>179</b>	<b>1,244</b>	<b>1</b>	<b>121</b>	<b>198</b>	<b>68</b>	<b>2</b>	<b>238</b>	<b>1</b>	<b>21</b>	<b>1</b>	<b>167</b>	<b>2,253</b>

**Table 27**  
**Civil Servants Recruited by MOG from January - December 2021**

MOG	Regular			Contract			Grand Total
	Male	Female	Total	Male	Female	Total	
Education & Training Services Group	227	255	482	249	331	580	1,062
Administration & Support Services Group	25	14	39	216	107	323	362
Medical and Health Services Group	111	147	258	35	35	70	328
Architectural, Engineering & Land Services Group	60	34	94	5	2	7	101
Laboratory & Technical Services Group	10	9	19	26	41	67	86
Sports & Youth Services Group	16	15	31	25	17	42	73
Finance & Audit Services Group	12	18	30	6	16	22	52
Forestry & Environment Protection Services Group	28	9	37		1	1	38
Information Communication & Technology Services Group	3	8	11	7	12	19	30
Library, Archives & Museum Services Group				9	15	24	24
Legal, Judiciary and Legislative Services Group	8	11	19	1		1	20
Planning & Research Services Group	5	6	11	6	3	9	20
Agriculture & Livestock Services Group	14	6	20				20
Human Resource Services Group	5	7	12		1	1	13
Executive and Specialist Services Group	1		1	6	1	7	8
Trade, Industry & Tourism Services Group	2	3	5	1		1	6
Arts, Culture & Literary Services Group	4	2	6				6
Transportation & Aviation Services Group	3		3				3
Foreign Services Group		1	1				1
<b>Grand Total</b>	<b>534</b>	<b>545</b>	<b>1,079</b>	<b>592</b>	<b>582</b>	<b>1,174</b>	<b>2,253</b>

**Table 28**  
**Civil Servants Recruited by Position Level (2017-2021)**

Position Level	2017			2018			2019			2020			2021		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
EX1/ES1											7	7	1	4	5
EX2/ES2					1	1	2		2		1	1		2	2
EX3/ES3											3	3		1	1
P1	1	6	7		4	4			0	1	4	5		2	2
P2		4	4								1	1			
P3	1	1	2										1	1	2
P4	218	5	223	159	66	225	152	99	251	188	78	266	153	26	179
P5	466	265	731	214	142	356	461	450	911	672	216	888	612	632	1,244
SS1															
SS2															
SS3															
SS4								1	1					1	1
S1	114	3	117	78	17	95	101	26	127	169	28	197	82	39	121
S2	176	21	197	150	12	162	174	15	189	203	11	214	150	48	198
S3	106	4	110	38	3	41	34	1	35	81	2	83	66	2	68
S4		1	1								2	2	1	1	2
S5	143	585	728	99	123	222	97	442	539	75	185	260	10	228	238
O1	2	1	3				2		2		1	1		1	1
O2	2	56	58		27	27		18	18		1	1		21	21
O3														1	1
O4	2	281	283	5	149	154	6	206	212	1	74	75	3	164	167
<b>Total</b>	<b>1,231</b>	<b>1,233</b>	<b>2,464</b>	<b>743</b>	<b>544</b>	<b>1,287</b>	<b>1,029</b>	<b>1,258</b>	<b>2,287</b>	<b>1,390</b>	<b>614</b>	<b>2,004</b>	<b>1,079</b>	<b>1,174</b>	<b>2,253</b>

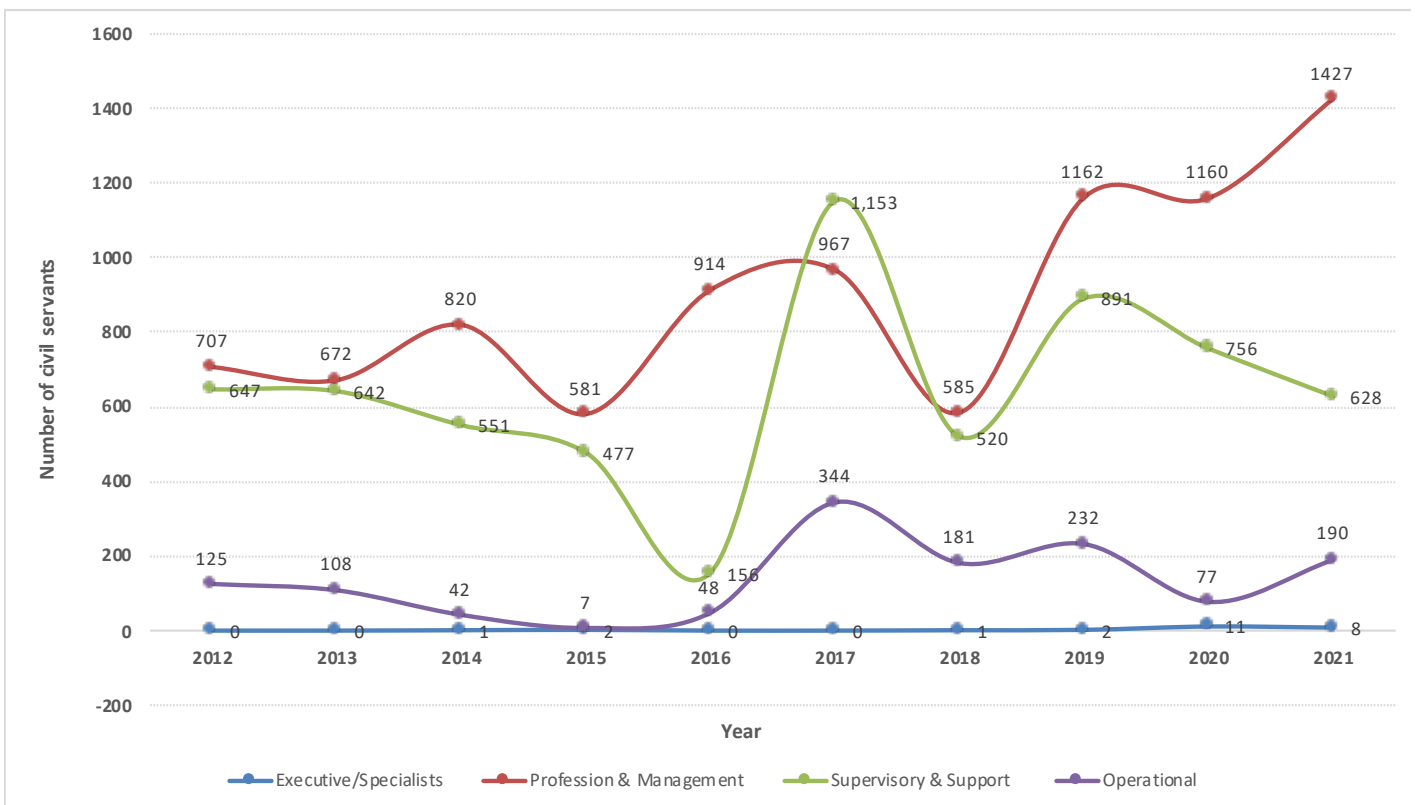
Note: R: Regular, C: Contract & T: Total



**Table 29**  
**Civil Servants Recruited by Position Level and Gender**

Position Level	Regular			Contract			Grand Total
	Male	Female	Total	Male	Female	Total	
EX1				1		1	1
EX2					1	1	1
ES1	1		1	3		3	4
ES2				1		1	1
ES3				1		1	1
P1				2		2	2
P3		1	1	1		1	2
P4	69	84	153	8	18	26	179
P5	288	324	612	275	357	632	1,244
SS4				1		1	1
S1	35	47	82	18	21	39	121
S2	80	70	150	28	20	48	198
S3	52	14	66	2		2	68
S4	1		1	1		1	2
S5	5	5	10	88	140	228	238
O1				1		1	1
O2				3	18	21	21
O3				1		1	1
O4	3		3	157	7	164	167
<b>Grand Total</b>	<b>534</b>	<b>545</b>	<b>1,079</b>	<b>592</b>	<b>582</b>	<b>1,174</b>	<b>2,253</b>

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



**Table 30**  
***Civil Servants Promoted (2017-2021)***

<b>Position Category/Position Level</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>Executive &amp; Specialist Category</b>					
EX1	1	2	4	5	7
EX2	9	8	4	8	6
EX3	21	13	9	9	14
ES1	2	1	2	4	4
ES2	5	11	3	3	7
ES3	11	14	20	28	30
<b>Total</b>	<b>49</b>	<b>49</b>	<b>42</b>	<b>57</b>	<b>68</b>
<b>Professional &amp; Management Category</b>					
P1	215	184	221	224	218
P2	410	457	477	664	748
P3	877	1150	999	812	802
P4	710	623	702	481	424
P5	18	55	34	16	18
<b>Total</b>	<b>2,230</b>	<b>2,469</b>	<b>2,433</b>	<b>2,197</b>	<b>2210</b>
<b>Supervisory &amp; Support Category</b>					
SS1	3	45	56	22	27
SS2	23	130	122	110	264
SS3	154	205	290	212	196
SS4	210	479	436	388	502
S1	318	524	540	415	336
S2	284	288	441	647	353
S3	283	402	536	207	307
S4	317	216	209	43	12
S5	8	24	12	29	2
<b>Total</b>	<b>1,600</b>	<b>2,313</b>	<b>2,642</b>	<b>2,073</b>	<b>1999</b>
<b>Operational Category</b>					
O1	100	65	39	48	68
O2	62	100	94	75	107
O3	108	79	56	6	8
<b>Total</b>	<b>270</b>	<b>244</b>	<b>189</b>	<b>129</b>	<b>183</b>
<b>Grand Total</b>	<b>4,149</b>	<b>5,075</b>	<b>5,306</b>	<b>4,456</b>	<b>4,406</b>

Table 31

## Civil Servants Separated by Parent Agency and Position Level (January - December 2021)

Parent Agency	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Grand Total
<b>Judiciary</b>																									
Royal Court of Justice									15	1	2				6	9	10	1	2	2		1	1	5	55
Supreme Court of Bhutan									2																2
<b>Legislative</b>																									
National Assembly Secretariat	1										6														7
National Council Secretariat									1	1	1														3
<b>Constitutional</b>																									
Anti-Corruption Commission							2		2	1							1								6
Royal Audit Authority								2	1	1	1				1							3			9
Royal Civil Service Commission			1					2	4	3	4							1							15
<b>Ministry</b>																									
Ministry of Education		1				2	43	31	81	72	222					1	7	7	4	132	1	16	1	7	628
Ministry of Health	1			3	1	1	6	6	8	36	3	1	7	7	14	57	26	4	2	3	3	3		15	207
Ministry of Agriculture and Forests	1			2	2		9	8	6	1	2	1	5	23	9	24	11	11	3	7	7	2	1	11	146
Ministry of Home & Cultural Affairs		1						2	3	5	11				5	3	8	5	2	8	4	4	1	44	106
Ministry of Finance	1						2	4	6	4	1		2	7	9	10	7	2		2	3			2	62
Ministry of Works & Human Settlement							5	3	2	4	1	2		2	2	9	3	2	2	2	4	1		4	48
Ministry of Information & Communications							3	2	5	5	11			1	6	5		1	2					2	43
Ministry of Economic Affairs		1				1	5	1	3	2	5			1			3	3			1			1	27
Ministry of Labour & Human Resources	1						2	1	1	1	2					1									9
Ministry of Foreign Affairs	1									1								2				1			5
<b>Autonomous</b>																									
Jigme Dorji Wangchuck National Referral Hospital (JDWNRH)										12	1							1			1			7	22
Office of the Attorney General									3	4					1		1								9
Gross National Happiness Commission							1	1	1	1															4
Bhutan Information Communications & Media Authority											2														2
National Land Commission															3	2		1	1		1				8
Bhutan Narcotic Control Authority											1													2	3
National Statistics Bureau							1		1						1										3
Royal Education Council							1	1	1									1							4
Tourism Council of Bhutan										5	1														6
Bhutan Standards Bureau										1															1
Bhutan Civil Aviation Authority									2															1	3
National Center for Hydrology and Meteorology (NCHM)										1						3									4
Royal Institute of Management						1												1			2				4
Dratshang Lhentshog											3									1	1		1	3	9
Election Commission									1									1							2
Bhutan Council for School Examination and Assessment								1																	1
National Commission for Women & Children											3														3
Bhutan National Legal Institute																				1	1				2

**Table 31** (cont.)

**Civil Servants Separated by Parent Agency and Position Level (January - December 2021)**

Parent Agency	EX1	EX2	EX3	ES1	ES2	ES3	P1	P2	P3	P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Grand Total
Centre for Bhutan Studies and GNH Research	1								1								1								3
Drug Regulatory Authority									1																1
National Environment Commission									2		7						1				1				11
Bhutan Olympic Committee																1									1
Bhutan Health Trust Fund																	1								1
Construction Development Board																								1	1
Cabinet Secretariat																								1	1
Dzongkha Development Commission							1	1		1	1														4
<b>Thromde</b>																									
Thimphu											1										2	1	1		5
Samdrup Jongkhar																					3			1	4
Phuentsholing																								3	3
Gelephu																		1							1
<b>Grand Total</b>	<b>7</b>	<b>3</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>82</b>	<b>65</b>	<b>154</b>	<b>162</b>	<b>292</b>	<b>4</b>	<b>14</b>	<b>41</b>	<b>57</b>	<b>125</b>	<b>80</b>	<b>42</b>	<b>21</b>	<b>163</b>	<b>34</b>	<b>29</b>	<b>5</b>	<b>110</b>	<b>1,504</b>

**Table 32**  
**Civil Servants Separated by MOG (January - December 2021)**

MOG	Regular			Contract			Grand Total
	M	F	T	M	F	T	
Administration & Support Services Group	95	39	134	145	88	233	367
Agriculture & Livestock Services Group	32	4	36		1	1	37
Architectural, Engineering & Land Services Group	60	19	79	10	1	11	90
Arts, Culture & Literary Services Group	4		4	6		6	10
Education & Training Services Group	116	109	225	128	107	235	460
Executive and Specialist Services Group	21	1	22		2	2	24
Finance & Audit Services Group	35	11	46	1	3	4	50
Foreign Services Group	1		1				1
Forestry & Environment Protection Services Group	49	10	59	6	4	10	69
Human Resource Services Group	17	6	23	1		1	24
Information Communication & Technology Services Group	15	11	26	3	8	11	37
Laboratory & Technical Services Group	11	5	16	15	21	36	52
Legal, Judiciary and Legislative Services Group	38	16	54	3	3	6	60
Library, Archives & Museum Services Group	4	7	11	4	5	9	20
Medical and Health Services Group	35	28	63	43	48	91	154
Planning & Research Services Group	6	4	10	5	3	8	18
Sports & Youth Services Group	3		3	3	3	6	9
Trade, Industry & Tourism Services Group	7	3	10	2	4	6	16
Transportation & Aviation Services Group	4	2	6				6
<b>Grand Total</b>	<b>553</b>	<b>275</b>	<b>828</b>	<b>375</b>	<b>301</b>	<b>676</b>	<b>1,504</b>

Table 33

## Civil Servants Separated by Category of Separation, Position Levels and Employment Type (January - December 2021)

Position Level	Superannuation ESC	Superannuation P1 & below		VR		SPS		ERS		CR		CC		Death		Delink		By Order		Withdrawal/ Cancellation of Appt		Total
		R	R	R	C	R	R	R	C	R	C	R	C	R	C	R	C	R	C	R	C	
ES1		4																	1			5
ES2		3																				3
ES3		2		2								1										5
EX1		4																3				7
EX2		2										1										3
EX3																		1				1
O1			13	15					3	1					2							34
O2			1	9	12					3			2	2								29
O3			1	3	1																	5
O4				7	76					2	2		22					1				110
P1			45	19	1				13	1			2	1								82
P2			12	41	3				3	1			2	3								65
P3			1	120	2					2			3	7			19					154
P4			1	95	41					3			18	1			1			1	1	162
P5			1	26	119					1	1		139	2	2			1				292
S1			28	43	34		1		6	1		1	2	4							5	125
S2			18	23	18				4	1			6	3			2				1	80
S3			7	23					3	3			1	4							1	42
S4			4	13	1					1				1				1				21
S5			4	5	96					3	4		47	1	1				1	1		163
SS1									3	1												4
SS2			8	1						2			1	2								14
SS3			19	12					5	1			1	3								41
SS4			12	31					5	2			3	4								57
<b>Grand Total</b>		<b>15</b>	<b>175</b>	<b>488</b>	<b>404</b>	<b>1</b>	<b>47</b>	<b>27</b>	<b>7</b>	<b>1</b>	<b>251</b>	<b>40</b>	<b>3</b>	<b>22</b>	<b>8</b>	<b>1</b>	<b>4</b>	<b>10</b>	<b>1,504</b>			

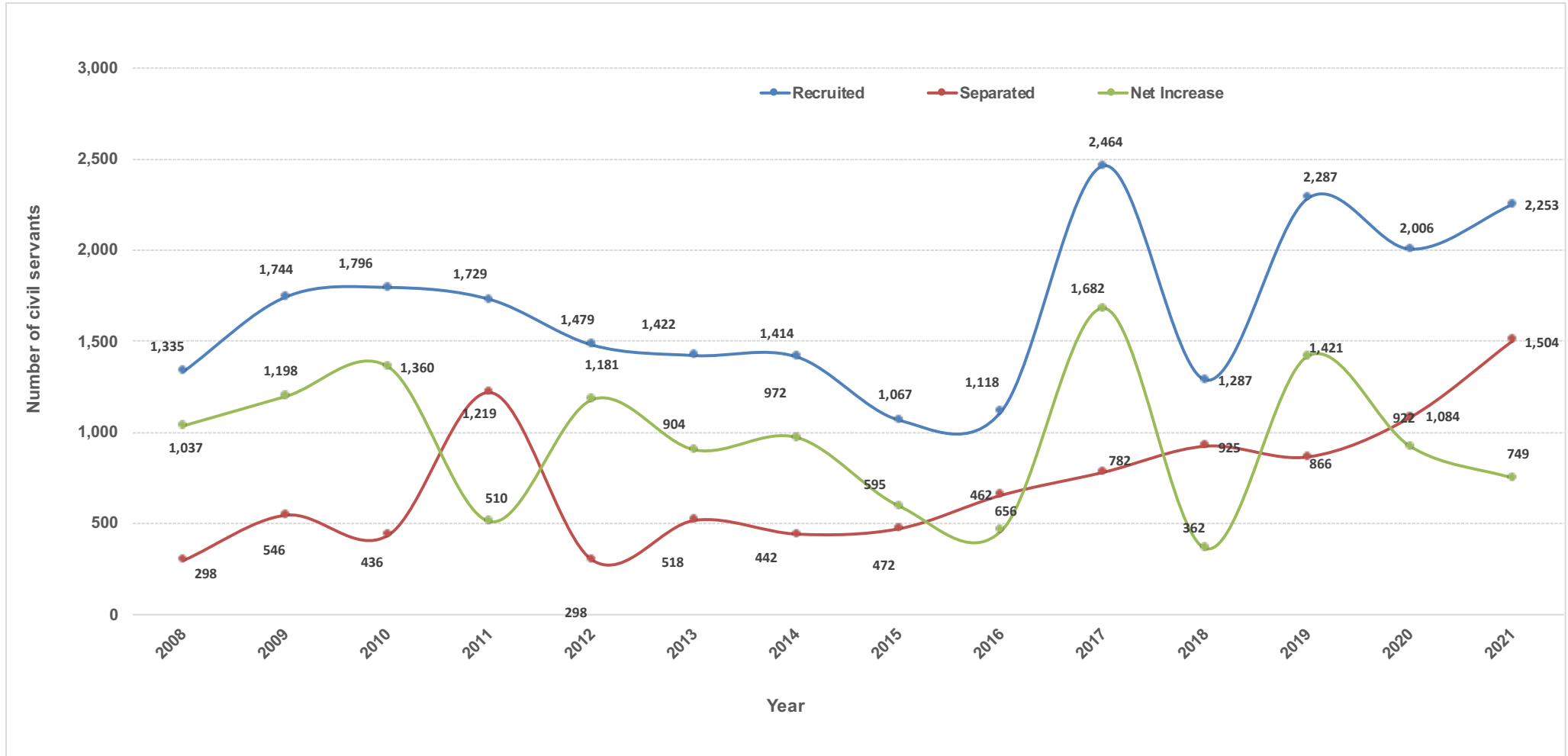
Note: R: Regular, C: Contract, CR: Compulsory Retirement, CC: Contract Completion, ERS: Early Retirement Scheme, VR: Voluntary Resignation, SRS: Special Retirement Scheme.

**Table 34**  
**Civil Servants Separated by Position Level and Employment Type**

Position Level	2017			2018			2019			2020			2021		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
EX1/ES1	1		1	5		5	7	1	8	3		3	12		12
EX2/ES2	1		1	16		16	9		9	9		9	5	1	6
EX3/ES3	3		3	7		7	2		2	10	1	11	5	1	6
P1	65	2	67	65	2	67	51	4	55	64	2	66	79	3	82
P2	67	1	68	54	1	55	42	1	43	41	2	43	60	5	65
P3	69	9	78	86	4	90	94	1	95	80	9	89	149	5	154
P4	62	14	76	79	16	95	59	15	74	80	29	109	102	60	162
P5	37	110	147	35	58	93	33	100	133	32	159	191	31	261	292
SS1										6		6	4		4
SS2	6		6	9		9	4		4				13	1	14
SS3	22		22	35		35	26		26	29		29	40	1	41
SS4	18	2	20	26		26	30		30	38		38	54	3	57
S1	38	4	42	60	35	95	50	2	52	64	68	132	84	41	125
S2	43	13	56	40	19	59	35	10	45	28	43	71	52	28	80
S3	25	1	26	32		32	23		23	33	33	66	41	1	42
S4	22	2	24	34	15	49	16		16	23	1	24	20	1	21
S5	26	22	48	25	61	86	13	161	174	8	97	105	14	149	163
O1	35	1	36	40	1	41	17		17	21	1	22	34		34
O2	9	12	21	10	5	15	3	13	16	2	12	14	15	14	29
O3	13		13	10	1	11	5		5	4		4	4	1	5
O4	8	19	27	4	35	39	1	38	39	1	51	52	10	100	110
<b>Total</b>	<b>570</b>	<b>212</b>	<b>782</b>	<b>672</b>	<b>253</b>	<b>925</b>	<b>520</b>	<b>346</b>	<b>866</b>	<b>576</b>	<b>508</b>	<b>1,084</b>	<b>828</b>	<b>676</b>	<b>1,504</b>

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

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





**Table 35**  
**Civil Servants Separated by Position Levels and Gender (Jan - Dec 2021)**

Position Level	Regular			Contract			Grand Total
	Male	Female	Total	Male	Female	Total	
EX1	7		7				7
EX2	2		2		1	1	3
EX3	1		1				1
ES1	5		5				5
ES2	3		3				3
ES3	3	1	4		1	1	5
P1	55	24	79	3		3	82
P2	44	16	60	4	1	5	65
P3	86	63	149	5		5	154
P4	55	47	102	28	32	60	162
P5	16	15	31	134	127	261	292
SS1	4		4				4
SS2	10	3	13	1		1	14
SS3	32	8	40	1		1	41
SS4	33	21	54	1	2	3	57
S1	52	32	84	20	21	41	125
S2	40	12	52	23	5	28	80
S3	23	18	41	1		1	42
S4	13	7	20		1	1	21
S5	11	3	14	52	97	149	163
O1	32	2	34				34
O2	13	2	15	8	6	14	29
O3	4		4	1		1	5
O4	9	1	10	93	7	100	110
<b>Grand Total</b>	<b>553</b>	<b>275</b>	<b>828</b>	<b>375</b>	<b>301</b>	<b>676</b>	<b>1,504</b>

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

Position Level	2021	2022	2023	2024	2025
EX1	4	2	1	3	4
EX2	4	5	3	4	5
EX3	1	3		4	2
ES1	1				1
ES2	6	4	2	6	
ES3	5	6	5	14	5
P1	41	67	49	70	60
P2	24	32	41	34	27
P3	3	5	9	13	6
P4		8	6	4	
P5	2	3	2	2	1
SS1	2	1	1	4	7
SS2	3	5	2	9	28
SS3	23	32	30	28	8
SS4	17	29	31	24	24
S1	47	53	52	66	54
S2	14	24	27	21	25
S3	18	13	16	15	13
S4	7	4	4	10	6
S5	9	4	3	9	5
O1	18	26	26	31	32
O2	2	4	5	3	4
O3	1	1	2		
O4	1	2		3	
<b>Total</b>	<b>253</b>	<b>333</b>	<b>317</b>	<b>377</b>	<b>317</b>

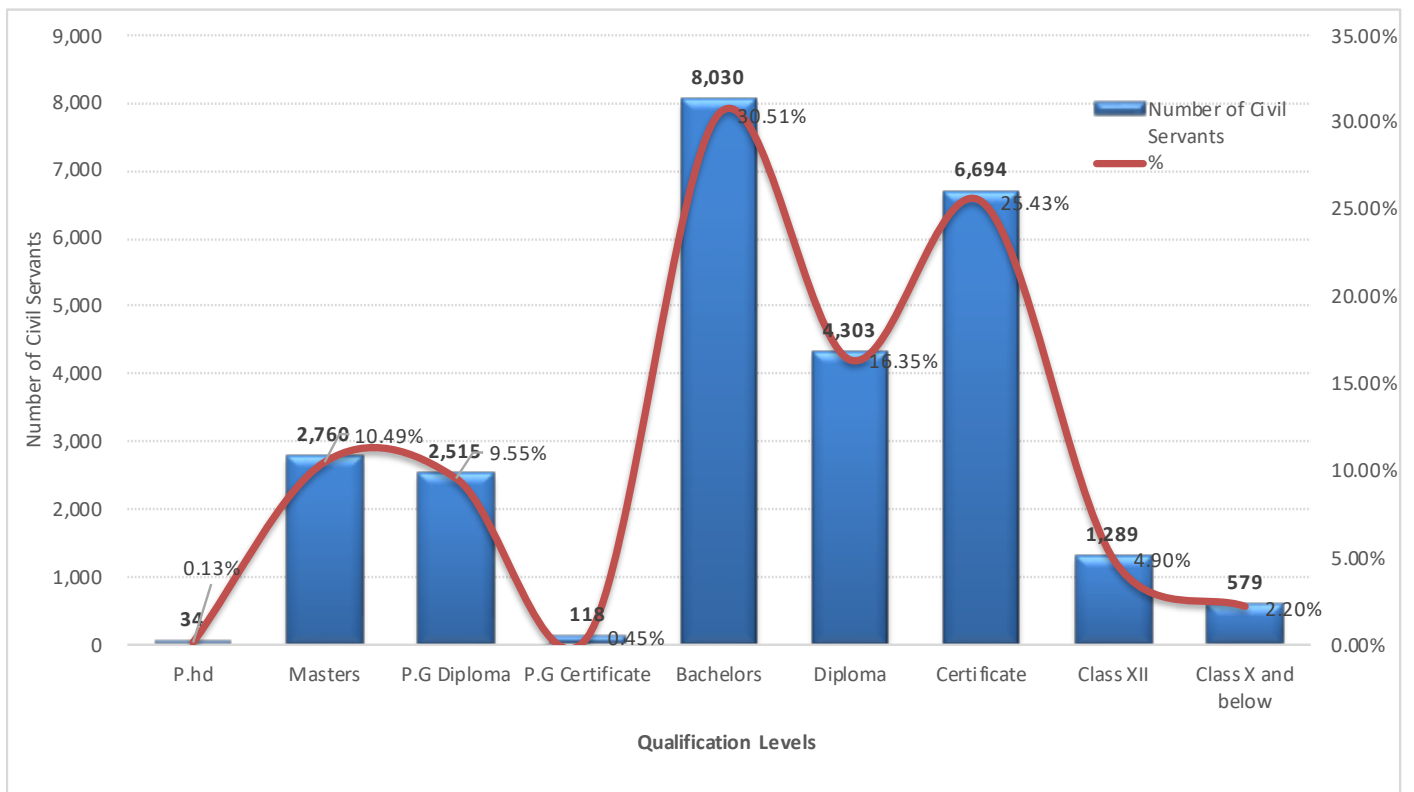
**Table 37**

**Qualification of Regular Civil Servants as on 31<sup>st</sup> December 2021 - Summary**

<b>Educational</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>% of the Total</b>
P.hd	28	6	34	<b>0.13%</b>
Masters	2,008	752	2,760	<b>10.49%</b>
P.G Diploma	1,480	1,035	2,515	<b>9.55%</b>
P.G Certifica	64	54	118	<b>0.45%</b>
Bachelors	4,860	3,170	8,030	<b>30.51%</b>
Diploma	2,723	1,580	4,303	<b>16.35%</b>
Certificate	3,902	2,792	6,694	<b>25.43%</b>
Class XII	703	586	1,289	<b>4.90%</b>
Class X and	488	91	579	<b>2.20%</b>
<b>Grand Total</b>	<b>16,256</b>	<b>10,066</b>	<b>26,322</b>	<b>100.00%</b>

**Graph 11**

**Regular Civil Servants by Qualification Levels**



**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	Basic Education Class X and Below	Grand Total
His Majestys Secretariat		3	1		6		11	3	2	26
Secretariat of His Majesty The Fourth Druk Gyalpo		1			1		2	1	2	7
<b>Judiciary</b>										
Royal Court of Justice	1	4	8		13	155	121	53	23	378
Supreme Court of Bhutan		1	4		1	1	6			13
<b>Legislative</b>										
National Assembly Secretariat		5	6		3	1	11	4		30
National Council Secretariat		3	4	1	5	1	11	1		26
<b>Constitutional</b>										
Anti-Corruption Commission		19	25		23	21	13	4	5	110
Royal Audit Authority		22	67	2	40	28	45	7	4	215
Royal Civil Service Commission	1	37	73	2	17	3	33	5		171
<b>Ministry</b>										
Ministry of Education	2	1274	1554	92	4983	76	1430	277	43	9731
Ministry of Health	3	256	22		795	1552	1707	294	121	4750
Ministry of Agriculture and Forests	17	239	74		723	997	992	100	90	3232
Ministry of Finance		160	271	8	172	578	325	38	24	1576
Ministry of Works & Human Settlement		59	8		358	445	501	36	62	1469
Ministry of Home & Cultural Affairs	2	134	43	4	223	35	438	153	84	1116
Ministry of Information & Communications		65	25		144	111	239	85	9	678
Ministry of Economic Affairs	2	89	43	1	89	17	152	24	20	437
Ministry of Labour & Human Resources		46	27	1	89	121	63	9	5	361
Ministry of Foreign Affairs		46	32	1	14	2	40	15	14	164
<b>Autonomous</b>										
Bhutan Civil Aviation Authority	1	1	2		10	3	4			21
Bhutan Council for School Examination and Assessment		11	1	2	6		6		1	27
Bhutan Health Trust Fund	1									1
Bhutan Information Communications & Media Authority		4	3		6	1	5			19
Bhutan Medical Health Council		3			4		4			11
Bhutan Narcotic Control Authority		5	3		3		10	1		22
Bhutan National Legal Institute					2	1	2			5
Bhutan Olympic Committee					1	1	8	1	2	13
Bhutan Standards Bureau		9			17	5	12	6		49
Cabinet Secretariat		12	8		5	1	7	4	2	39
Centre for Bhutan Studies and GNH Research		3	7		3		5			18
Construction Development Board		4			7	5	3	2	1	22
Dratshang Lhentshug		1			1	2	16	4	13	37
Drug Regulatory Authority		3			12	3	8		1	27
Dzongkha Development Commission		6	6		22	1	3			38
Gross National Happiness Commission		75	65	1	16		7	2	4	170
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)		4			12	4	36	12	5	73
Media Council		1			1		1			3
National Center for Hydrology and Meteorology (NCHM)	1	8	1		28	7	94	36	3	178
National Commission for Women & Children	1	5	5		2		5			18

**Table 38** (cont.)

**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	Basic Education Class X and Below	Grand Total
National Environment Commission		23	2		40	3	7	1	3	79
National Film Commission		1			1				1	3
National Land Commission		25	10	1	71	66	166	95	7	441
National Statistics Bureau		16	1		25	20	5	3		70
Office of the Attorney General		19	97		13	25	5	3	2	164
Royal Education Council	1	19		2	2	2	7	1		34
Royal Institute of Management	1	20	5		4	3	20	1	3	57
Royal Privy Council		1			2		5		1	9
Tourism Council of Bhutan		14	11		7	4	17	1	3	57
<b>Thromde</b>										
Thimphu		1		2		1	37	3	12	56
Phuentsholing		1		2			21	3	4	31
Gelephu		1	1	2			16	1	2	23
Samdrup Jongkhar		1		2		1	12		1	17
<b>Total</b>	<b>34</b>	<b>2,760</b>	<b>2,515</b>	<b>126</b>	<b>8,022</b>	<b>4,303</b>	<b>6,694</b>	<b>1,289</b>	<b>579</b>	<b>26,322</b>

**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	%
<b>Executive and Specialists</b>						
EX1		25			26	96.15%
EX2		51			51	100.00%
EX3		74			75	98.67%
	<b>Total</b>	<b>150</b>			<b>152</b>	<b>98.68%</b>
ES1	7				7	100.00%
ES2	28				29	96.55%
ES3	109				117	93.16%
	<b>Total</b>	<b>144</b>			<b>153</b>	<b>94.12%</b>
<b>Professional &amp; Management</b>						
P1		1217			1405	86.62%
P2		2336			2636	88.62%
P3		3111			3610	86.18%
P4		2970			2999	99.03%
P5		2509			2532	99.09%
	<b>Total</b>	<b>12143</b>			<b>13182</b>	<b>92.12%</b>
<b>Supervisory &amp; Support</b>						
SS1			147		148	99.32%
SS2			615		623	98.72%
SS3			970		980	98.98%
SS4			1847		1908	96.80%
S1			2388		2506	95.29%
S2			2279		2520	90.44%
S3			1375		1713	80.27%
S4			410		477	85.95%
S5			149		509	29.27%
	<b>Total</b>		<b>10,180</b>		<b>11,384</b>	<b>89.42%</b>
<b>Operational</b>						
O1				872	872	100.00%
O2				372	372	100.00%
O3				158	158	100.00%
O4				49	49	100.00%
	<b>Total</b>			<b>1,451</b>	<b>1,451</b>	<b>100.00%</b>
<b>Grand Total</b>				<b>24,068</b>	<b>26,322</b>	<b>91.44%</b>

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

Type of Training	Approved (Jan - Dec 2021)	Undergoing LTT as on 31st Dec, 2021
P.hd	1	16
Specialization	2	4
Master's Degree	255	631
P.G Diploma	1	1
P.G Certificate	0	1
Bachelor's Degree	81	258
Non-Degree/Visiting Fellowship Certificate	3 8	0 12
<b>Total</b>	<b>351</b>	<b>923</b>

**Table 41*****Long-Term Training by Mode of Study (Jan - Dec 2021)***

Level of Study	Full Time	Mixed Mode	Grand Total
P.hd	1		1
Specialization	2		2
Masters	172	83	255
P.G Diploma	1		1
Bachelors	57	24	81
Visiting Fellowship	3		3
Certificate	8		8
<b>Grand Total</b>	<b>244</b>	<b>107</b>	<b>351</b>

**Table 42****Long-Term Training Implemented by Country (Jan - Dec 2021)**

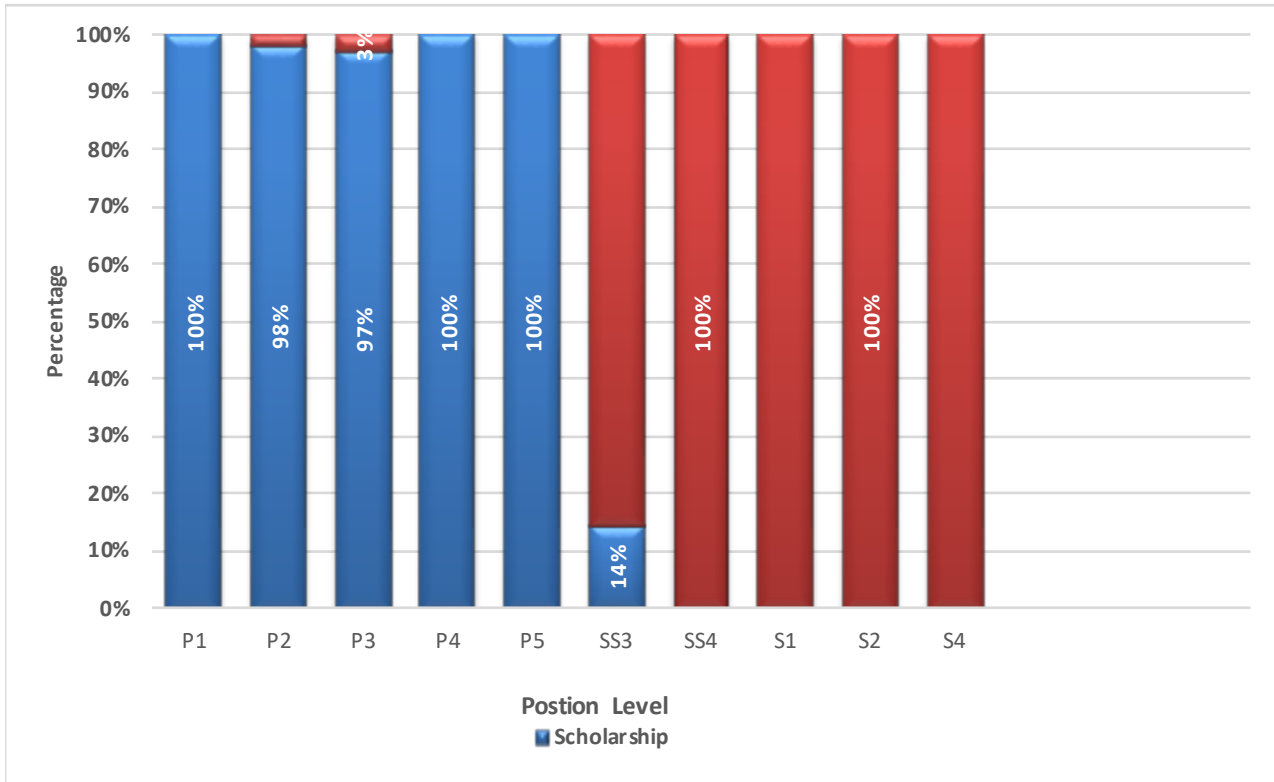
Country	P.hd	Specialization	Masters	P.G Diploma	Bachelors	Visiting Fellowship	Certificate	Grand Total
Bhutan			172		79			251
Bangladesh			1					1
India		2	11		2		1	16
Thailand			19			1		20
Australia			4				1	5
Japan			21				4	25
United States	1		6	1		2		10
UK			5					5
Netherland			2					2
Philippines			3					3
Germany			2					2
Austria			1					1
Malaysia			4					4
China			1					1
South Korea							2	2
Canada			1					1
Switzerland							1	1
Belgium							1	1
<b>Total</b>	<b>1</b>	<b>2</b>	<b>253</b>	<b>1</b>	<b>81</b>	<b>4</b>	<b>9</b>	<b>351</b>

**Table 43****Civil Servants Undergoing Long-Term Training as on December 2021**

Country	P.hd	Specialization	Masters	P.G Diploma	Certificate	Bachelors	Certificate	Total
Bhutan			451			241	3	695
India		1	38			15	5	59
Thailand	1	1	44					46
Japan	2		40		1		1	44
Australia	10		12			2		24
United States	1	1	9	1				12
United Kingdom	2	1	5					8
Malaysia			7					7
Germany			5					5
Bangladesh			4				1	5
Canada			3					3
Netherlands			3					3
Nepal			2					2
China			3					3
Philippines			2					2
Austria			1					1
South Korea							2	2
Finland			1					1
Poland			1					1
<b>Total</b>	<b>16</b>	<b>4</b>	<b>631</b>	<b>1</b>	<b>1</b>	<b>258</b>	<b>12</b>	<b>923</b>

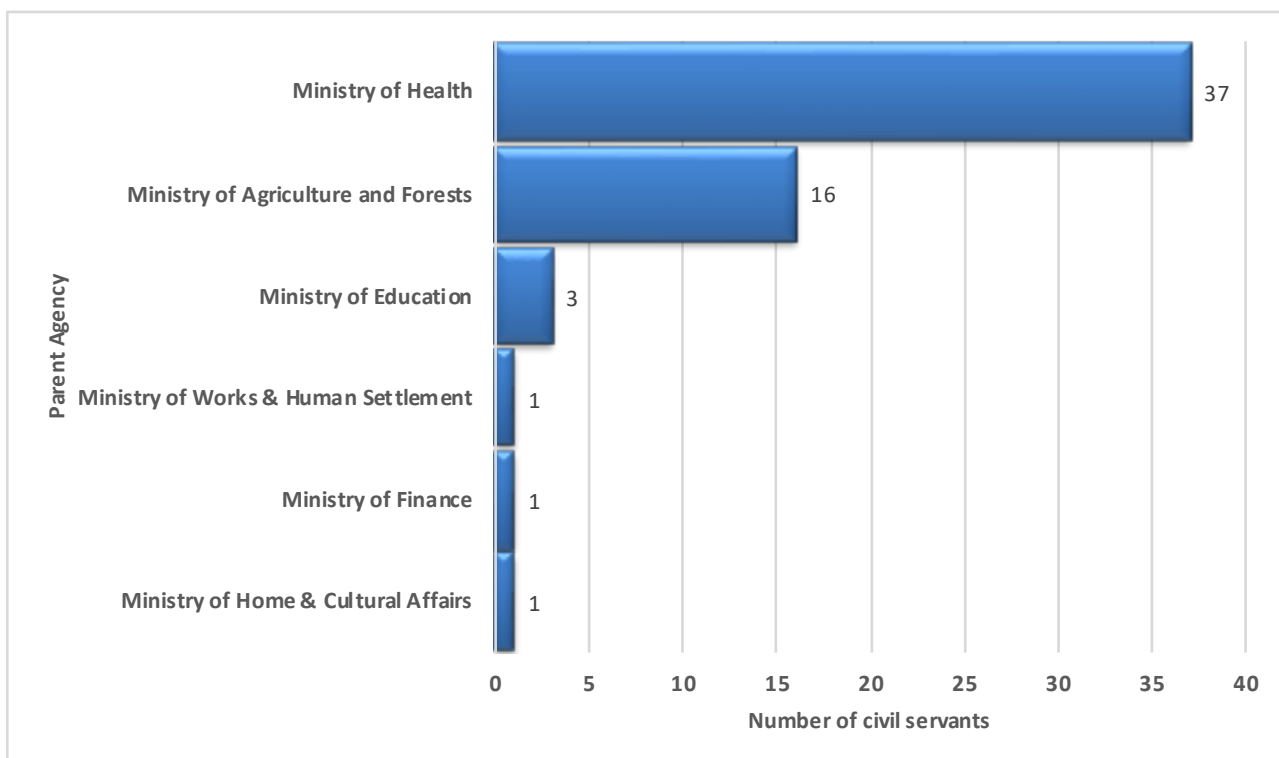
**Graph 12**

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



**Graph 13**

**Undergoing Long-Term Training by Parent Agency through Private Funding (Jan - Dec 2021)**





**Table 44**  
**Long-Term Training Implemented by Parent Agency (Jan - Dec 2021)**

Parent Agency	P.hd	Specialization	Masters	P.G Diploma	Bachelors	Diploma	Visiting Fellowship	Certificate	Total
<b>Legislative</b>									
National Council Secretariat									
<b>Constitutional</b>									
Royal Audit Authority									
Royal Civil Service Commission			1						1
<b>Ministry</b>									
Ministry of Education	1		178	1	26			5	211
Ministry of Health		2	30		36		2		70
Ministry of Agriculture and Forests			12		17			2	31
Ministry of Finance			2					1	3
Ministry of Works & Human Settlement			11		1				12
Ministry of Information & Communications									
Ministry of Economic Affairs			4		1		1		6
Ministry of Home & Cultural Affairs			5						5
Ministry of Labour & Human Resources									
Ministry of Foreign Affairs			1						1
<b>Agency</b>									
Bhutan Narcotic Control Authority									
Cabinet Secretariat									
Dzongkha Development Commission									
Gross National Happiness Commission			2						2
National Center for Hydrology and Meteorology (NCHM)			1						1
National Environment Commission			3						3
National Statistics Bureau									
Office of the Attorney General			1						1
Royal Court of Justice			1						1
Royal Institute of Management									
Tourism Council of Bhutan									
ACC			3						3
<b>Total</b>	<b>1</b>	<b>2</b>	<b>255</b>	<b>1</b>	<b>81</b>	<b>0</b>	<b>3</b>	<b>8</b>	<b>351</b>

**Table 45**  
**Long-Term Training by Source of Funding (Jan - Dec 2021)**

Source of Funding	P.hd	Specialization	Masters	P.G Diploma	Bachelors	Visiting Fellowship	Certificate	Grand Total	
RGoB				180			2	211	
Private Funding				4		57		61	
TCS Colombo Plan				5				5	
University Scholarship				3				3	
TICA/RGOB				10				10	
TICA									
Australia Awards Scholarship(AAS)									
JDS Scholarship				7				7	
Pvt Funding									
Trongsa Penlop Scholarship									
Nehru-Wangchuck Scholarship			2	1				3	
ACB/AIT									
NUFFIC				3				3	
Joint Japan World Bank									
Mext Scholarship				2			3	5	
RGoB funding (GEF-LDCF)				1				1	
( University Scholarship) RGoB				1				1	
ITEC/BIMSTEC									
JICA/ADPC									
HM Scholarship (Kidu Foundation)									
JICA/JOCV				6				6	
Chevening Scholarship				3				3	
Erasmus Mundus Scholarship				1				1	
ADB Japan Scholarship				7				7	
Others				2				2	
Endeavour									
SAARC									
RGoB,RGoB									
orld Bank funding									
Govt. of USA	1				1			2	
Govt. of New Zealand									
USA: Humphry Scholarship						1		1	
US- Fulbright Scholarship				3				3	
Lee Kuan Yew School Graduate Scholarship				1				1	
Royal Govt. of Bhutan									
Joint Funding									
Austrian Development Cooperation (ADC)				3				3	
Global Ambassador Fellowship,TICA									
Govt. of Germany: DAAD				2				2	
RGoB (MoH)									
PMCS				2				2	
Govt. of China				1				1	
Govt. of India: SAARC				2				2	
Govt. of Japan				3				3	
Japan: IMF (JISPA)				1				1	
Govt. of Austria				1				1	
RGoB (His Majesty Scholarship)									
RGoB ( University Scholarship)									
Global Korean Scholarship , Seoul									
RGoB (His Majesty Scholarship)									
<b>Grand Total</b>	<b>1</b>		<b>2</b>	<b>255</b>	<b>1</b>	<b>81</b>	<b>3</b>	<b>8</b>	<b>351</b>

**Table 46**  
**Long-Term Training Availed by Civil Servants (2017 - 2021)**

Qualification	2017	2018	2019	2020	2021
PhD	6	9	5	4	1
Masters	326	292	285	311	255
Specialization/Non-Degree/Fellowship/Internship/Attachment	11	8	5	2	2
P.G Dip. /P.G Cert.	27	27	2		1
Bachelors	93	103	91	52	81
Diploma	9	7	2		3
Certificate	27	23	23	39	8
<b>Total</b>	<b>499</b>	<b>469</b>	<b>413</b>	<b>408</b>	<b>351</b>

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

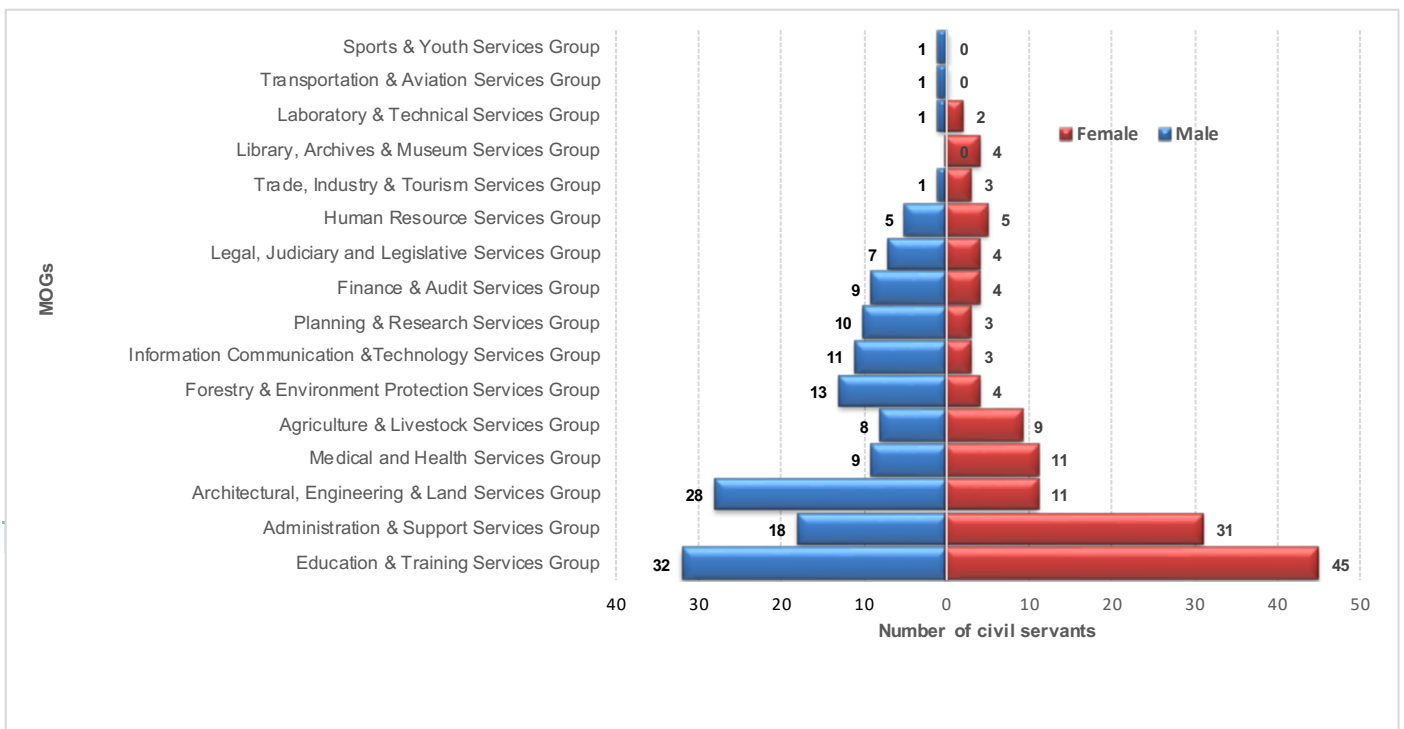
Non-civil Service Agency	No. of civil servants as on 31 Dec, 2021
Druk Gyalpo's Institute, Pangbisa, Paro	16
Punatshangchu Hydroelectric Project Authority	6
Royal Institute for Governance and Strategic Studies	5
National Credit Guarantee Scheme	4
Bay of Bengal Initiatives for Multi-Sectoral Technical and Economic Cooperations	3
Army Welfare Project	2
Druk Holding and Investment Ltd	1
Yonphula Shedra Construction Project	1
Tarayana Foundation	1
Bhutan Development Bank	1
Youth Development Fund	1
National CSI Development Bank Limited	1
Border Patrol Forces Schools in North Thailand	1
Mangdechu Hydroelectric Project Authority	1
<b>Total</b>	<b>44</b>

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

Position Level	Male	Female	Total
P1	11	9	20
P2	32	19	51
P3	48	21	69
P4	16	28	44
P5	1	7	8
SS1	3	0	3
SS2	2	3	5
SS3	6	5	11
SS4	8	6	14
S1	14	12	26
S2	3	8	11
S3	3	11	14
S4	1	9	10
O1	5	1	6
O2	1	0	1
<b>Grand Total</b>	<b>154</b>	<b>139</b>	<b>293</b>

Note: The figures are as on 31<sup>st</sup> December 2021

**Graph 14**  
**Civil Servants on Extraordinary Leave by MOGs and Gender (as on 31<sup>st</sup> December 2021)**



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

<b>Working Agency</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>Judiciary</b>			
Royal Court of Justice	2	5	7
<b>Legislative</b>			
National Assembly Secretariat		1	1
<b>Constitutional</b>			
Anti-Corruption Commission	4	1	5
<b>Ministry</b>			
Ministry of Agriculture and Forests	21	7	28
Ministry of Economic Affairs	9	7	16
Ministry of Education	5	1	6
Ministry of Finance	13	4	17
Ministry of Foreign Affairs	1	2	3
Ministry of Health	8	6	14
Ministry of Home & Cultural Affairs	3	2	5
Ministry of Information & Communications	5	2	7
Ministry of Labour & Human Resources	5	5	10
Ministry of Works & Human Settlement	7	1	8
<b>Dzongkhag</b>			
Bumthang Dzongkhag	4	1	5
Chukha Dzongkhag	3	2	5
Dagana Dzongkhag	2	1	3
Gasa Dzongkhag	3		3
Haa Dzongkhag	2	2	4
Lhuntse Dzongkhag	1	1	2
Mongar Dzongkhag	2	5	7
Paro Dzongkhag	3	3	6
Punakha Dzongkhag	3	4	7
Samdrup Jongkhar Dzongkhag	2		2
Samtse Dzongkhag	5	3	8
Sarpang Dzongkhag		4	4
Thimphu Dzongkhag	1	4	5
Trashi Yangtse Dzongkhag	2		2
Trashigang Dzongkhag	1	5	6
Trongsa Dzongkhag	2	1	3
Tsirang Dzongkhag	4	2	6
Wangdue Dzongkhag	7	7	14
Zhemgang Dzongkhag		2	2
<b>Autonomous</b>			
Bhutan Narcotics Control Authority		1	1
Bhutan Standards Bureau		1	1
Centre for Bhutan Studies and GNH Research	1	2	3
Construction Development Board	1		1
Dratshang Lhentshög		1	1
Gross National Happiness Commission	3	2	5
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)	4	8	12
National Center for Hydrology and Meteorology (NCHM)	3		3
National Commission for Women & Children	3		3
National Environment Commission		3	3
National Land Commission	1	2	3
National Film Commission		1	1
Office of the Attorney General	1		1
Royal Institute of Management	1	1	2
Tourism Council of Bhutan	1	1	2
<b>Thromde</b>			
Gelephu Thromde		1	1
Samdrupjongkhar Thromde	1	2	3
Thimphu Thromde	4	22	26
<b>Grand Total</b>	<b>154</b>	<b>139</b>	<b>293</b>

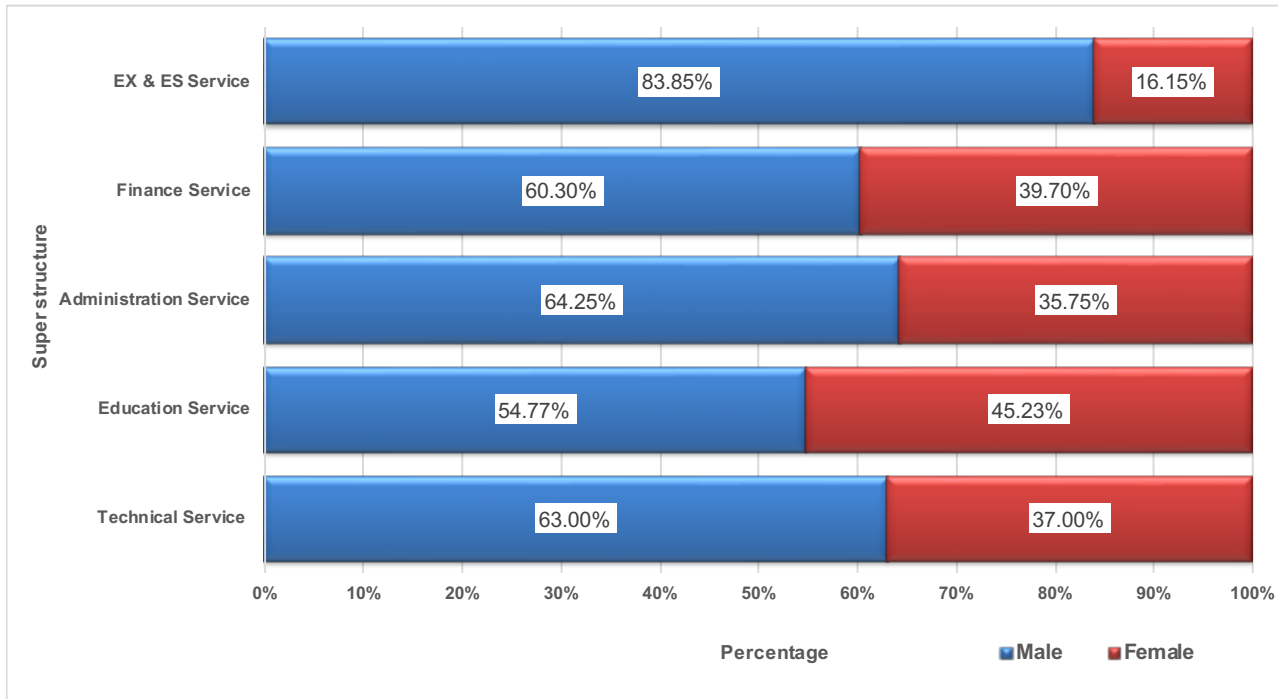
Note: figure is as on 31st December, 2021

**Table 50**  
**Civil Servants by Age Group and Super Structure**

Age Group	EX & ES Service	Administration Service	Education Service	Finance Service	Technical Service	Total
<20		3			1	4
20-24		266	485	57	431	1,239
25-29		910	2,769	284	2,299	6,262
30-34		1,247	2,592	373	2,876	7,088
35-39		1,276	2,306	491	2,339	6,412
40-44	13	953	1,812	293	1,715	4,786
45-49	78	495	869	197	1,037	2,676
50-54	112	370	458	159	748	1,847
55-60	105	105	207	58	320	795
>60	14	33	5		16	68
<b>Total</b>	<b>322</b>	<b>5,658</b>	<b>11,503</b>	<b>1,912</b>	<b>11,782</b>	<b>31,177</b>

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

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



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

**Table 51**  
**Civil Servants by Super Structure and Position Category**

Superstructure/MOG	ESC			PMC			SSC			OC			Grand Total
	R	C	T	R	C	T	R	C	T	R	C	T	
<b>EX &amp; ES Service</b>													
No level <sup>1</sup>	2		2										2
Executive and Specialist Services	299	21	320										320
<b>Administration Service</b>													
Administration & Support Services Group				379	109	488	1085	468	1553	1333	823	2156	4197
Human Resource Services Group				211	5	216	312		312				528
Planning & Research Services Group				197	62	259	4		4				263
Architectural, Engineering & Land Services Group				47		47	145		145				192
Transportation & Aviation Services Group				30		30	136		136				166
Trade, Industry & Tourism Services Group				126	10	136	18	4	22				158
Foreign Services Group				83		83							83
Legal, Judiciary and Legislative Services Group				24	1	25							25
Information Communication & Technology Services Group				19	4	23							23
Finance & Audit Services Group				4	4	8	9		9				17
Executive and Specialist Services Group	1		1										1
Agriculture & Livestock Services Group	1		1				3		3				4
Arts, Culture & Literary Services Group				1		1							1
<b>Education Service</b>													
Education & Training Services Group				8,540	1,391	9,931	157	46	203				10,134
Administration & Support Services Group				62	1	63		625	625	2	193	195	883
Sports & Youth Services Group				195	4	199	2	271	273				472
Legal, Judiciary and Legislative Services Group				14		14							14
<b>Finance Service</b>													
Finance & Audit Services Group				485	2	487	956	21	977				1,464
Administration & Support Services Group				103	2	105	229	104	333				438
Legal, Judiciary and Legislative Services Group				10		10							10
<b>Technical Service</b>													
Medical and Health Services Group				770	145	915	2,879	56	2,935				3,850
Architectural, Engineering & Land Services Group				667	12	679	1,758	32	1,790	115	30	145	2,614
Forestry & Environment Protection Services Group				270	1	271	1,127	48	1,175				1,446
Agriculture & Livestock Services Group				333	4	337	928		928	1		1	1,266
Laboratory & Technical Services Group				73	8	81	751	196	947				1,028
Legal, Judiciary and Legislative Services Group				155	4	159	300	1	301				460
Library, Archives & Museum Services Group				19		19	274	92	366				385
Information Communication & Technology Services Group				140	27	167	133	6	139				306
Transportation & Aviation Services Group				21	1	22	128	2	130				152
Arts, Culture & Literary Services Group				47	5	52	22	8	30				82
Administration & Support Services Group				115	2	117							117
Planning & Research Services Group				33	3	36	26		26				62
Finance & Audit Services Group				9	1	10	2		2				12
Executive and Specialist Services Group	2		2										2
<b>Grand Total</b>	<b>305</b>	<b>21</b>	<b>326</b>	<b>13,182</b>	<b>1,808</b>	<b>14,990</b>	<b>11,384</b>	<b>1,980</b>	<b>13,364</b>	<b>1,451</b>	<b>1,046</b>	<b>2,497</b>	<b>31,177</b>

C: Contract, R: Regular & T: Total

**Table 52**  
**Civil Servants by Super Structure and Position Level**

Position Level	EX & ES Service	Administration Service	Education Service	Finance Service	Technical Service	Total
No level <sup>1</sup>		1			1	2
EX1	25					25
EX2	52					52
EX3	78	1				79
ES1	16					16
ES2	32					32
ES3	119				1	120
P1		158	827	69	373	1,427
P2		137	1,962	107	466	2,672
P3		318	2,417	114	796	3,645
P4		286	1,689	159	1,059	3,193
P5		417	3,312	153	171	4,053
SS1		1			147	148
SS2		11	6	39	569	625
SS3		18	31	132	799	980
SS4		95	51	413	1,362	1,921
S1		280	25	257	2,014	2,576
S2		252	70	212	2,070	2,604
S3		422	6	103	1,203	1,734
S4		330	47	30	125	532
S5		775	865	124	480	2,244
O1		773			105	878
O2		359	173		14	546
O3		168				168
O4		856	22		27	905
<b>Total</b>	<b>322</b>	<b>5,658</b>	<b>11,503</b>	<b>1,912</b>	<b>11,782</b>	<b>31,177</b>



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

Working Agency	EX & ES Service	Administration Service	Education Service	Finance Service	Technical Service	Total
His Majesty's Secretariat	10	49	7	14	34	114
Secretariat of His Majesty The Fourth Druk Gyalpo	3	23		1	1	28
<b>Judiciary</b>						
Royal Court of Justice	1	144		30	277	452
Supreme Court of Bhutan		1			5	6
<b>Legislative</b>						
National Assembly Secretariat	2	56		4	12	74
National Council Secretariat	2	39	1	2	14	58
<b>Constitutional</b>						
Royal Audit Authority	4	60		150	24	238
Anti-Corruption Commission	4	55	15	24	48	136
Royal Civil Service Commission	4	66		3	16	89
<b>Ministry</b>						
Ministry of Agriculture and Forests	53	421	7	100	2,244	2,825
Ministry of Health	18	220		52	1,223	1,513
Ministry of Finance	10	149	2	693	112	966
Ministry of Works & Human Settlement	7	135		47	417	606
Ministry of Home & Cultural Affairs	11	418	14	33	94	570
Ministry of Information & Communications	5	260		19	243	527
Ministry of Economic Affairs	9	216		24	232	481
Ministry of Labour & Human Resources	13	152	181	25	38	409
Ministry of Foreign Affairs	14	157	2	21	11	205
Ministry of Education	9	74	62	18	36	199
<b>Autonomous</b>						
Jigme Dorji Wangchuck National Referral Hospital (JDWNRH)	34	89		17	1,131	1,271
National Land Commission	7	117		7	85	216
National Center for Hydrology and Meteorology (NCHM)	3	13		4	165	185
Centre for Bhutan Studies and GNH Research	1	46	2	16	36	101
Dratshang Lhentshog	1	74	10	4	12	101
Tourism Council of Bhutan	1	45	16	7	13	82
Gross National Happiness Commission	1	64		4	3	72
Office of the Attorney General	1	10		3	57	71
Royal Institute of Management	6	22	24	4	10	66
National Environment Commission	3	15		3	44	65
Cabinet Secretariat	2	38	1	5	10	56
National Statistics Bureau	2	9		3	41	55
Bhutan Narcotic Control Authority	1	13	30	2	4	50
Bhutan Standards Bureau	1	6		1	42	50
Royal Education Council	7	12	18		3	40
Drug Regulatory Authority	1	7		1	23	32
Bhutan Council for School Examination and Assessment	2	9	17	3	1	32
Dzongkha Development Commission	1	14		3	12	30
Construction Development Board	1	8		2	18	29
National Commission for Women & Children	1	14	5	4	5	29
Bhutan Information Communications & Media Authority	1	14		2	11	28
Bhutan Civil Aviation Authority	1	8			14	23
Bhutan Olympic Committee	2	4	9	2		17
Bhutan Medical Health Council	1	6		1	7	15
Bhutan National Legal Institute		4		3	6	13
Royal Privy Council		9		1	1	11
Media Council		3		1	2	6
National Film Commission		3			1	4
Bhutan Health Trust Fund	1				1	2
<b>Dzongkhag</b>						
Trashigang	2	208	863	44	453	1,570
Samtse	3	160	886	30	385	1,464
Chukha	3	128	725	31	282	1,169
Mongar	2	125	719	28	241	1,115
Paro	4	117	672	32	264	1,089
Wangdue	2	112	557	25	302	998
Samdrup Jongkhar	1	117	488	30	274	910
Sarpang	1	93	523	24	221	862
Punakha	3	101	466	27	244	841

**Table 53** (cont.)  
**Civil Servants by Working Agency and Super Structure**

<b>Working Agency</b>	<b>EX &amp; ES Service</b>	<b>Administratio n Service</b>	<b>Education Service</b>	<b>Finance Service</b>	<b>Technical Service</b>	<b>Total</b>
Dagana	1	118	444	28	237	828
Pema Gatshel	2	104	438	27	221	792
Zhemgang	1	101	384	26	239	751
Tsirang	2	99	371	18	227	717
Trashigang	3	83	410	23	176	695
Lhuntse	1	77	316	19	156	569
Trongsa	1	69	304	20	158	552
Bumthang	2	70	309	18	147	546
Thimphu	5	82	255	19	121	482
Haa	2	67	237	17	132	455
Gasa	1	42	102	12	70	227
<b>Thromde</b>						
Thimphu	10	96	1,111	27	206	1,450
Phuentsholing	3	47	218	16	80	364
Gelephu	2	37	167	10	64	280
Samdrupjongkhar	1	33	115	8	42	199
<b>Outside</b>						
Non Governmental Organizations	2	1			1	3
Corporations						1
<b>Grand Total</b>	<b>322</b>	<b>5,658</b>	<b>11,503</b>	<b>1,922</b>	<b>11,782</b>	<b>31,177</b>

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

<sup>1</sup>Finance and Accounts staff placed in RBG/RBA/RBP

**Table 54**  
**Civil Servants by Parent Agency and Super Structure**

Parent Agency	EX & ES Service	Administration Service	Education Service	Finance Service	Technical Service	Total
His Majesty's Secretariat	6	37		2	4	49
Secretariat of His Majesty The Fourth Druk Gyalpo	3	23				26
<b>Judiciary</b>						
Royal Court of Justice	1	139		1	267	408
Supreme Court of Bhutan		2			11	13
<b>Legislative</b>						
National Assembly Secretariat	2	56		1	7	66
National Council Secretariat	2	39	1		8	50
<b>Constitutional</b>						
Anti-Corruption Commission	4	51	15	11	30	111
Royal Audit Authority	4	59		148	13	224
Royal Civil Service Commission	4	178				183
<b>Ministry</b>						
Ministry of Agriculture and Forests	55	432	8	18	2,912	3,425
Ministry of Economic Affairs	9	226		4	214	453
Ministry of Education	35	781	11,125	187	895	13,023
Ministry of Finance	11	140	2	1,422	72	1,647
Ministry of Foreign Affairs	14	153		1		168
Ministry of Health	60	485		44	4,453	5,042
Ministry of Home & Cultural Affairs	31	1,296	14	23	131	1,495
Ministry of Information & Communications	6	254		2	474	736
Ministry of Labour & Human Resources	13	145	183	9	30	380
Ministry of Works & Human Settlement	8	164		13	1,334	1,519
<b>Autonomous</b>						
Bhutan Civil Aviation Authority	1	8			14	23
Bhutan Council for School Examination and Assessment	2	9	17			28
Bhutan Health Trust Fund	1					1
Bhutan Information Communications & Media Authority	1	13			8	22
Bhutan Medical Health Council	1	6			5	12
Bhutan Narcotic Control Authority	1	12	30	1	2	46
Bhutan National Legal Institute		5		1	1	7
Bhutan Olympic Committee	1	4	9			14
Bhutan Standards Bureau	2	7			41	50
Cabinet Secretariat	2	38	1	2	3	46
Centre for Bhutan Studies and GNH Research	1	15	1	3	2	22
Construction Development Board	1	8			14	23
Dratshang Lhentshog	1	74	8		11	94
Drug Regulatory Authority	1	6			22	29
Dzongkha Development Commission	1	15		1	22	39
Gross National Happiness Commission	1	168		1		170
Jigme Dorji Wangchuk National Referral Hospital (JDWNRH)	1	66		3	89	159
Media Council		3			1	4
National Center for Hydrology and Meteorology (NCHM)	3	13		1	162	179
National Commission for Women & Children	1	13	5	2		21
National Environment Commission	3	13			67	83
National Film Commission		3				3
National Land Commission	7	257		2	195	461
National Statistics Bureau	2	6			64	72
Office of the Attorney General	1	9		1	159	170
Royal Education Council	7	11	15		2	35
Royal Institute of Management	6	22	24	1	8	61
Royal Privy Council		9				9
Tourism Council of Bhutan	1	44	17	1	8	71
<b>Thromde</b>						
Gelephu	1	27		3	3	34
Phuentsholing	1	33			8	39
Samdrupjongkhar	1	20	10	1	3	35
Thimphu	1	64	18	2	12	97
<b>Grand Total</b>	<b>322</b>	<b>5,661</b>	<b>11,503</b>	<b>1,912</b>	<b>11,781</b>	<b>31,177</b>

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

**Table 55*****International Volunteers by Parent Agency (31st Decmeber 2021)***

<b>Parent Agency</b>	<b>JICA</b>	<b>AVP*</b>	<b>Total</b>
Ministry of Education	1		1
Ministry of Agriculture and Forests	1	2	3
Ministry of Health	1		1
Ministry of Home and Cultural Affairs	1		1
Khesar Gyalpo University of Medical Sciences of Bhutan		1	1
Royal Civil Service Commission	1		1
<b>Total</b>	<b>5</b>	<b>3</b>	<b>8</b>

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