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Royal Civil Service Commission

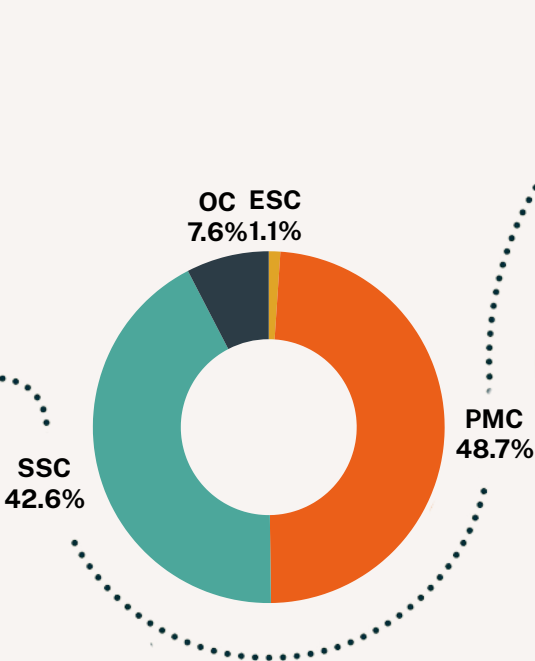


## Civil Service Statistics 2024


**3,645**   
New Recruits

**36**   
Median AGE

**465**  
Extraordinary  
Leave



**1:26**  
Ratio of CS: Population

  
**17,563** **12,160**  
Male Female

**19%** Contract

**81%** Regular



**1,860**  
Separation

*Excellence in Service*

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## Part I-Overview of the report

### Introduction

The Bhutan Civil Service Statistics Report 2024 presents a comprehensive overview of the civil service workforce as of 31st December 2024. It provides insights into various aspects of civil service employment, including recruitment, promotions, workforce distribution across agencies, and employment types. The report also examines staffing patterns in Dzongkhags and Thromdes, providing a comparative analysis over the past five years.

The report includes data on human resource actions such as long-term training, secondment, and extraordinary leave. With a total of 52 tables and 15 graphs, it offers a detailed statistical representation of Bhutan's civil service workforce.

### Overview of Civil Service Growth

As of 31st December 2024, the total number of civil servants in Bhutan stands at 29,723. This includes 24,036 regular civil servants, accounting for 80.87 percent of the total workforce, while 5,687 are employed on contract, making up 19.13 percent. Over the past decade, the civil service has grown by 12.93 percent compared to its size in 2014. In the last year alone, there has been an increase of 4.6 percent in the total workforce compared to 2023.

The share of civil servants employed under Dzongkhag and Thromde administrations has averaged 55.23 percent over the past five years. In 2020, this figure was 59.68 percent, rising to 60.71 percent in 2021 and peaking at 61.89 percent in 2022. However, in 2023, the percentage declined to 54.64 percent and further to 54.22 percent in 2024.

### Demographic Breakdown

As of December 2024, civil servants constitute 3.82 percent of the total population of Bhutan. The ratio of civil servants to the general population stands at 1:26, compared to 1:27 in 2023.

In terms of sex representation, there are 12,160 female civil servants, which accounts for 40.91 percent of the total workforce. This reflects an increase of 0.88 percent from the previous year. The highest concentration of female civil servants is in the Education and Training Services sector, with a total count of 5,129 civil servants. This represents 17.26 percent of the total civil service and 46.26 percent of the Education sector's workforce. The Medical and Health Services sector employs 1,994 (16.40%) female civil servants, while the Administration and Support Services sector employs 1,449 (11.92%).

Regarding age distribution, approximately 69.19 percent of civil servants are below the age of 42. Within this group, 24.94 percent are under the age of 30. The median age of civil servants

remains at 36 years. The largest proportion of civil servants, numbering 5,856, falls within the 30 to 34-year age group, representing 19.7 percent of the total workforce. This is followed by 5,371 civil servants in the 35 to 39-year age group, comprising 18.07 percent of the total.

### **Employment Categories**

The civil service is structured into four position categories. As of December 2024, there are 315 civil servants in the Executive and Specialist category, accounting for 1.05 percent of the total workforce. The largest segment of the workforce, comprising 14,488 individuals or 48.85 percent, falls under the Professional and Management category. The Supervisory and Support category includes 12,661 civil servants, making up 42.5 percent of the workforce, while the Operational category accounts for 2,259 civil servants or 7.6 percent.

Bhutan's civil service also consists of major occupational groups. The Education and Training Services sector employs 11,088 civil servants, representing 37.30 percent of the total workforce, making it the largest occupational group. The Medical and Health Services sector employs 4,153 civil servants, constituting 13.97 percent, while the Administration and Support Services sector employs 4,107, making up 13.81 percent of the total workforce. The Foreign Services sector, on the contrary, has the smallest representation, with only 68 civil servants, accounting for 0.22 percent.

### **Workforce Changes**

Between January and December 2024, a total of 3,645 new civil servants were recruited. The highest number of new employees, totaling 1,270, were recruited into the Education and Training Services sector. The Medical and Health Services sector followed, with 695 new recruits, followed by the Administration and Support Services sector, with 350 new recruitments.

During the same period, 4,233 civil servants were promoted. This included 60 promotions within the Executive and Specialist category, 2,066 in the Professional and Management category, 2,024 in the Supervisory and Support category, and 83 in the Operational category.

The civil service also experienced separations, with 2,013 employees leaving between January and December 2024, including 1,400 voluntary resignations, 260 contract completions, 153 joining as regular civil servant, 73 superannuations, 50 deaths, 26 administrative discipline terminations, 19 compulsory retirements, 31 withdrawal/cancellation of appointments, and 1 separation by order.

While the total number of separations is 2,013, it is important to note that not all employees entirely exited the system. For instance, 153 contract termination is change of employment type from contract to regular and not separation, indicating that some separations do not involve physical separation of employees. Additionally, separations due to contract completion are vacancies filled by regular or cessation of the positions and does not indicate leaving the civil

service by choice. This highlights the dynamic nature of workforce management in the civil service, where separations may not always equate to a complete departure from the system and are often balanced by recruitment and reabsorption processes.

### **Human Resource Development**

In 2024, a total of 181 civil servants participated in long-term training programs. Out of this, 117 were enrolled in the Master's degree program and 42 in the bachelor's degree program. RCSC administered 437 Short term training in 2024. Additionally, 102 pre-service undergraduate scholarships were administered during the year.

As of 31st December 2024, 123 civil servants were seconded. Extraordinary leave was availed by 465 civil servants, with the highest number, totaling 93, at the P3 position level. This was followed by P2 level, recording 87 employees on extraordinary leave.

### **International Volunteers**

As of 31st December 2024, there were 30 international volunteers working in Bhutan's civil service. Of these, 17 were from the Japan International Cooperation Agency (JICA), seven Australian volunteers, four volunteers were Friends From Thailand (FFT), and two were Fulbright Scholars or Specialists.

## Part II - Detailed Statistics

### General

**Table 1**  
**Summary**

Category	As of 31st December 2024	% of Total
Regular (Bhutanese)	24,035	80.86%
Regular (Non-Bhutanese)	1	0.00%
Contract (Bhutanese)	5,642	18.98%
Contract (Non-Bhutanese)	45	0.15%
<b>Total Civil Service Strength</b>	<b>29,723</b>	<b>100%</b>
Total Regular	24,036	80.87%
Total Contract	5,687	19.13%
Total Female Civil Servants	12,160	40.91%
Total Male Civil Servants	17,563	59.09%
Total Civil Servants located in Thimphu	8,520	28.66%
Total Civil Servants outside Thimphu	21,203	71.34%
Total Civil Servants located outside the Country	90	0.30%
Total Civil Servants under Dzongkhag Administration & Thromde	16,116	54.22%
Total Expatriates in the Civil Service	46	0.15%
International Volunteers	30	0.10%
Substitute Teachers, Substitute for EOL, Substitute for Maternity Leave & Substitute for Study Leave	111	0.37%

Total Elementary Service Personnel and General Service Personnel as on 31st December 2024 : **6,941**

**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
2022	30,194	763,249	3.96%	1:25
2023	28,406	770,276	3.69%	1:27
2024	29,723	777,224	3.82%	1:26

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

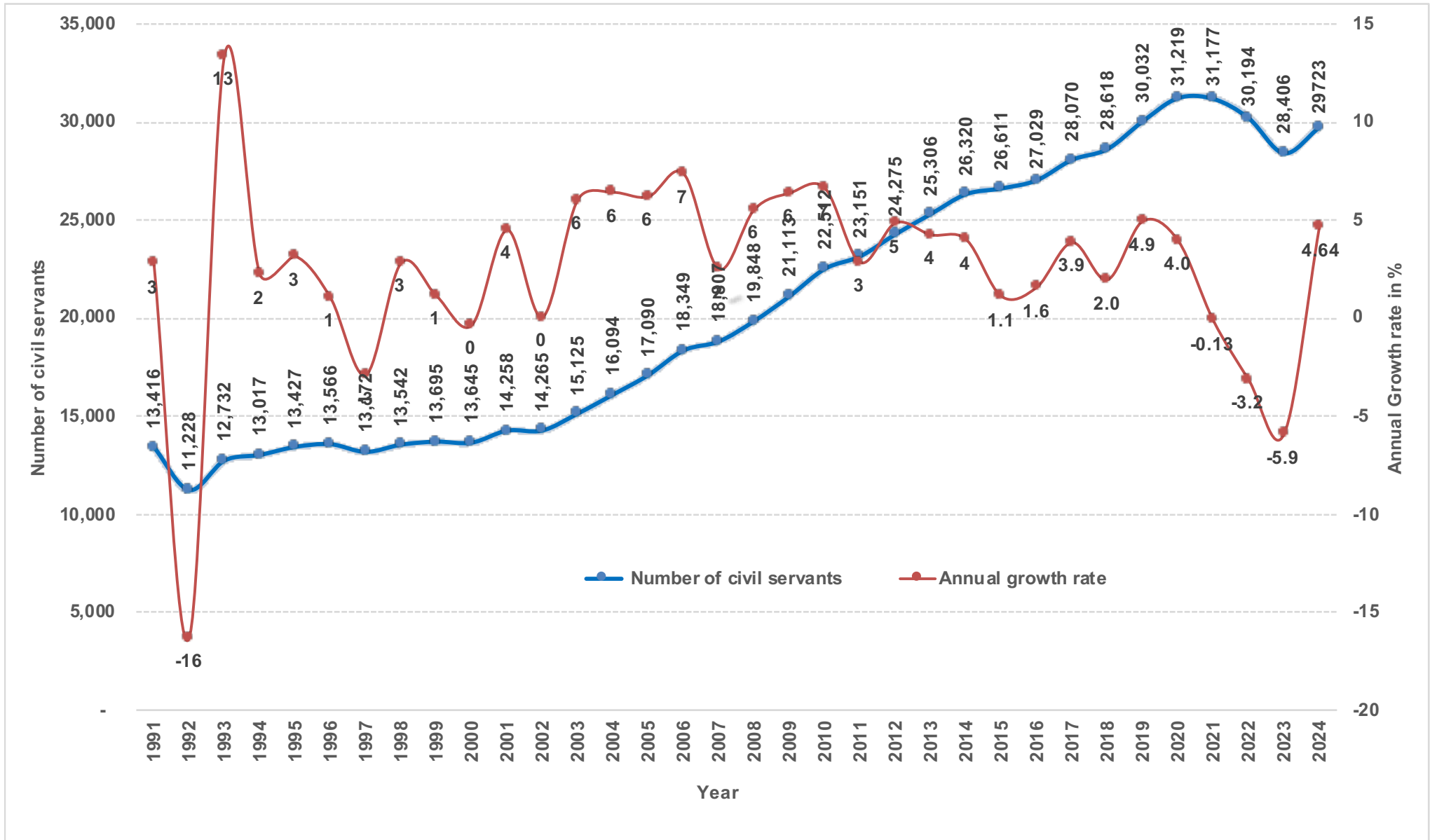
**Table 3**  
**Civil Servants by Position Category and Years of Service**

Position Category	<10 years	10-19 years	20-29 years	> 30 years	Total
Executive and Specialists	22	27	189	77	315
Professional & Management	7,693	4,167	2,160	468	14,488
Supervisory & Support	5,531	3,803	2,597	730	12,661
Operational Staff	1,096	616	476	71	2,259
<b>Total</b>	<b>14,342</b>	<b>8,613</b>	<b>5,422</b>	<b>1,346</b>	<b>29,723</b>

**Table 4**  
**Number of Civil/Public Servants Conferred the Royal Civil Service Award 2024**

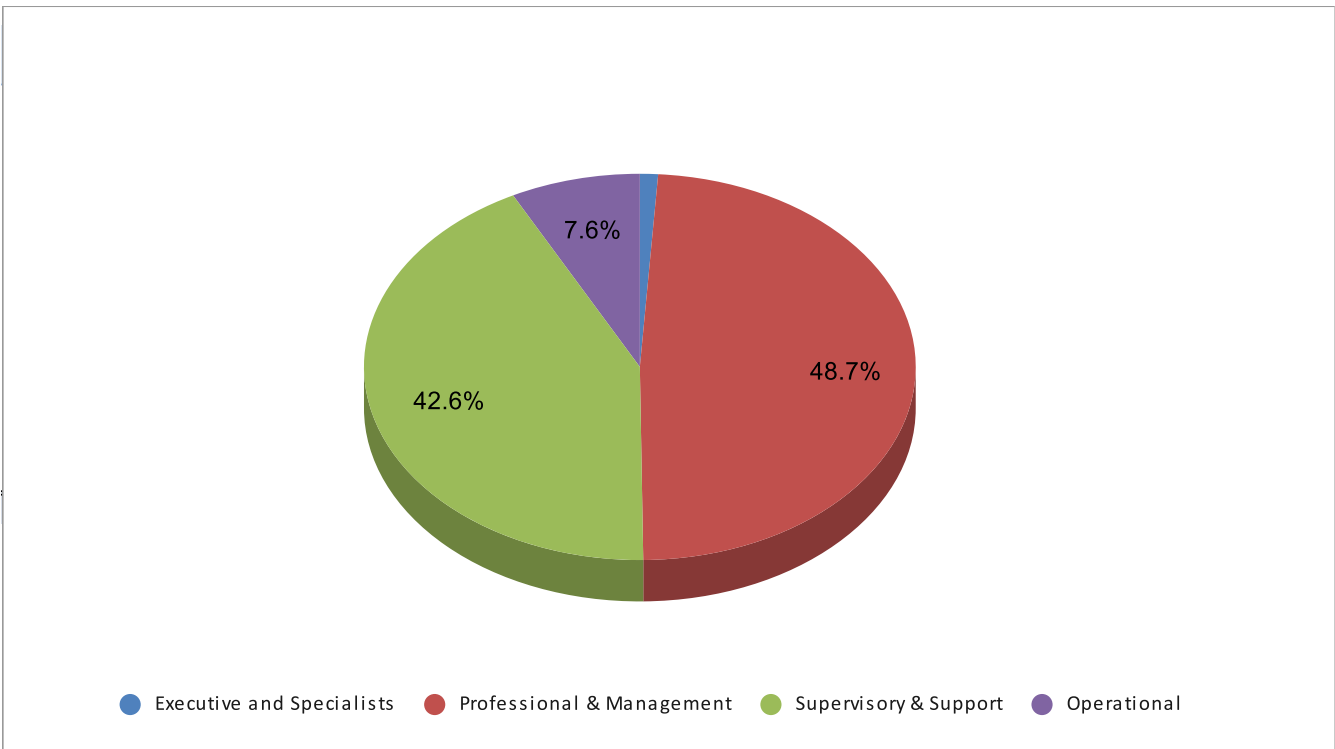
Category of Awards	Civil Service	Public Service	Total
10 Years and above (Bronze)	1,352	392	1,744
20 Years and above (Silver)	817	223	1,040
30 Years and above (Gold)	229	103	332
Lifetime Services (Gold)	96	86	182
	<b>2,494</b>	<b>804</b>	<b>3,298</b>

**Graph 1**  
**Civil Service Staffing Trend ( 1991 -2024)**

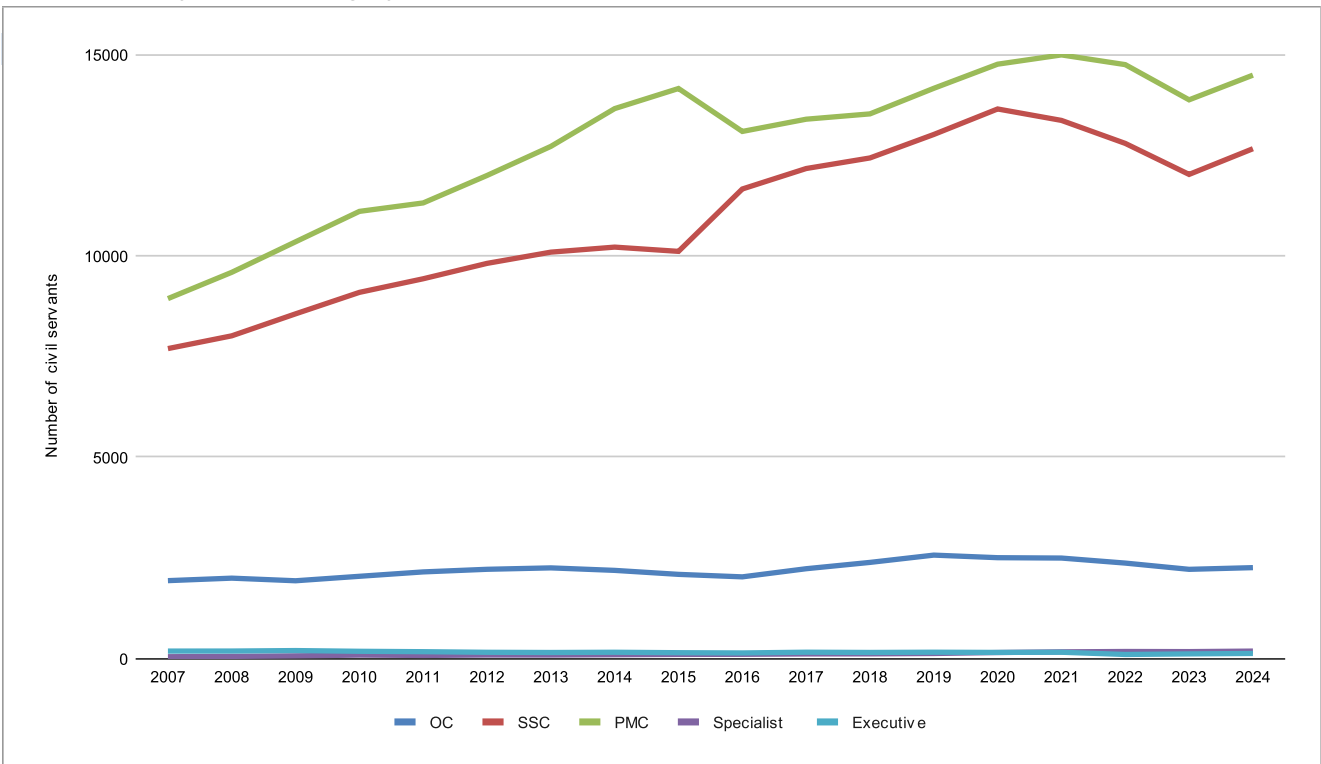




**Graph 2**  
**Civil Servants by Position Category (in %)**



**Graph 3**  
**Civil Servants by Position Category (2007 -2024)**



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

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

Position Category & Position Level	2018			2019			2020			2021			2022			2023			2024		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
<b>Executive</b>																					
EX1	23		23	22	1	23	25		25	24	1	25	15	3	18	19	3	22	19	3	22
EX2	51	2	53	52	3	55	49	2	51	51	1	52	23	0	23	23		23	28	1	29
EX3	70	4	74	74	4	78	72	4	76	75	4	78	57	3	60	67	3	70	73	2	75
No Level 1	3		3	3		3	2		2	2		2	2		2	2		2	2		2
<b>Total</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>157</b>	<b>97</b>	<b>6</b>	<b>103</b>	<b>111</b>	<b>6</b>	<b>117</b>	<b>122</b>	<b>6</b>	<b>128</b>
<b>Specialist</b>																					
ES1	4	1	5	3		3	6	6	12	7	9	16	9	10	19	10	11	21	12	9	21
ES2	40	2	42	36	1	37	30	2	32	29	3	32	23	2	25	20	1	21	23	1	24
ES3	70	1	71	85	2	87	103	4	107	117	3	120	130	3	133	130	2	132	139	3	142
<b>Total</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>162</b>	<b>15</b>	<b>177</b>	<b>160</b>	<b>14</b>	<b>174</b>	<b>174</b>	<b>13</b>	<b>187</b>
<b>Professional &amp; Management Category</b>																					
P1	1,037	19	1,056	1,142	17	1,159	1,265	23	1,288	1,405	22	1,427	1541	19	1560	1725	27	1752	2143	35	2178
P2	1,900	28	1,928	2,057	35	2,092	2,248	36	2,284	2,636	36	2,672	3033	30	3063	3039	34	3073	2946	50	2996
P3	3,735	75	3,810	3,829	62	3,891	3,721	43	3,764	3,610	35	3,645	3087	29	3116	2500	28	2528	2259	52	2311
P4	3,430	163	3,593	3,397	236	3,633	3,385	230	3,615	2,999	194	3,193	2737	167	2904	2020	177	2197	2017	258	2275
P5	2,225	914	3,139	2,146	1,240	3,386	2,459	1,350	3,809	2,532	1,521	4,053	2378	1728	4106	2612	1713	4325	2746	1982	4728
<b>Total</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>12776</b>	<b>1973</b>	<b>14749</b>	<b>11896</b>	<b>1979</b>	<b>13875</b>	<b>12111</b>	<b>2377</b>	<b>14488</b>
<b>Supervisory &amp; Support Category</b>																					
SSS																				2	2
SS1	61		61	110		110	2,778	58	2,836	148		148	155	0	155	256	1	257	335	1	336
SS2	301	2	303	350	3	353	2,557	61	2,618	623	2	625	674	4	678	679	6	685	743	8	751
SS3	950		950	1,054		1,054	1,814	20	1,834	980		980	953	0	953	1013	1	1014	1044	2	1046
SS4	1,533	14	1,547	1,576	16	1,592	799	48	847	1,908	13	1,921	1988	9	1997	1766	12	1778	1754	21	1775
S1	2,570	48	2,618	2,646	60	2,706	545	1,644	2,189	2,506	70	2,576	2441	58	2499	2106	146	2252	2438	59	2497
S2	2,011	67	2,078	2,146	58	2,204	124		124	2,520	84	2,604	2582	66	2648	2501	223	2724	2524	71	2595
S3	2,173	16	2,189	2,028	17	2,045	406	3	409	1,713	21	1,734	1404	20	1424	953	28	981	837	32	869
S4	1,135	18	1,153	955	31	986	1,104	2	1,106	477	55	532	415	79	494	254	304	558	313	558	871
S5	546	987	1,533	520	1,445	1,965	1,670	15	1,685	509	1,735	2,244	323	1622	1945	253	1521	1774	447	1472	1919
<b>Total</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>10935</b>	<b>1858</b>	<b>12793</b>	<b>9781</b>	<b>2242</b>	<b>12023</b>	<b>10437</b>	<b>2224</b>	<b>12661</b>
<b>Operational Category</b>																					
O1	839	4	843	849	4	853	852	3	855	872	6	878	896	4	900	886	5	891	920	66	986
O2	325	168	493	354	174	528	354	161	515	372	174	546	334	167	501	276	156	432	206	79	285
O3	383	1	384	325	3	328	262	6	268	158	10	168	76	25	101	14	79	93	17	250	267
O4	116	553	669	92	769	861	68	800	868	49	856	905	65	805	870	49	752	801	49	672	721
<b>Total</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>1371</b>	<b>1001</b>	<b>2372</b>	<b>1225</b>	<b>992</b>	<b>2217</b>	<b>1192</b>	<b>1067</b>	<b>2259</b>
<b>Grand Total</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>31,176</b>	<b>25,341</b>	<b>4,853</b>	<b>30,194</b>	<b>23,173</b>	<b>5,233</b>	<b>28,406</b>	<b>24,036</b>	<b>5,687</b>	<b>29,723</b>

Note: R= Regular, C=Contract  
1: Eminent Members of the National Council

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

<b>Working Agency</b>	<b>Contract</b>	<b>Regular</b>	<b>Total</b>	<b>% against Total</b>
<b>Majesty Secretariat</b>	<b>52</b>	<b>56</b>	<b>108</b>	
His Majesty's Secretariat	18	45	63	0.21%
Secretariat of His Majesty The Fourth Druk Gyalpo	16	8	24	0.08%
The Pema	18	3	21	0.07%
<b>Legislative</b>	<b>37</b>	<b>95</b>	<b>132</b>	
National Assembly Secretariat	17	58	75	0.25%
National Council Secretariat	20	37	57	0.19%
<b>Constitutional</b>	<b>53</b>	<b>375</b>	<b>428</b>	
Anti-Corruption Commission	35	111	146	0.49%
Royal Audit Authority	13	184	197	0.66%
Royal Civil Service Commission	5	80	85	0.29%
<b>Executive-Ministries</b>	<b>454</b>	<b>6,073</b>	<b>6,527</b>	
Ministry of Agriculture and Livestock	92	779	871	2.93%
Ministry of Education and Skills Development	36	454	490	1.65%
Ministry of Energy and Natural Resources	81	1541	1622	5.46%
Ministry of Finance	60	812	872	2.93%
Ministry of Foreign Affairs and External Trade	4	173	177	0.60%
Ministry of Health	14	358	372	1.25%
Ministry of Home Affairs	47	528	575	1.93%
Ministry of Industry Commerce and Employment	54	371	425	1.43%
Ministry of Infrastructure and Transport	66	1057	1123	3.78%
<b>Dzongkhag</b>	<b>4,206</b>	<b>9,517</b>	<b>13,723</b>	
Bumthang Dzongkhag	108	361	469	1.58%
Chukha Dzongkhag	314	648	962	3.24%
Dagana Dzongkhag	236	416	652	2.19%
Gasa Dzongkhag	71	108	179	0.60%
Haa Dzongkhag	146	255	401	1.35%
Lhuntse Dzongkhag	145	283	428	1.44%
Mongar Dzongkhag	274	646	920	3.10%
Paro Dzongkhag	166	788	954	3.21%
Pema Gatshel Dzongkhag	230	458	688	2.31%
Punakha Dzongkhag	187	558	745	2.51%
Samdrup Jongkhar Dzongkhag	234	457	691	2.32%
Samtse Dzongkhag	396	857	1253	4.22%
Sarpang Dzongkhag	178	553	731	2.46%
Thimphu Dzongkhag	111	367	478	1.61%
Trashigang Dzongkhag	189	374	563	1.89%
Trashigang Dzongkhag	407	840	1247	4.20%
Trongsa Dzongkhag	155	264	419	1.41%
Tsirang Dzongkhag	182	403	585	1.97%
Wangdue Dzongkhag	259	543	802	2.70%
Zhemgang Dzongkhag	218	338	556	1.87%
<b>Thromde</b>	<b>289</b>	<b>2,104</b>	<b>2,393</b>	
Gelephu Thromde	28	276	304	1.02%
Phuentsholing Thromde	57	258	315	1.06%
Samdrup Jongkhar Thromde	39	155	194	0.65%
Thimphu Thromde	165	1415	1580	5.32%

<b>Autonomous &amp; Other Agencies</b>	<b>596</b>	<b>5,816</b>	<b>6,412</b>	
Bhutan Olympic Committee*	3	14	17	<b>0.06%</b>
Cabinet Secretariat	12	54	66	<b>0.22%</b>
Centre for Bhutan Studies and GNH Research	2	59	61	<b>0.21%</b>
Dratshang Lhentshog	59	29	88	<b>0.30%</b>
Government Technology (GovTech)	23	175	198	<b>0.67%</b>
National Center for Hydrology and Meteorology (NCHM)	3	175	178	<b>0.60%</b>
National Land Commission	9	194	203	<b>0.68%</b>
National Medical Services	468	4,953	5,421	<b>18.24%</b>
National Statistics Bureau	3	41	44	<b>0.15%</b>
Non Governmental Organizations		2	2	<b>0.01%</b>
Office of the Attorney General	9	57	66	<b>0.22%</b>
Royal Institute of Management	4	57	61	<b>0.21%</b>
Royal Privy Council	1	6	7	<b>0.02%</b>
<b>Grand Total</b>	<b>5,687</b>	<b>24,036</b>	<b>29,723</b>	<b>100.00%</b>

\* CS on secondment

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

Parent Agency	Regular	Contract	Total	%
<b>Majesty Secretariat</b>	<b>30</b>	<b>44</b>	<b>74</b>	
His Majesty's Secretariat	24	14	38	0.13%
Secretariat of His Majesty The Fourth Druk Gyalpo	6	15	21	0.07%
The Pema		15	15	0.05%
<b>Legislative</b>	<b>68</b>	<b>37</b>	<b>105</b>	
National Assembly Secretariat	44	17	61	0.21%
National Council Secretariat	24	20	44	0.15%
<b>Constitutional</b>	<b>1,187</b>	<b>278</b>	<b>1,465</b>	
Anti-Corruption Commission	92	30	122	0.41%
Royal Audit Authority	161	12	173	0.58%
Royal Civil Service Commission	934	236	1170	3.94%
<b>Ministry</b>	<b>16,629</b>	<b>4,673</b>	<b>21,302</b>	
Ministry of Agriculture and Livestock	1222	98	1320	4.44%
Ministry of Education and Skills Development	9071	3574	12645	42.54%
Ministry of Energy and Natural Resources	1486	80	1566	5.27%
Ministry of Finance	1396	159	1555	5.23%
Ministry of Foreign Affairs and External Trade	117	4	121	0.41%
Ministry of Health	353	13	366	1.23%
Ministry of Home Affairs	884	582	1466	4.93%
Ministry of Industry Commerce and Employment	256	50	306	1.03%
Ministry of Infrastructure and Transport	1844	113	1957	6.58%
<b>Autonomous Agency</b>	<b>6,050</b>	<b>601</b>	<b>6,651</b>	
Bhutan Olympic Committee*	11	2	13	0.04%
Bhutan Standards Bureau	1		1	0.00%
Cabinet Secretariat	122	22	144	0.48%
Centre for Bhutan Studies and GNH Research	15	2	17	0.06%
Dratshang Lhentshog	23	56	79	0.27%
Government Technology (GovTech)	269	29	298	1.00%
National Center for Hydrology and Meteorology (NCHM)	164	2	166	0.56%
National Land Commission	397	10	407	1.37%
National Medical Services	4810	452	5262	17.70%
National Statistics Bureau	68	4	72	0.24%
Office of the Attorney General	124	17	141	0.47%
Royal Institute of Management	42	4	46	0.15%
Royal Privy Council	4	1	5	0.02%
<b>Thromde</b>	<b>72</b>	<b>54</b>	<b>126</b>	
Gelephu Thromde	13	9	22	0.07%
Phuentsholing Thromde	15	8	23	0.08%
Samdrup Jongkhar Thromde	9	16	25	0.08%
Thimphu Thromde	35	21	56	0.19%
<b>Grand Total</b>	<b>24,036</b>	<b>5,687</b>	<b>29,723</b>	<b>100%</b>

\* CS on secondment



National Center for Hydrology and Meteorology (NCHM)	1	1			1	5	4	9	10	2	2		1	7	28	44	34	13	7	6	2		1	178			
National Land Commission	1	2	2	1	1	12	6	13	17	16		5	4	29	11	21	10	12	9	26	4	1		203			
National Medical Services	15	6	49		1	93	174	258	552	43	2	98	281	410	758	1125	850	154	21	105	206	43	37	140	5421		
National Statistics Bureau			1		1	4	5	2	10	4			6		1		1	3	4	1	1			44			
Non Governmental Organizations					1	1																		2			
Office of the Attorney General						4	12	13	24					2	3	1			2	2	1		2	66			
Royal Institute of Management	2	2	3		1	12	3	4	2	4		2	4	4	2	4	4	1		5	1		1	61			
Royal Privy Council					1		1									1				2	1		1	7			
<b>Grand Total</b>	<b>21</b>	<b>24</b>	<b>142</b>	<b>22</b>	<b>29</b>	<b>75</b>	<b>2</b>	<b>2178</b>	<b>2996</b>	<b>2311</b>	<b>2275</b>	<b>4728</b>	<b>2</b>	<b>336</b>	<b>751</b>	<b>1046</b>	<b>1775</b>	<b>2497</b>	<b>2595</b>	<b>869</b>	<b>871</b>	<b>1919</b>	<b>986</b>	<b>285</b>	<b>267</b>	<b>721</b>	<b>29723</b>

\* CS on secondment

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

Parent Agency	ES1	ES2	ES3	EX1	EX2	EX3	NA1	P1	P2	P3	P4	P5	SSS	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total	
His Majesty's Secretariat				2	1	2		2	7	3	2								4		1		8	4	2		38	
Secretariat of His Majesty The Fourth Druk Gyalpo				1		1			3	1					1	1	7		1	1			1	1		2	21	
The Pema												7														6	15	
<b>Legislative</b>																												
National Assembly Secretariat				1				2	1		1	13							34	1			3			5	61	
National Council Secretariat				1			2				1	21						1	14	1			2	1			44	
<b>Constitutional</b>																												
Anti-Corruption Commission			3		1	2		4	4	14	36	22							3	15	1		12	2			122	
Royal Audit Authority						4		6	23	18	9	35		4	10	16			2	12	14		2	8	4	6	173	
Royal Civil Service Commission					2			6	20	21	24	62			2	27	87	152	207	266	84	191	14	2	1	2	1170	
<b>Ministry</b>																												
Ministry of Agriculture and Livestock	4	9	16	1	1	3		53	89	60	83	26		71	149	87	156	147	158	5	3	18	86	17	27	51	1320	
Ministry of Education and Skills Development		1	48	1	1	2		1594	2211	1425	994	3897		3	14	30	33	216	260	114	447	1150	83	81		40	12645	
Ministry of Energy and Natural Resources		1	5	2	1	3		57	66	77	91	32		69	85	67	85	281	316	78	16	149	55	4	6	20	1566	
Ministry of Finance		1	1	1	1	5		64	64	62	74	121		12	65	214	282	198	146	52	61	66	46	8		11	1555	
Ministry of Foreign Affairs and External Trade				1	3	9		13	19	8	17	15							2				17	7	9	1	121	
Ministry of Health		3	1		4			29	53	30	25	13		9	58	32	18	28	22	7	1	1	19	3	10	366		
Ministry of Home Affairs		5	3	9	15			51	61	67	41	188			1	5	22	41	59	54	86	128	154	45	156	275	1466	
Ministry of Industry Commerce and Employment			1	1	3	7		30	31	28	28	61			1		6	12	21	19		9	30	3	3	12	306	
Ministry of Infrastructure and Transport		2	2		3	5		105	74	123	174	21		54	65	104	246	202	355	92	56	71	131	17	5	50	1957	
<b>Autonomous Agency</b>																												
Bhutan Olympic Committee*			1						6	1							1				1		1	2			13	
Bhutan Standards Bureau										1																	1	
Cabinet Secretariat				1		4		16	19	28	18	37						1		1		1	9	2		7	144	
Centre for Bhutan Studies and GNH Research				1				1	1	4	1	2					1	1				2	2			1	17	
Dratshang Lhentshog				1				2											3	2	2		2	11	8	8	40	79
Government Technology				1		1		14	28	11	11	93		10	18	31	16	4	49				6			5	298	
National Center for Hydrology and Meteorology		1	1		1			5	3	8	9	1		2		1	7	28	39	32	12	7	6	2		1	166	
National Land Commission		1	2	2	1	1		12	5	25	23	20		4	3	10	48	38	50	25	88	18	26	4	1	10	407	
National Medical Services	15	6	49		1			89	172	252	548	32	2	98	277	404	746	1116	822	113	12	84	204	43	37	140	5262	
National Statistics Bureau			1		1			5	7	3	16	3				15		1		3	3	12	1	1			72	
Office of the Attorney General								6	27	36	47				1	9	9	1				2	1			2	141	
Royal Institute of Management	2	2	3			1		12	2	3	2	5			2	1		1	1	2			5	1		1	46	
Royal Privy Council						1																	2	1		1	5	
<b>Thromde</b>																												
Gelephu Thromde					1							1											6	6	4	4	22	
Phuentsholing Thromde					1					1													1	6	6	3	5	23
Samdrup Jongkhar Thromde						1													3				4	4	4		9	25
Thimphu Thromde			1			1				1									2				1	26	5	5	14	56
<b>Grand Total</b>	<b>21</b>	<b>24</b>	<b>142</b>	<b>22</b>	<b>29</b>	<b>75</b>	<b>2</b>	<b>2178</b>	<b>2996</b>	<b>2311</b>	<b>2275</b>	<b>4728</b>	<b>2</b>	<b>336</b>	<b>751</b>	<b>1046</b>	<b>1775</b>	<b>2497</b>	<b>2595</b>	<b>869</b>	<b>871</b>	<b>1919</b>	<b>986</b>	<b>285</b>	<b>267</b>	<b>721</b>	<b>29723</b>	

Note: 2 Eminent Member of National Council  
\* CS on secondment



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

Working Agency	ESC	PMC	SSC	OC	Total
<b>Majesty Secretariat</b>	<b>13</b>	<b>34</b>	<b>36</b>	<b>25</b>	<b>108</b>
His Majesty's Secretariat	11	18	20	14	63
Secretariat of His Majesty The Fourth Druk Gyalpo	2	6	12	4	24
The Pema		10	4	7	21
<b>Legislative</b>	<b>4</b>	<b>47</b>	<b>70</b>	<b>11</b>	<b>132</b>
National Assembly Secretariat	1	21	45	8	75
National Council Secretariat	3	26	25	3	57
<b>Constitutional</b>	<b>13</b>	<b>238</b>	<b>137</b>	<b>40</b>	<b>428</b>
Royal Audit Authority	3	97	79	18	197
Anti-Corruption Commission	6	95	31	14	146
Royal Civil Service Commission	4	46	27	8	85
<b>Executive-Ministries</b>	<b>122</b>	<b>1,975</b>	<b>3,754</b>	<b>676</b>	<b>6,527</b>
Ministry of Energy and Natural Resources	12	321	1,203	86	1,622
Ministry of Infrastructure and Transport	9	312	652	150	1,123
Ministry of Finance	9	299	497	67	872
Ministry of Agriculture and Livestock	33	239	418	181	871
Ministry of Home Affairs	11	134	390	40	575
Ministry of Education and Skills Development	16	219	216	39	490
Ministry of Industry Commerce and Employment	12	215	150	48	425
Ministry of Health	7	144	190	31	372
Ministry of Foreign Affairs and External Trade	13	92	38	34	177
<b>Dzongkhag</b>	<b>40</b>	<b>8,801</b>	<b>4,073</b>	<b>809</b>	<b>13,723</b>
Samtse Dzongkhag	4	866	324	59	1,253
Trashigang Dzongkhag	2	789	380	76	1,247
Chukha Dzongkhag	1	650	263	48	962
Paro Dzongkhag	4	668	236	46	954
Mongar Dzongkhag	1	580	281	58	920
Wangdue Dzongkhag	3	533	222	44	802
Punakha Dzongkhag	3	479	231	32	745
Sarpang Dzongkhag	1	481	219	30	731
Samdrup Jongkhar Dzongkhag	1	413	230	47	691
Pema Gatshel Dzongkhag	2	433	209	44	688
Dagana Dzongkhag	1	397	208	46	652
Tsirang Dzongkhag	1	372	175	37	585
Trashigang Dzongkhag	2	357	168	36	563
Zhemgang Dzongkhag	1	343	168	44	556
Thimphu Dzongkhag	3	284	158	33	478
Bumthang Dzongkhag	3	311	132	23	469
Lhuntse Dzongkhag	3	244	145	36	428
Trongsa Dzongkhag	1	255	136	27	419
Haa Dzongkhag	2	257	117	25	401
Gasa Dzongkhag	1	89	71	18	179

<b>Thromde</b>	<b>20</b>	<b>1,822</b>	<b>439</b>	<b>112</b>	<b>2,393</b>
Thimphu Thromde	12	1,283	232	53	1,580
Phuentsholing Thromde	4	218	72	21	315
Gelephu Thromde	2	200	81	21	304
Samdrup Jongkhar Thromde	2	121	54	17	194
<b>Autonomous &amp; Other Agencies</b>	<b>103</b>	<b>1,571</b>	<b>4,152</b>	<b>586</b>	<b>6,412</b>
National Medical Services	71	1,120	3,804	426	5,421
National Land Commission	7	64	101	31	203
Government Technology (GovTech)	2	152	33	11	198
National Center for Hydrology and Meteorology (NCHM)	3	30	136	9	178
Dratshang Lhentshog	1	7	13	67	88
Cabinet Secretariat	3	34	11	18	66
Office of the Attorney General		53	8	5	66
Centre for Bhutan Studies and GNH Research	1	52	5	3	61
Royal Institute of Management	8	25	21	7	61
National Statistics Bureau	2	25	15	2	44
Bhutan Olympic Committee*	2	8	4	3	17
Royal Privy Council	1	1	1	4	7
Non Governmental Organizations	2				2
<b>Grand Total</b>	<b>315</b>	<b>14,488</b>	<b>12,661</b>	<b>2,259</b>	<b>29,723</b>

\* CS on secondment

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

**Table 11**  
**Civil Servants under Dzongkhag/Thromde Administration by Position Category**

Dzongkhag/Thromde	ESC	PMC	SSC	OC	Total
<b>Dzongkhag</b>	<b>40</b>	<b>8,801</b>	<b>4,073</b>	<b>809</b>	<b>13,723</b>
Samtse Dzongkhag	4	866	324	59	1,253
Trashigang Dzongkhag	2	789	380	76	1,247
Chukha Dzongkhag	1	650	263	48	962
Paro Dzongkhag	4	668	236	46	954
Mongar Dzongkhag	1	580	281	58	920
Wangdue Dzongkhag	3	533	222	44	802
Punakha Dzongkhag	3	479	231	32	745
Sarpang Dzongkhag	1	481	219	30	731
Samdrup Jongkhar Dzongkhag	1	413	230	47	691
Pema Gatshel Dzongkhag	2	433	209	44	688
Dagana Dzongkhag	1	397	208	46	652
Tsirang Dzongkhag	1	372	175	37	585
Trashi Yangtse Dzongkhag	2	357	168	36	563
Zhemgang Dzongkhag	1	343	168	44	556
Thimphu Dzongkhag	3	284	158	33	478
Bumthang Dzongkhag	3	311	132	23	469
Lhuntse Dzongkhag	3	244	145	36	428
Trongsa Dzongkhag	1	255	136	27	419
Haa Dzongkhag	2	257	117	25	401
Gasa Dzongkhag	1	89	71	18	179
<b>Thromde</b>	<b>20</b>	<b>1,822</b>	<b>439</b>	<b>112</b>	<b>2,393</b>
Thimphu Thromde	12	1,283	232	53	1,580
Phuentsholing Thromde	4	218	72	21	315
Gelephu Thromde	2	200	81	21	304
Samdrup Jongkhar Thromde	2	121	54	17	194
<b>Grand Total</b>	<b>60</b>	<b>10,623</b>	<b>4,512</b>	<b>921</b>	<b>16,116</b>

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

**Table 12****Civil Servants under Dzongkhag/Thromde Administration by Position Level**

Position Category and Position Level	Under Dzongkhag & Thromde Administration as on 31st December 2024	Total Strength as on 31st December 2024	% of the total
<b>Executive and Specialists</b>	<b>60</b>	<b>315</b>	<b>19.05%</b>
EX1	2	22	9.09%
EX2	7	29	24.14%
EX3	14	75	18.67%
ES1		21	0.00%
ES2		24	0.00%
ES3	37	142	26.06%
No level	0	2	0.00%
<b>Professional &amp; Management</b>	<b>10,623</b>	<b>14,488</b>	<b>73.32%</b>
P1	1612	2178	74.01%
P2	2259	2996	75.40%
P3	1538	2311	66.55%
P4	1109	2275	48.75%
P5	4105	4728	86.82%
<b>Supervisory &amp; Support</b>	<b>4,512</b>	<b>12,661</b>	<b>35.64%</b>
SSS		2	0.00%
SS1	77	336	22.92%
SS2	152	751	20.24%
SS3	209	1046	19.98%
SS4	420	1775	23.66%
S1	588	2497	23.55%
S2	751	2595	28.94%
S3	293	869	33.72%
S4	625	871	71.76%
S5	1397	1919	72.80%
<b>Operational Staff</b>	<b>921</b>	<b>2,259</b>	<b>40.77%</b>
O1	287	986	29.11%
O2	141	285	49.47%
O3	168	267	62.92%
O4	325	721	45.08%
<b>Grand Total</b>	<b>16,116</b>	<b>29,723</b>	<b>54.22%</b>

Note: No level: Eminent Members of National Council

**Table 13**  
**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	216	16	232	3,647	490	4,137	3,113	240	3,353	543	255	798	8,520
Chukha	5		5	829	196	1,025	769	178	947	70	63	133	2,110
Sarpang	8		8	774	98	872	848	147	995	81	52	133	2,008
Trashigang	2		2	713	162	875	586	199	785	50	71	121	1,783
Samtse	5	1	6	728	211	939	506	165	671	40	50	90	1,706
Mongar	7	1	8	623	93	716	624	146	770	52	74	126	1,620
Samdrupjongkhar	3		3	527	108	635	592	148	740	61	60	121	1,499
Paro	10		10	708	62	770	499	79	578	57	53	110	1,468
Wangdue Phodrang	4		4	460	148	608	414	92	506	38	35	73	1,191
Punakha	4		4	436	80	516	263	90	353	19	24	43	916
Zhemgang	2		2	282	101	383	312	92	404	33	57	90	879
Bumthang	7		7	344	47	391	362	52	414	33	26	59	871
Dagana	1		1	327	92	419	244	115	359	20	39	59	838
Pema Gatshel	2		2	346	102	448	203	99	302	15	36	51	803
Tsirang	2		2	328	88	416	251	71	322	16	38	54	794
Trashiyangtse	3		3	293	84	377	214	79	293	15	31	46	719
Trongsa	1		1	210	73	283	204	68	272	18	28	46	602
Lhuentse	3		3	210	44	254	157	78	235	14	31	45	537
Haa	2		2	197	74	271	148	53	201	11	26	37	511
Gasa	1		1	74	24	98	103	33	136	6	17	23	258
Outside Bhutan	8	1	9	55	0	55	25	0	25	0	1	1	90
<b>Total</b>	<b>296</b>	<b>19</b>	<b>315</b>	<b>12,111</b>	<b>2,377</b>	<b>14,488</b>	<b>10,437</b>	<b>2,224</b>	<b>12,661</b>	<b>14,885</b>	<b>1,067</b>	<b>2,259</b>	<b>29,723</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 14**  
**Civil Servants by Location and Dzongkhag/Thromde Administration**

Dzongkhag	Civil Servants under Dzongkhag/Thromde			Civil Servants by Location <sup>1</sup>		
	Female	Male	Total	Female	Male	Total
<b>Dzongkhag</b>	<b>5,685</b>	<b>8,038</b>	<b>13,723</b>	<b>12,140</b>	<b>17,493</b>	<b>29,633</b>
Bumthang Dzongkhag	195	274	469	291	580	871
Chukha Dzongkhag	447	515	962	961	1,149	2,110
Dagana Dzongkhag	271	381	652	326	512	838
Gasa Dzongkhag	70	109	179	88	170	258
Haa Dzongkhag	198	203	401	240	271	511
Lhuntse Dzongkhag	149	279	428	197	340	537
Mongar Dzongkhag	362	558	920	612	1,008	1,620
Paro Dzongkhag	473	481	954	650	818	1,468
Pema Gatsel Dzongkhag	224	464	688	252	551	803
Punakha Dzongkhag	331	414	745	408	508	916
Samdrup Jongkhar Dzongkhag	249	442	691	519	980	1,499
Samtse Dzongkhag	568	685	1,253	718	988	1,706
Sarpang Dzongkhag	298	433	731	766	1,242	2,008
Thimphu Dzongkhag	207	271	478	3,905	4,615	8,520
Trashigang Dzongkhag	204	359	563	616	1,167	1,783
Trashigang Dzongkhag	472	775	1,247	258	461	719
Trongsa Dzongkhag	184	235	419	244	358	602
Tsirang Dzongkhag	209	376	585	279	515	794
Wangdue Dzongkhag	363	439	802	499	692	1,191
Zhemgang Dzongkhag	211	345	556	311	568	879
<b>Thromde</b>	<b>1,350</b>	<b>1,043</b>	<b>2,393</b>	<b>20</b>	<b>70</b>	<b>90</b>
Gelephu Thromde	133	171	304			
Phuentsholing Thromde	161	154	315			
Samdrup Jongkhar Thromde	79	115	194			
Thimphu Thromde	977	603	1,580			
Outside Bhutan				20	70	90
<b>Grand Total</b>	<b>7,035</b>	<b>9,081</b>	<b>16,116</b>	<b>12,160</b>	<b>17,563</b>	<b>29,723</b>

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

**Table 15**  
**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>						
Samtse Dzongkhag	900	119	1	63	170	1,253
Trashigang Dzongkhag	853	135	2	61	196	1,247
Chukha Dzongkhag	674	98	2	45	143	962
Paro Dzongkhag	670	95	1	50	138	954
Mongar Dzongkhag	627	96	1	56	140	920
Wangdue Dzongkhag	541	91	1	48	121	802
Punakha Dzongkhag	498	76	1	49	121	745
Sarpang Dzongkhag	477	75	2	46	131	731
Samdrup Jongkhar Dzongkhag	438	85	2	46	120	691
Pema Gatshel Dzongkhag	439	79	1	50	119	688
Dagana Dzongkhag	409	81	1	42	119	652
Tsirang Dzongkhag	368	71	2	44	100	585
Trashi Yangtse Dzongkhag	377	60	1	41	84	563
Zhemgang Dzongkhag	358	65	2	37	94	556
Thimphu Dzongkhag	278	63	1	49	87	478
Bumthang Dzongkhag	312	47	1	33	76	469
Lhuntse Dzongkhag	268	52	2	29	77	428
Trongsa Dzongkhag	264	45	1	30	79	419
Haa Dzongkhag	247	46	3	27	78	401
Gasa Dzongkhag	85	32	2	17	43	179
<b>Thromde</b>						
Thimphu Thromde	1242	100		96	142	1,580
Phuentsholing Thromde	197	35	1	44	38	315
Gelephu Thromde	181	36		53	34	304
Samdrup Jongkhar Thromde	112	29		30	23	194
<b>Total</b>	<b>10,815</b>	<b>1,711</b>	<b>31</b>	<b>1,086</b>	<b>2,473</b>	<b>16,116</b>

**Table 16**  
**Trend in the Civil Service by Location**

Location	Year						
	2018	2019	2020	2021	2022	2023	2024
Bumthang	950	1,043	1,046	1,034	1005	844	871
Chhukha	2,095	2,141	2,267	2,245	2176	2023	2,110
Dagana	854	883	892	911	855	799	838
Gasa	300	312	309	303	289	247	258
Haa	470	479	513	527	505	489	511
Lhuentse	528	552	568	592	610	549	537
Mongar	1,518	1,640	1,741	1,740	1747	1620	1,620
Paro	1,620	1,712	1,727	1,721	1603	1405	1,468
Pemagatshel	787	836	834	857	869	790	803
Punakha	827	880	952	930	1020	926	916
Samdrup Jongkhar	1,319	1,412	1,455	1,482	1480	1444	1,499
Samtse	1,519	1,537	1,679	1,685	1694	1652	1,706
Sarpang	1,843	2,003	2,159	2,109	2047	1953	2,008
Thimphu	8,282	8,607	8,785	8,693	8109	7706	8,520
Trashigang	1,698	1,766	1,845	1,858	1832	1739	1,783
Trashiyangtse	699	740	759	771	764	739	719
Trongsa	567	587	640	658	638	579	602
Tsirang	710	762	803	805	803	791	794
Wangdue Phodrang	1,117	1,174	1,242	1,191	1080	1137	1,191
Zhemgang	826	870	912	970	979	885	879
Outside Bhutan	89	96	91	95	89	89	90
<b>Total</b>	<b>28,618</b>	<b>30,032</b>	<b>31,219</b>	<b>31,177</b>	<b>30,194</b>	<b>28,406</b>	<b>29,723</b>

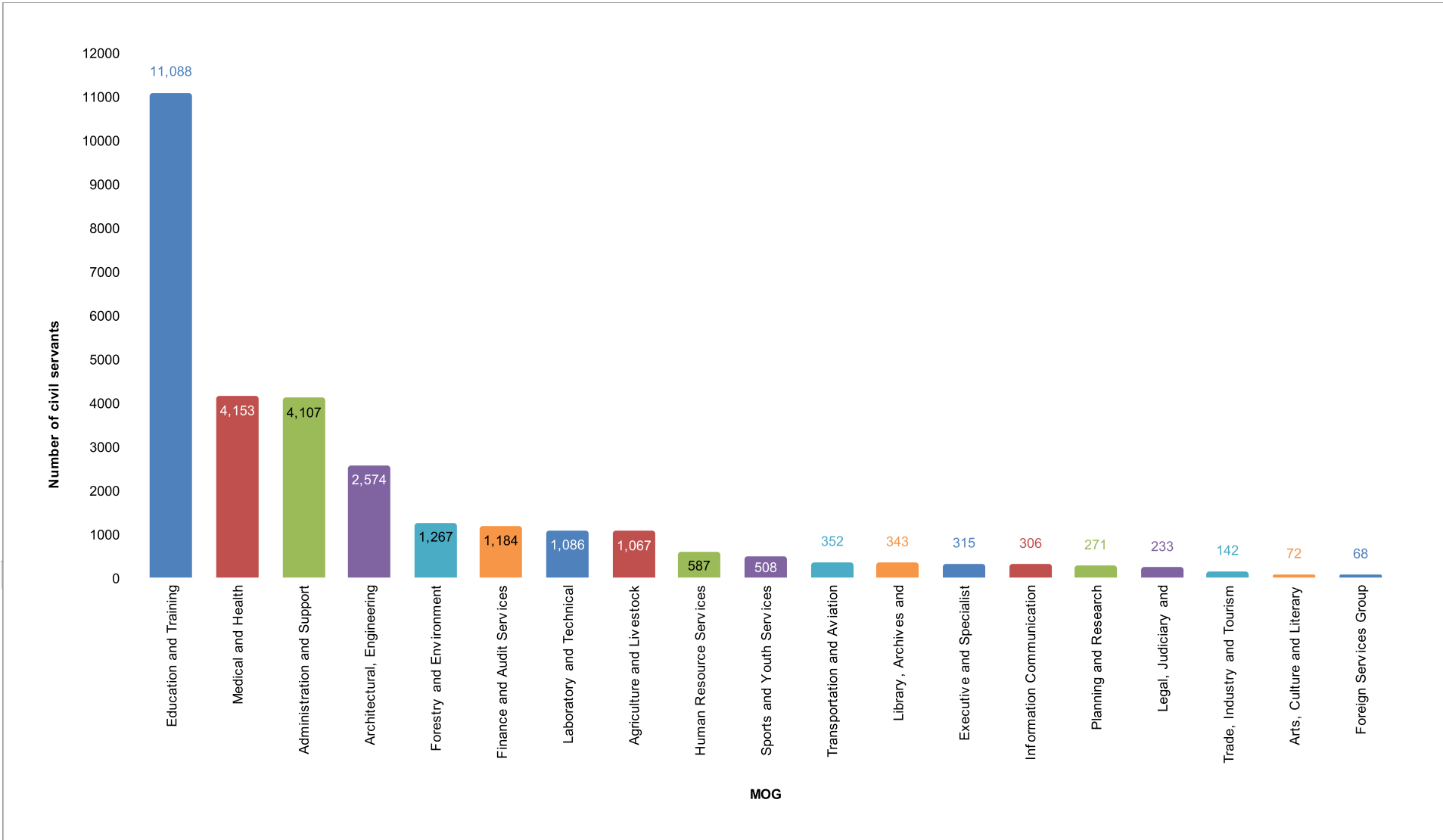
**Table 17**  
**Civil Servants by Major Occupational Groups and Position Category**

MOG	ESC	PMC	SSC	OC	Total
Education and Training Services Group		9,882	1,042	164	11,088
Medical and Health Services Group		1,031	3,122		4,153
Administration and Support Services Group		674	1,436	1,997	4,107
Architectural, Engineering and Land Services Group		646	1,831	97	2,574
Forestry and Environment Protection Services Group		248	1,019		1,267
Finance and Audit Services Group		387	797		1,184
Laboratory and Technical Services Group		81	1,005		1,086
Agriculture and Livestock Services Group		283	783	1	1,067
Human Resource Services Group		218	369		587
Sports and Youth Services Group		181	327		508
Transportation and Aviation Services Group		52	300		352
Library, Archives and Museum Services Group		17	326		343
Executive and Specialist Services Group	315				315
Information Communication and Technology Services Group		175	131		306
Planning and Research Services Group		187	84		271
Legal, Judiciary and Legislative Services Group		192	41		233
Trade, Industry and Tourism Services Group		121	21		142
Arts, Culture and Literary Services Group		45	27		72
Foreign Services Group		68			68
<b>Grand Total</b>	<b>315</b>	<b>14,488</b>	<b>12,661</b>	<b>2,259</b>	<b>29,723</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 19*****Progressive Growth of Civil Service Strength by Major Occupational Groups***

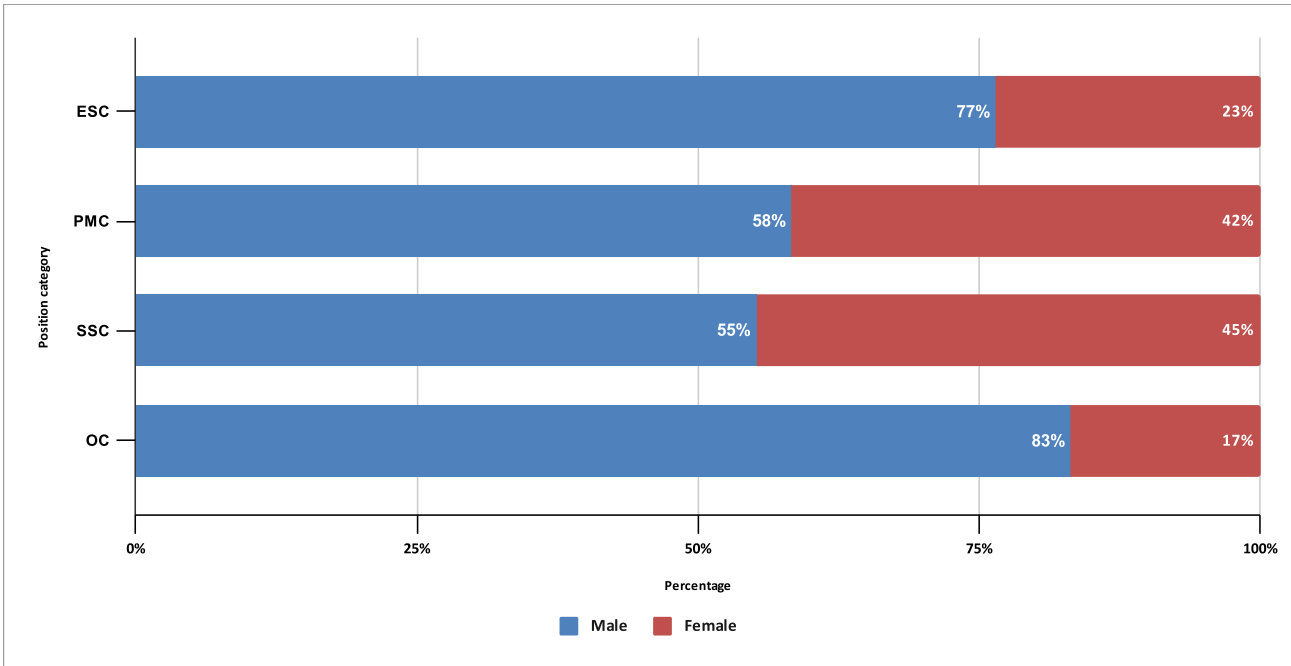
<b>Major Occupational Groups</b>	<b>1st July 2008</b>	<b>Dec-24</b>	<b>% Growth</b>
Education and Training Services Group	6,257	11,088	<b>77.21%</b>
Administration and Support Services Group	3,259	4,107	<b>26.02%</b>
Medical and Health Services Group	1,700	4,153	<b>144.29%</b>
Architectural, Engineering and Land Services Group	2,152	2,574	<b>19.61%</b>
Forestry and Environment Protection Services Group	1,192	1,267	<b>6.29%</b>
Finance and Audit Services Group	1,230	1,184	<b>-3.74%</b>
Agriculture and Livestock Services Group	1,018	1,067	<b>4.81%</b>
Laboratory and Technical Services Group	509	1,086	<b>113.36%</b>
Human Resource Services Group	287	587	<b>104.53%</b>
Sports and Youth Services Group	393	508	<b>29.26%</b>
Library, Archives and Museum Services Group	323	343	<b>6.19%</b>
Transportation and Aviation Services Group	154	352	<b>128.57%</b>
Executive and Specialist Services Group	22	315	<b>1331.82%</b>
Information Communication and Technology Services Group	293	306	<b>4.44%</b>
Legal, Judiciary and Legislative Services Group	318	233	<b>-26.73%</b>
Planning and Research Services Group	186	271	<b>45.70%</b>
Trade, Industry and Tourism Services Group	86	142	<b>65.12%</b>
Foreign Services Group	55	68	<b>23.64%</b>
Arts, Culture and Literary Services Group	82	72	<b>-12.20%</b>
<b>Total</b>	<b>19,516</b>	<b>29,723</b>	<b>52.30%</b>

**Table 20**  
**Civil Servants by Position Level and Sex**

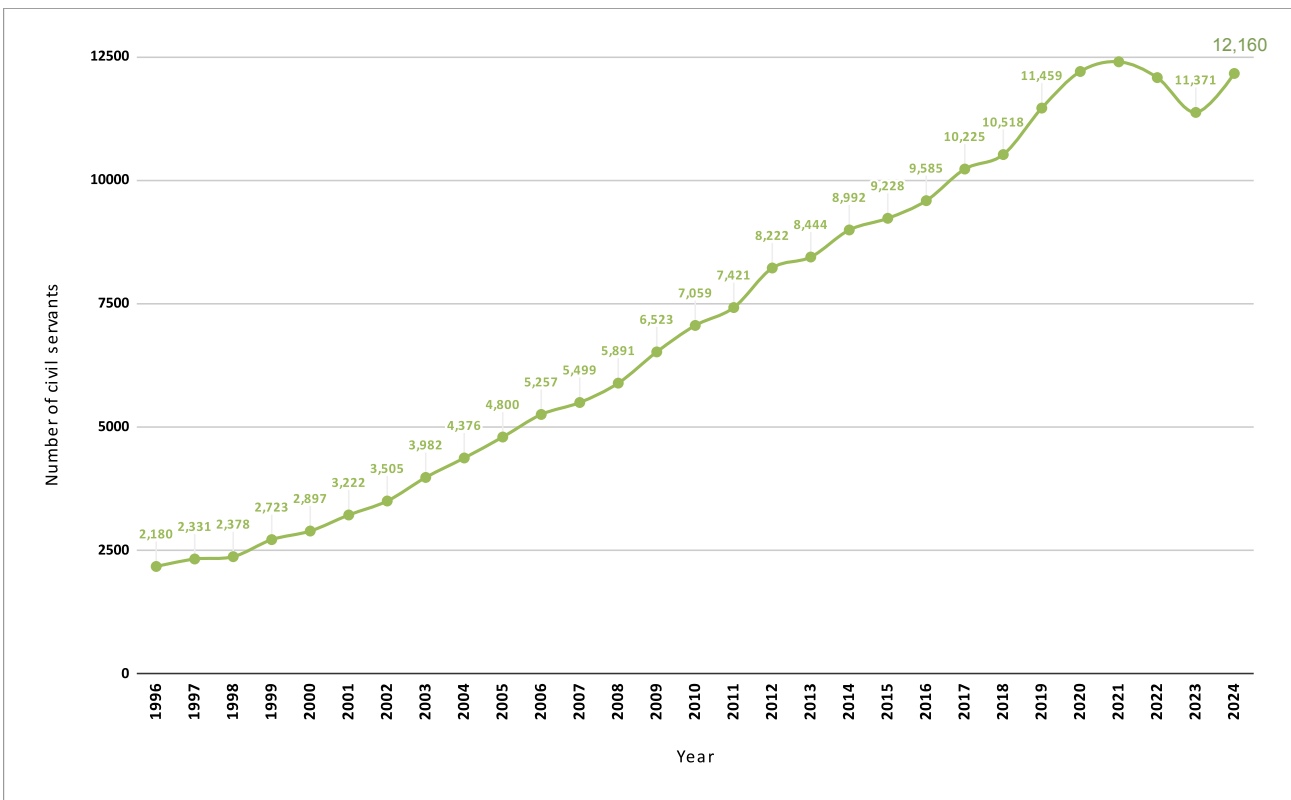
Position Category and Position Levels	Female	Male	Grand Total
<b>Executive and Specialists</b>	<b>74</b>	<b>241</b>	<b>315</b>
EX1	4	18	22
EX2	4	25	29
EX3	21	54	75
ES1	4	17	21
ES2	5	19	24
ES3	36	106	142
NA1	0	2	2
<b>Professional &amp; Management</b>	<b>6,034</b>	<b>8,454</b>	<b>14,488</b>
P1	778	1400	2178
P2	1024	1972	2996
P3	778	1533	2311
P4	1070	1205	2275
P5	2384	2344	4728
<b>Supervisory &amp; Support</b>	<b>5,672</b>	<b>6,989</b>	<b>12,661</b>
SSS	2	0	2
SS1	87	249	336
SS2	220	531	751
SS3	366	680	1046
SS4	688	1087	1775
S1	1065	1432	2497
S2	1171	1424	2595
S3	420	449	869
S4	500	371	871
S5	1153	766	1919
<b>Operational Staff</b>	<b>380</b>	<b>1,879</b>	<b>2,259</b>
O1	210	776	986
O2	64	221	285
O3	17	250	267
O4	89	632	721
<b>Grand Total</b>	<b>12,160</b>	<b>17,563</b>	<b>29,723</b>

Note: 1Eminent members of the National Council

**Graph 5**  
**Percentage of Civil Servants within Position Category by Sex**



**Graph 6**  
**Female Civil Servants (1996 - 2024)**



**Table 21**  
**Civil Servants by Major Occupational Groups and Sex**

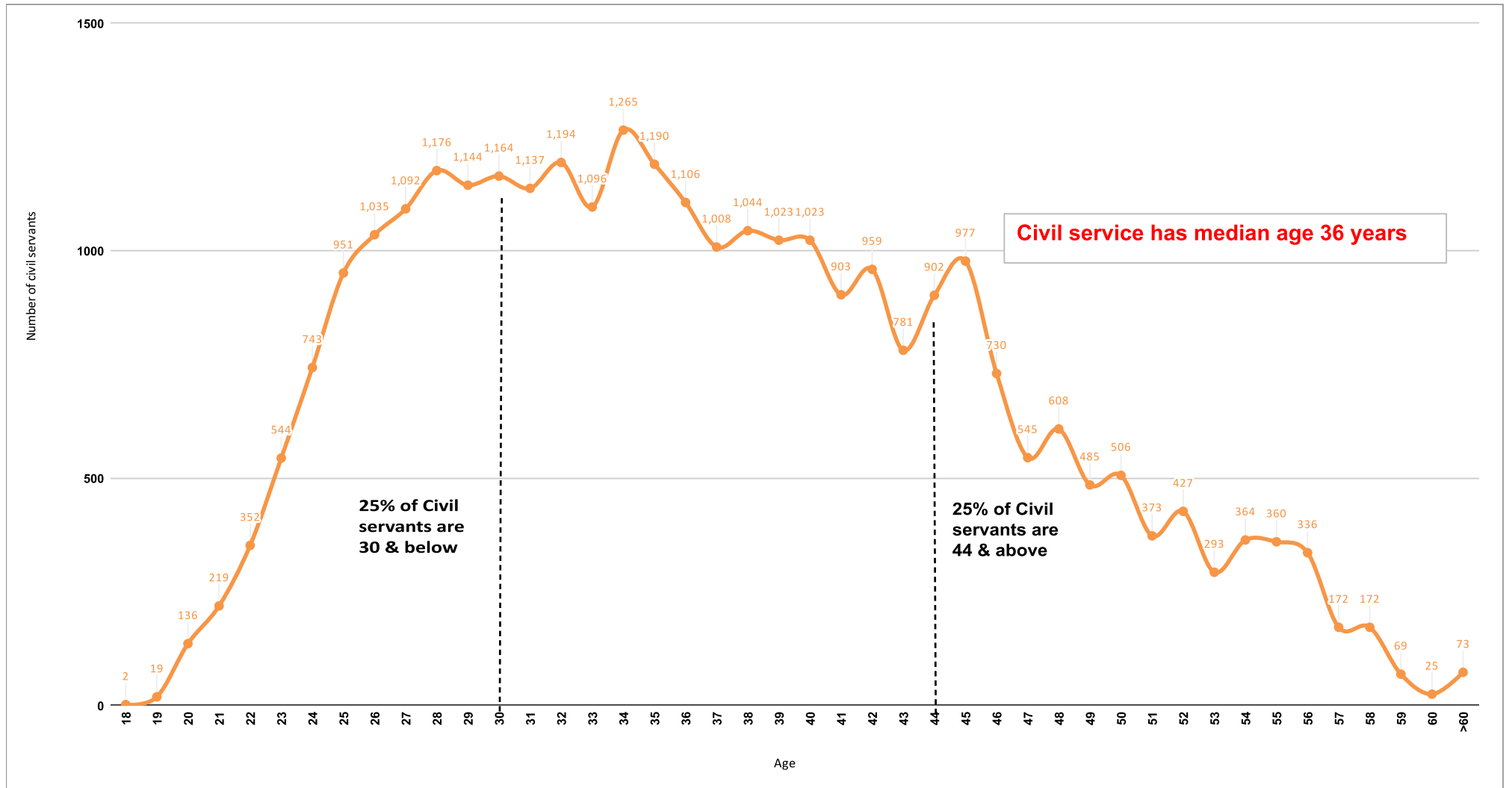
MOG	Male	Female	Total	% of Female	% of Female to
Education and Training Services Group	5,959	5,129	11,088	46.26%	17.26%
Medical and Health Services Group	2,159	1,994	4,153	48.01%	6.71%
Administration and Support Services Group	2,658	1,449	4,107	35.28%	4.88%
Architectural, Engineering and Land Services Group	1,838	736	2,574	28.59%	2.48%
Forestry and Environment Protection Services Group	1,050	217	1,267	17.13%	0.73%
Finance and Audit Services Group	709	475	1,184	40.12%	1.60%
Laboratory and Technical Services Group	500	586	1,086	53.96%	1.97%
Agriculture and Livestock Services Group	789	278	1,067	26.05%	0.94%
Human Resource Services Group	325	262	587	44.63%	0.88%
Sports and Youth Services Group	328	180	508	35.43%	0.61%
Transportation and Aviation Services Group	262	90	352	25.57%	0.30%
Library, Archives and Museum Services Group	96	247	343	72.01%	0.83%
Executive and Specialist Services Group	241	74	315	23.49%	0.25%
Information Communication and Technology Services Group	173	133	306	43.46%	0.45%
Planning and Research Services Group	164	107	271	39.48%	0.36%
Legal, Judiciary and Legislative Services Group	127	106	233	45.49%	0.36%
Trade, Industry and Tourism Services Group	77	65	142	45.77%	0.22%
Arts, Culture and Literary Services Group	61	11	72	15.28%	0.04%
Foreign Services Group	47	21	68	30.88%	0.07%
<b>Grand Total</b>	<b>17,563</b>	<b>12,160</b>	<b>29,723</b>	<b>40.91%</b>	<b>40.91%</b>

**Table 22**  
**Civil Servants by Position Level and Age Groups**

Position Level	>20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-60	>60	Total
ES1							1	1	10	9	21
ES2							2	6	14	2	24
ES3						3	36	57	41	5	142
EX1						2	1	5	11	3	22
EX2							4	9	16		29
EX3						11	32	22	8	2	75
NA1								1	1		2
P1				2	49	546	720	507	350	4	2178
P2				77	750	1,112	740	214	95	8	2996
P3			54	643	1,104	383	91	21	11	4	2311
P4		140	660	1,140	273	44	9	6	3		2275
P5		494	2,588	1,266	282	60	25	8	4	1	4728
SSS								2			2
SS1						14	124	162	35	1	336
SS2					20	173	262	166	128	2	751
SS3				22	264	396	200	69	94	1	1046
SS4			34	371	511	321	170	211	149	8	1775
S1		169	273	512	535	437	327	172	57	15	2497
S2	1	374	611	428	460	422	215	56	27	1	2595
S3		15	135	221	264	151	51	19	10	3	869
S4		1	199	401	197	50	8	9	6		871
S5	17	738	610	349	124	50	15	7	8	1	1919
O1			22	61	182	218	237	208	55	3	986
O2		12	32	50	110	51	23	7			285
O3			20	91	84	47	15	10			267
O4	3	51	160	222	162	77	37	8	1		721
<b>Grand Total</b>	<b>21</b>	<b>1,994</b>	<b>5,398</b>	<b>5,856</b>	<b>5,371</b>	<b>4,568</b>	<b>3,345</b>	<b>1,963</b>	<b>1,134</b>	<b>73</b>	<b>29,723</b>

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

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



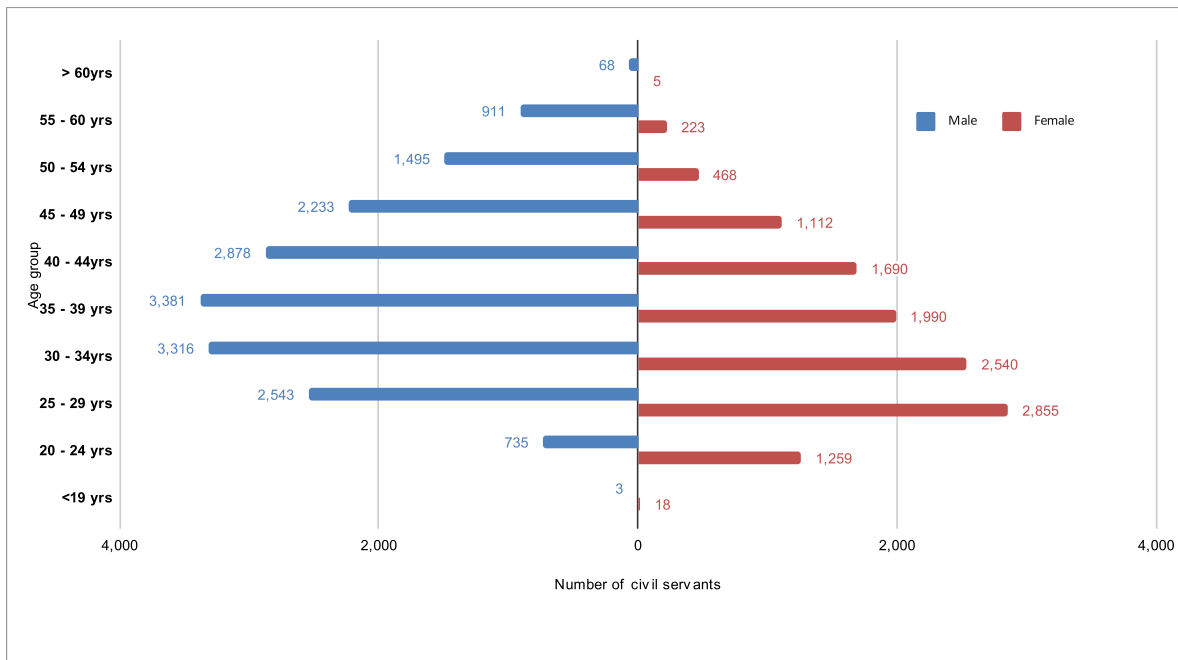


**Table 23**  
**Civil Servants by Age Groups and Sex**

Age Group	Male			Female			Grand Total
	R	C	T	R	C	T	
< 20	1	2	3	6	12	18	21
20 - 24	452	283	735	624	635	1,259	1,994
25 - 29	1,719	824	2,543	1,811	1,044	2,855	5,398
30 - 34	2,484	832	3,316	1,807	733	2,540	5,856
35 - 39	2,888	493	3,381	1,756	234	1,990	5,371
40 - 44	2,647	231	2,878	1,638	52	1,690	4,568
45 - 49	2,127	106	2,233	1,091	21	1,112	3,345
50 - 54	1,439	56	1,495	462	6	468	1,963
55 - 60	868	43	911	208	15	223	1,134
> 60	7	61	68	1	4	5	73
<b>Grand Total</b>	<b>14,632</b>	<b>2,931</b>	<b>17,563</b>	<b>9,404</b>	<b>2,756</b>	<b>12,160</b>	<b>29,723</b>

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

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



**Table 24**  
**Civil Servants Recruited by Parent Agency from January - December 2024**

Parent Agency	ES3	P1	P2	P3	P4	P5	SS2	SS3	SS4	S1	S2	S3	S4	S5	O4	Grand Total	
<b>Majesty Secretariat</b>							2								1	3	
Secretariat of His Majesty The Fourth Druk Gyalpo															1	1	
The Pema							2									2	
<b>Legislative</b>							22					50				72	
National Assembly Secretariat							11					33				44	
National Council Secretariat							11					17				28	
<b>Constitutional</b>				1			43					16		88	3	151	
Anti-Corruption Commission				1			7					6				14	
Royal Audit Authority							12					10			2	24	
Royal Civil Service Commission							24							88	1	113	
<b>Ministry</b>		7	16	25	143	1220				1	3	236	32	4	604	105	2396
Ministry of Agriculture and Livestock						31	16					49	1		10	20	127
Ministry of Education and Skills Development		7	16	24	10	1048						23		2	325	30	1485
Ministry of Energy and Natural Resources						29	17					4	2		62	4	118
Ministry of Finance							40				3	23			27	3	96
Ministry of Foreign Affairs and External Trade							2										2
Ministry of Health						6	4					13					23
Ministry of Home Affairs						4	48								112	33	197
Ministry of Industry Commerce and Employment				1	2	37						10	4		8	6	68
Ministry of Infrastructure and Transport						61	8			1		114	25	2	60	9	280
<b>Autonomous</b>	1	1			240	83	2	2	9	228	321	35		63	34	1019	
Bhutan Olympic Committee	1																1
Cabinet Secretariat							20								1		21
Centre for Bhutan Studies and GNH Research															1		1
Government Technology (GovTech)						1	38					40					79
National Center for Hydrology and Meteorology (NCHM)						4	1					1	9				15
National Land Commission						9	8			1		15			6		39
National Medical Services		1			211	15	2	2	8	228	265	26			49	33	840
National Statistics Bureau						2	1								7		10
Office of the Attorney General						13											13
<b>Thromde</b>							2					1				1	4
Gelephu Thromde							1										1
Samdrup Jongkhar Thromde															1		1
Thimphu Thromde							1					1					2
<b>Grand Total</b>	1	8	16	26	383	1372	2	2	10	231	624	67	4	755	144	3645	

**Table 25**  
**Civil Servants Recruited by MOG from January to December 2024**

MOG	Regular			Contract			Grand Total
	Female	Male	Total	Female	Male	Total	
Education and Training Services Group	168	143	311	526	433	959	1,270
Medical and Health Services Group	291	244	535	110	50	160	695
Administration and Support Services Group	54	42	96	118	136	254	350
Architectural, Engineering and Land Services Group	90	195	285	16	39	55	340
Laboratory and Technical Services Group	40	35	75	77	44	121	196
Human Resource Services Group	62	45	107	25	21	46	153
Agriculture and Livestock Services Group	50	36	86	2	4	6	92
Planning and Research Services Group	33	33	66	13	10	23	89
Information Communication and Technology Services Group	41	23	64	7	17	24	88
Forestry and Environment Protection Services Group	31	44	75	1		1	76
Sports and Youth Services Group	4	2	6	25	41	66	72
Transportation and Aviation Services Group	18	47	65	1	1	2	67
Finance and Audit Services Group	25	28	53	3	6	9	62
Trade, Industry and Tourism Services Group	13	5	18	9	9	18	36
Legal and Legislative Services Group	10	6	16	7	4	11	27
Library, Archives and Museum Services Group	4	1	5	14	3	17	22
Arts, Culture and Literary Services Group		4	4	1	2	3	7
Foreign Services Group	1	1	2				2
Executive and Specialist Services Group					1	1	1
<b>Grand Total</b>	<b>935</b>	<b>934</b>	<b>1,869</b>	<b>955</b>	<b>821</b>	<b>1,776</b>	<b>3,645</b>

**Table 26**  
**Civil Servants Recruited by Position Level (2019-2024)**

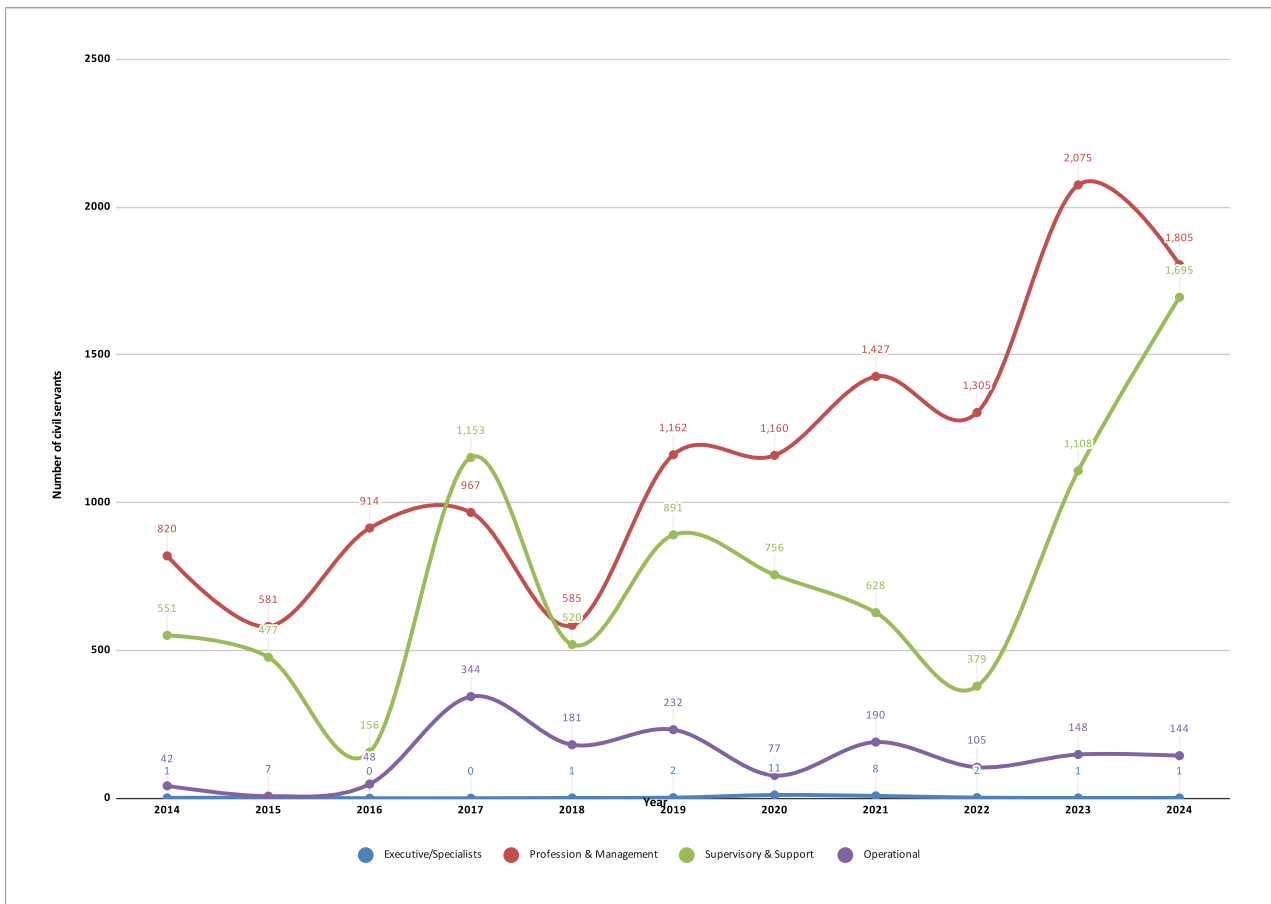
Position Level	2019			2020			2021			2022			2023			2024		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
EX1/ES1					7	7	1	4	5		2	2						
EX2/ES2	2		2		1	1		2	2									
EX3/ES3					3	3		1	1				1	1			1	1
P1			0	1	4	5		2	2				10	10			8	8
P2					1	1				2		2	3	3			16	16
P3							1	1	2	4		4	5	5			26	26
P4	152	99	251	188	78	266	153	26	179	123	58	181	160	116	276	213	170	383
P5	461	450	911	672	216	888	612	632	1,244	417	701	1,118	800	981	1,781	445	927	1,372
SS1														1	1			
SS2											2	2		2	2		2	2
SS3														1	1		2	2
SS4		1	1					1	1					3	3	1	9	10
S1	101	26	127	169	28	197	82	39	121	39	2	41	57	102	159	221	10	231
S2	174	15	189	203	11	214	150	48	198	124	35	159	212	203	415	589	35	624
S3	34	1	35	81	2	83	66	2	68	25	3	28	11	13	24	64	3	67
S4					2	2	1	1	2				3	4	7	2	2	4
S5	97	442	539	75	185	260	10	228	238	2	147	149	33	463	496	321	434	755
O1	2		2		1	1		1	1									
O2		18	18		1	1		21	21		16	16	1	11	12			
O3								1	1					1	1			
O4	6	206	212	1	74	75	3	164	167	28	61	89	4	131	135	13	131	144
<b>Total</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>	<b>764</b>	<b>1,027</b>	<b>1,791</b>	<b>1,281</b>	<b>2,051</b>	<b>3,332</b>	<b>1,869</b>	<b>1,776</b>	<b>3,645</b>

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

**Table 27**  
**Civil Servants Recruited by Position Level and Sex**

Position Level	Regular			Contract			Grand Total
	Female	Male	Total	Female	Male	Total	
ES3					1	1	1
P1				5	3	8	8
P2				4	12	16	16
P3				9	17	26	26
P4	104	109	213	112	58	170	383
P5	249	196	445	508	419	927	1,372
SS2				2		2	2
SS3				2		2	2
SS4		1	1	4	5	9	10
S1	138	83	221	4	6	10	231
S2	260	329	589	6	29	35	624
S3	18	46	64	1	2	3	67
S4	1	1	2	1	1	2	4
S5	164	157	321	259	175	434	755
O4	1	12	13	38	93	131	144
<b>Grand Total</b>	<b>935</b>	<b>934</b>	<b>1,869</b>	<b>955</b>	<b>821</b>	<b>1,776</b>	<b>3,645</b>

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



**Table 28**  
**Civil Servants Promoted by Year and Sex**

Position Category/Position Level	2019	2020	2021	2022	2023	2024
<b>Executive &amp; Specialist Category</b>						
EX1	4	5	7	7	5	6
EX2	4	8	6	1	3	8
EX3	9	9	14	10	18	14
ES1	2	4	4	4	4	3
ES2	3	3	7	2	2	6
ES3	20	28	30	26	16	23
<b>Total</b>	<b>42</b>	<b>57</b>	<b>68</b>	<b>50</b>	<b>48</b>	<b>60</b>
<b>Professional &amp; Management Category</b>						
P1	221	224	218	346	402	530
P2	477	664	748	975	809	557
P3	999	812	802	692	724	479
P4	702	481	424	461	234	407
P5	34	16	18	2	7	93
<b>Total</b>	<b>2,433</b>	<b>2,197</b>	<b>2,210</b>	<b>2,476</b>	<b>2,176</b>	<b>2,066</b>
<b>Supervisory &amp; Support Category</b>						
SSS						2
SS1	56	22	27	20	111	99
SS2	122	110	264	129	160	202
SS3	290	212	196	166	352	291
SS4	436	388	502	366	481	422
S1	540	415	336	418	501	666
S2	441	647	353	454	519	189
S3	536	207	307	191	187	34
S4	209	43	12	168	55	114
S5	12	29	2	12	8	5
<b>Total</b>	<b>2,642</b>	<b>2,073</b>	<b>1,999</b>	<b>1,924</b>	<b>2,374</b>	<b>2,024</b>
<b>Operational Category</b>						
O1	39	48	68	84	86	66
O2	94	75	107	66	55	7
O3	56	6	8		2	10
<b>Total</b>	<b>189</b>	<b>129</b>	<b>183</b>	<b>150</b>	<b>143</b>	<b>83</b>
<b>Grand Total</b>	<b>5,306</b>	<b>4,456</b>	<b>4,406</b>	<b>4,600</b>	<b>4,741</b>	<b>4,233</b>
<b>Position Category</b>						
	<b>Female</b>	<b>Male</b>	<b>Total</b>			
Executive and Specialists	13	47	60			
Professional & Management	764	1302	2066			
Supervisory & Support	811	1213	2024			
Operational Staff	2	81	83			
<b>Grand Total</b>	<b>1526</b>	<b>2643</b>	<b>4233</b>			

**Table 29**

**Civil Servants Separated by Parent Agency and Position Level (January - December 2024)**

Parent Agency	ES1	ES3	EX1	EX2	P1	P2	P3	P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Grand Total
His Majesty's Secretariat									1														1
The Pema									1														1
<b>Legislative</b>																							
National Assembly Secretariat															2								2
National Council Secretariat															4								4
<b>Constitutional</b>																							
Anti-Corruption Commission							2	3	2				2	1	1								11
Royal Audit Authority					2	3	3	3	6		1		1	1	1				2				23
Royal Civil Service Commission					1	1	2	2	5	1		3	2	13	7	6	9	23				1	76
<b>Ministry</b>																							
Ministry of Agriculture and Livestock		3			3	5	5	7	3	1	8	7	15	10	10			1	3	1	1	4	87
Ministry of Education and Skills Development		2			40	56	71	73	484		3	4		6	12	2	17	132	2	16			920
Ministry of Energy and Natural Resources		1		1		4	8	3	5		3	6	4	8	11	3	1		1	1		5	65
Ministry of Finance					7	10	9	5	5		1	7	28	16	4	1	5	7	1			1	107
Ministry of Foreign Affairs and External Trade					1	1	1																3
Ministry of Health							3	3	2	1	1	4	4		3					1		1	23
Ministry of Home Affairs						6	5	4	21						2	3	7	23	10	3	1	14	99
Ministry of Industry Commerce and Employment				1	1	1	1	6	4									2	1				17
Ministry of Infrastructure and Transport			1		7	8	13	14	4	4	5	4	10	7	11	7	1	4	5	1		6	112
<b>Autonomous</b>																							
Cabinet Secretariat					2	8	5	4	1														20
Centre for Bhutan Studies and GNH Research							1	1														1	3
Dratshang Lhentshog															1		1		1	1		1	5
Government Technology (GovTech)					4	4	1	1	12			2	1	1	5								31
National Center for Hydrology and Meteorology (NCHM)											1			1		1	1	1					5
National Land Commission						1	2	3					6		8	4	1	1	1				27
National Medical Services	3	1			2	5	15	85	4	5	17	16	64	55	39	8		11	3	3		5	341
National Statistics Bureau					2		2				1	1						1					7
Office of the Attorney General					1	2	3	5						2									13
Royal Institute of Management							2		1														3
Royal Privy Council																					1		1
<b>Thromde</b>																							
Gelephu Thromde																						1	1
Phuentsholing Thromde																					1		1
Thimphu Thromde									1									1				2	4
<b>Grand Total</b>	<b>3</b>	<b>7</b>	<b>1</b>	<b>2</b>	<b>73</b>	<b>115</b>	<b>154</b>	<b>222</b>	<b>562</b>	<b>12</b>	<b>41</b>	<b>54</b>	<b>137</b>	<b>121</b>	<b>121</b>	<b>35</b>	<b>43</b>	<b>207</b>	<b>31</b>	<b>27</b>	<b>3</b>	<b>42</b>	<b>2013</b>

\* 153 Contract Termination On Regularization

**Table 30*****Civil Servants Separated by MOG (January - December 2024)***

MOG	Regular			Contract			Grand Total
	F	M	T	F	M	T	
Education and Training Services Group	177	130	307	281	242	523	830
Medical and Health Services Group	107	94	201	53	32	85	286
Administration and Support Services Group	54	74	128	43	64	107	235
Architectural, Engineering and Land Services Group	30	91	121	9	18	27	148
Finance and Audit Services Group	35	52	87	3	2	5	92
Agriculture and Livestock Services Group	21	49	70		3	3	73
Laboratory and Technical Services Group	13	14	27	18	23	41	68
Human Resource Services Group	8	18	26	14	12	26	52
Forestry and Environment Protection Services Group	9	30	39	2	4	6	45
Planning and Research Services Group	13	21	34		2	2	36
Sports and Youth Services Group	5	8	13	7	15	22	35
Information Communication and Technology Services Grc	10	9	19	7	8	15	34
Legal and Legislative Services Group	6	14	20		3	3	23
Transportation and Aviation Services Group	4	5	9	1	5	6	15
Executive and Specialist Services Group	3	8	11	1	1	2	13
Library, Archives and Museum Services Group	4	2	6	5	2	7	13
Trade, Industry and Tourism Services Group	4	4	8	2	1	3	11
Foreign Services Group	3		3				3
Arts, Culture and Literary Services Group					1	1	1
<b>Grand Total</b>	<b>506</b>	<b>623</b>	<b>1,129</b>	<b>446</b>	<b>438</b>	<b>884</b>	<b>2,013</b>

\* 153 Contract Termination On Regularization

**Table 31**

*Civil Servants Separated by Category of Separation, Position Levels and Employment Type (January - December 2024)*

PositionLevel	By Order	Compulsory Retirement	Contract Completion	Contract Termination On Regularization	Death		Superannuation	Termination		Voluntary Resignation		Withdrawal/ Cancellation of Appt.		Grand Total	
	C	R	C	C	C	R	R	C	R	C	R	C	R		
EX1														1	1
EX2														2	2
ES1			2											1	3
ES3														7	7
P1		1	3				5							64	73
P2		2	1				2			1		109			115
P3		6					2		1		1	144			154
P4			3	59	1	3				2	19	134		1	222
P5			215	57	2	1					178	98	5	6	562
SS1						2	1					9			12
SS2						4	15					22			41
SS3			1			4	11					38			54
SS4		1				6	15			2		113			137
S1		2	5			5	15			3	8	83			121
S2		3	2	12		4	5			3	19	67	3	3	121
S3		1		1		1				2	5	23	1	1	35
S4		1	4							2	21	15			43
S5			15	23	2		2	5	2	138	9	10	1		207
O1		1	1			4	8					17			31
O2		1	4	1		1	1				12	7			27
O3											3				3
O4	1		4		1				4		30	2			42
<b>Grand Total</b>	<b>1</b>	<b>19</b>	<b>260</b>	<b>153</b>	<b>6</b>	<b>44</b>	<b>73</b>	<b>10</b>	<b>16</b>	<b>435</b>	<b>965</b>	<b>19</b>	<b>12</b>	<b>2013</b>	

Note: R: Regular, C: Contract



**Table 32**  
**Civil Servants Separated by Position Level and Employment Type**

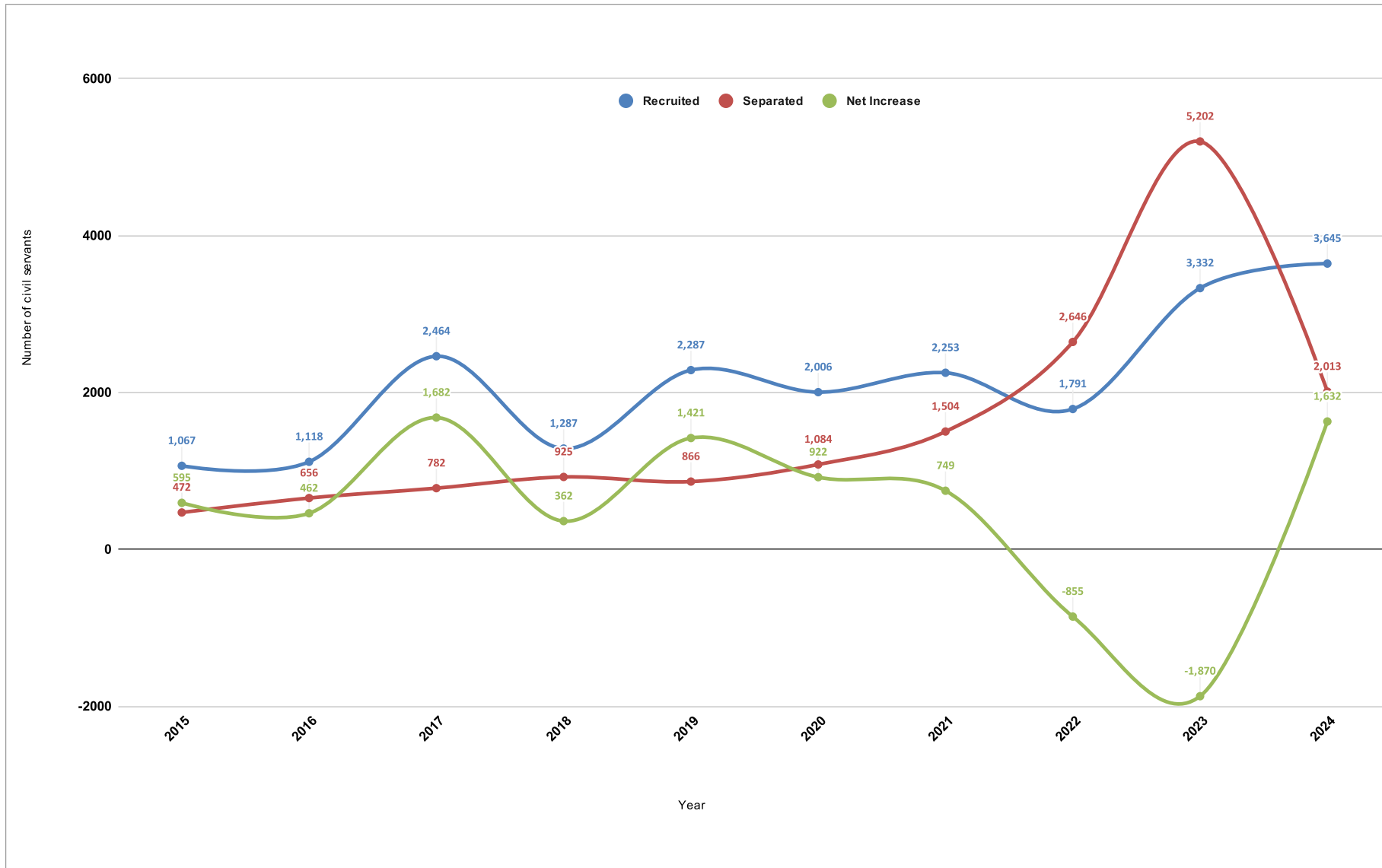
Position Level	2019			2020			2021			2022			2023			2024		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
EX1/ES1	7	1	8	3		3	12		12	13		13	3	1	4	2	2	4
EX2/ES2	9		9	9		9	5	1	6	29	3	32	1	1	2	2		2
EX3/ES3	2		2	10	1	11	5	1	6	32		32	20	2	22	7		7
NA										3		3						0
P1	51	4	55	64	2	66	79	3	82	168	7	175	182	3	185	70	3	73
P2	42	1	43	41	2	43	60	5	65	236	7	243	388	1	389	113	2	115
P3	94	1	95	80	9	89	149	5	154	230	4	234	501	7	508	152	2	154
P4	59	15	74	80	29	109	102	60	162	140	76	216	376	101	477	140	82	222
P5	33	100	133	32	159	191	31	261	292	101	543	644	343	908	1251	105	457	562
SS1				6		6	4		4	8		8	9		9	12		12
SS2	4		4				13	1	14	55		55	41		41	41		41
SS3	26		26	29		29	40	1	41	63		63	130		130	53	1	54
SS4	30		30	38		38	54	3	57	118	3	121	349	1	350	137		137
S1	50	2	52	64	68	132	84	41	125	133	14	147	404	99	503	108	13	121
S2	35	10	45	28	43	71	52	28	80	94	36	130	305	191	496	85	36	121
S3	23		23	33	33	66	41	1	42	71	3	74	130	7	137	28	7	35
S4	16		16	23	1	24	20	1	21	39	3	42	34	66	100	18	25	43
S5	13	161	174	8	97	105	14	149	163	22	186	208	46	253	299	14	193	207
O1	17		17	21	1	22	34		34	53	2	55	95		95	30	1	31
O2	3	13	16	2	12	14	15	14	29	16	23	39	31	17	48	10	17	27
O3	5		5	4		4	4	1	5	11	2	13	8	4	12		3	3
O4	1	38	39	1	51	52	10	100	110	8	91	99	17	127	144	2	40	42
<b>Total</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>	<b>1,643</b>	<b>1,003</b>	<b>2,646</b>	<b>3,413</b>	<b>1,789</b>	<b>5,202</b>	<b>1,129</b>	<b>884</b>	<b>2,013*</b>

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

NA: Not Applicable Position level (Election Commission)

\* 153 Contract Termination On Regularization

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



**Table 33**

*Civil Servants Separated by Position Levels and Sex (Jan - Dec 2024)*

Position Level	Regular			Contract			Grand Total
	Male	Female	Total	Male	Female	Total	
EX1		1	1				1
EX2	1	1	2				2
ES1		1	1	1	1	2	3
ES3	2	5	7				7
P1	30	40	70	1	2	3	73
P2	38	75	113	1	1	2	115
P3	69	83	152	1	1	2	154
P4	68	72	140	52	30	82	222
P5	73	32	105	235	222	457	562
SS1	5	7	12				12
SS2	7	34	41				41
SS3	18	35	53		1	1	54
SS4	65	72	137				137
S1	48	60	108	5	8	13	121
S2	47	38	85	16	20	36	121
S3	14	14	28	1	6	7	35
S4	5	13	18	17	8	25	43
S5	8	6	14	104	89	193	207
O1	6	24	30		1	1	31
O2	2	8	10	8	9	17	27
O3					3	3	3
O4		2	2	4	36	40	42
<b>Grand Total</b>	<b>506</b>	<b>623</b>	<b>1,129</b>	<b>446</b>	<b>438</b>	<b>884</b>	<b>2,013*</b>

\* 153 Contract Termination On Regularization

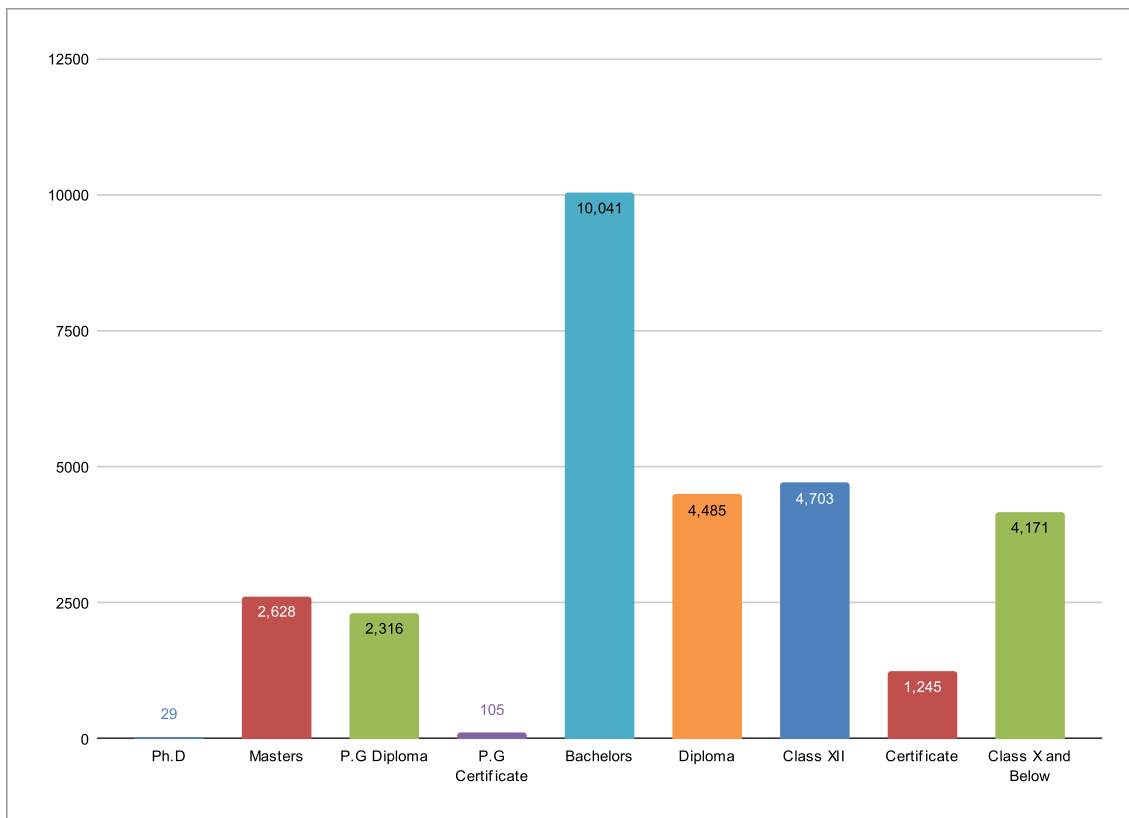
**Table 34**

*Projection of Superannuation of Regular Civil Servants*

Position Level	2025	2026	2027	2028
EX1			2	2
EX2				2
EX3			1	
ES1		1	3	1
ES2		1	4	
ES3		2	9	5
P1	33	67	62	82
P2	8	15	11	25
P3		1	1	2
P4				
P5	1			1
SS1	11	11	15	21
SS2	21	23	30	32
SS3	21	12	35	26
SS4	13	31	48	53
S1	19	24	34	27
S2	9	15	7	6
S3	3	4	3	3
S4	3	3	1	2
S5	3	2	2	2
O1	24	28	34	30
O2				1
O3				1
O4	1			
<b>Grand Total</b>	<b>170</b>	<b>240</b>	<b>302</b>	<b>324</b>

**Table 35****Qualification of Regular Civil Servants as on 31st December 2024 - Summary**

Educational Qualificat	Male	Female	Total	% of the Total
Ph.D	20	8	28	0.12%
Masters	1864	702	2,566	10.68%
P.G Diploma	1262	957	2,219	9.23%
P.G Certificate	43	38	81	0.34%
Bachelors	4503	3202	7,705	32.06%
Diploma	2625	1604	4,229	17.59%
Class XII	1381	1405	2,786	11.59%
Certificate	700	350	1,050	4.37%
Class X and Below	2234	1138	3,372	14.03%
<b>Grand Total</b>	<b>14,632</b>	<b>9,404</b>	<b>24,036</b>	<b>100.00%</b>

**Graph 11****Regular Civil Servants by Qualification Levels**

**Table 36**  
**Regular Civil Servants by Parent Agency and Qualification Level**

Parent Agency	Ph.D	Masters	P.G Diploma	P.G Certificate	Bachelors	Diploma	Certificate	Class XII	Basic Education Class X and Below	Grand Total	
<b>His Majesty's Secretariat</b>											
His Majesty's Secretariat			5	1		11	1	1	3	16	38
Secretariat of His Majesty The Fourth Druk Gyalpo			1			2		3	9	6	21
The Pema						7			3	5	15
<b>Legislative</b>											
National Assembly Secretariat			5	2		43		1	3	7	61
National Council Secretariat			4			35			3	2	44
<b>Constitutional</b>											
Anti-Corruption Commission			18	26	1	42	19		4	12	122
Royal Audit Authority			15	50	2	38	33	6	8	21	173
Royal Civil Service Commission			25	70		111	41	47	544	332	1,170
<b>Ministry</b>											
Ministry of Agriculture and Livestock	9	89	36		372	500	69	37	208	1,320	
Ministry of Education and Skills Development	5	1,434	1,634	87	6,588	325	172	1,933	467	12,645	
Ministry of Energy and Natural Resources	4	128	31		286	223	256	247	391	1,566	
Ministry of Finance	1	122	168	8	165	506	180	209	196	1,555	
Ministry of Foreign Affairs and External Trade		40	30		14	1		5	31	121	
Ministry of Health	1	49	9		140	104	6	15	42	366	
Ministry of Home Affairs	2	118	57	2	306	33	80	285	583	1,466	
Ministry of Industry Commerce and Employment	1	61	38	1	94	15	6	33	57	306	
Ministry of Infrastructure and Transport	3	99	27		422	504	96	239	567	1,957	
<b>Autonomous</b>											
Bhutan Olympic Committee							1	6	3	3	13
Bhutan Standards Bureau		1									1
Cabinet Secretariat		55	35		33	1		6	14	144	
Centre for Bhutan Studies and GNH Research		4	4		3	1		2	3	17	
Dratshang Lhentshög		1				2	11	12	53	79	
Government Technology (GovTech)		29	4		146	97	3	2	17	298	
National Center for Hydrology and Meteorology (NCHM)	1	10	1		22	7	12	63	50	166	
National Land Commission		22	14	1	73	76	18	136	67	407	
National Medical Services	1	240	5		1,021	1,954	263	877	901	5,262	
National Statistics Bureau		14			27	18		11	2	72	
Office of the Attorney General		16	67	3	33	16		1	5	141	
Royal Institute of Management	1	18	7		3	4	2		11	46	
Royal Privy Council					1			1	3	5	
<b>Thromde</b>											
Gelephu Thromde		1			1			1	19	22	
Phuentsholing Thromde		1			1			2	19	23	
Samdrup Jongkhar Thromde		1				3	1	5	15	25	
Thimphu Thromde		2			1			4	46	56	
<b>Grand Total</b>	<b>29</b>	<b>2,628</b>	<b>2,316</b>	<b>105</b>	<b>10,041</b>	<b>4,485</b>	<b>1,245</b>	<b>4,703</b>	<b>4,171</b>	<b>29,723</b>	

**Table 37****Long-Term Implementation Status**

Type of Training	Approved (Jan - Dec 2024)	Undergoing LTT as on 31st Dec, 2024
Ph.D	4	8
Specialization	0	0
Sub Specialisation	5	7
Masters	117	261
Bachelors	42	59
Non-Degree/Visiting Fellowship	2	3
Diploma	1	1
Certificate	10	18
<b>Total</b>	<b>181</b>	<b>357</b>

**Table 38****Long-Term Training by Mode of Study (Jan - Dec 2024)**

Level of Study	Full Time	Mixed Mode	Grand Total
Ph.D	4	0	4
Sub Specialisation	5	0	5
Masters	116	1	117
Bachelors	42	0	42
Visiting Fellowship	2	0	2
Diploma	0	1	1
Certificate	10	0	10
<b>Grand Total</b>	<b>179</b>	<b>2</b>	<b>181</b>

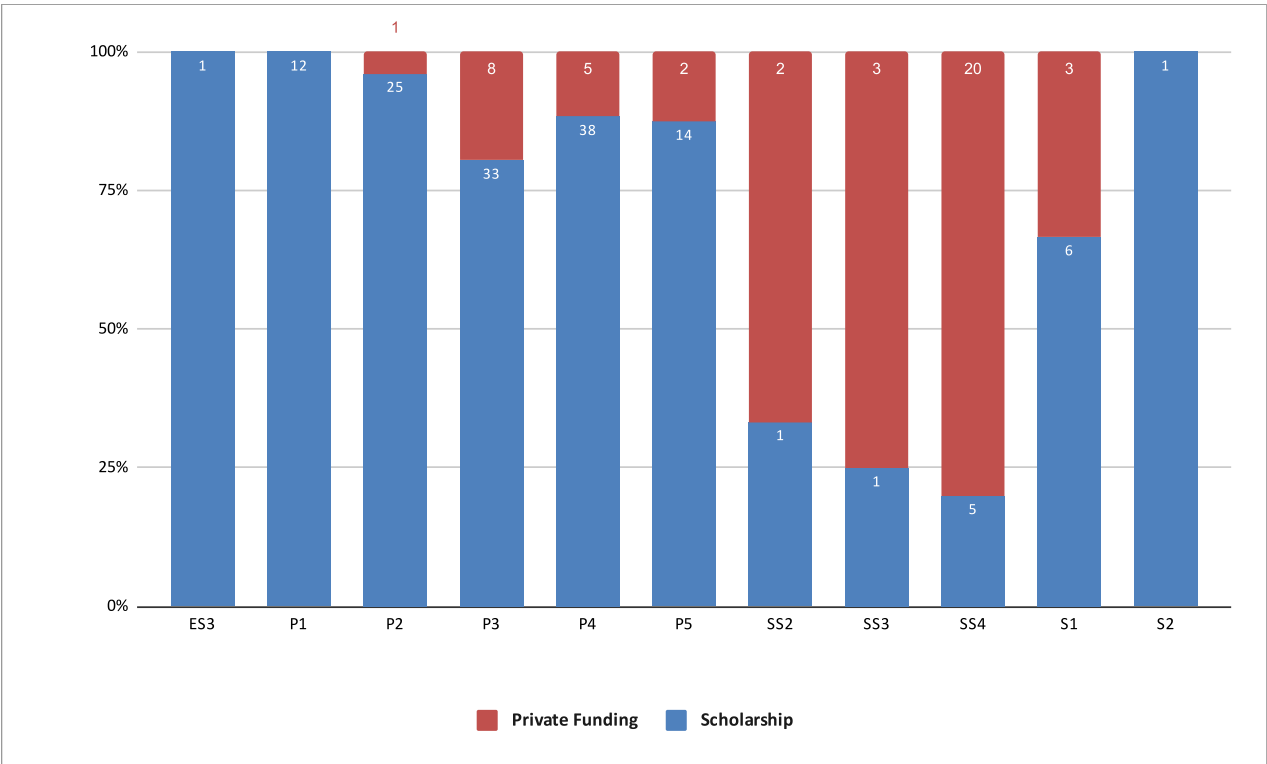
**Table 39****Long-Term Training Implemented by Country (Jan - Dec 2024)**

Country	Ph.D	Sub	Masters	Bachelors	Fellowship	Diploma	Certificate	Grand Total
Australia	2		25	4	1			32
Bangladesh			1					1
Bhutan			36	33				69
Canada			1					1
China			2					2
India			17	5			9	31
Japan	1		12				1	14
Nepal			1					1
Philippines			1					1
Singapore			2	4				6
Spain			1					1
Thailand			1	13		1		15
United Kingdom	1		3					4
United States of America			2				1	3
<b>Total</b>	<b>4</b>	<b>5</b>	<b>117</b>	<b>42</b>	<b>2</b>	<b>1</b>	<b>10</b>	<b>181</b>

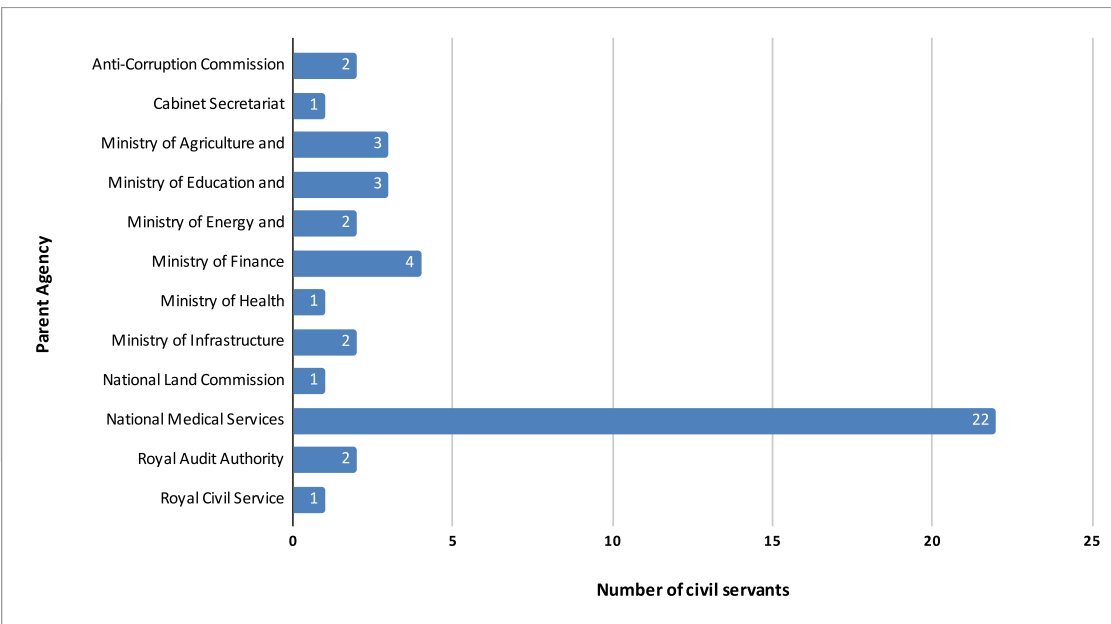
**Table 40****Civil Servants Undergoing Long-Term Training as of December 2024**

Country	Ph.D	Sub	Masters	Diploma	Bachelors	Fellowship	Certificate	Total
Australia	4		30	4		1		39
Bangladesh			3					3
Bhutan			121	50				171
Canada		2	1					3
China			2					2
India			35	5			16	56
Japan	1		26				2	29
Malaysia		1	3					4
Nepal		1	1					2
Philippines			1					1
Singapore		2	4			1		7
Spain			1					1
Thailand		1	26			1		28
United Kingdom	2		3					5
United States of America	1		4		1			6
<b>Grand Total</b>	<b>8</b>	<b>7</b>	<b>261</b>	<b>59</b>	<b>1</b>	<b>3</b>	<b>18</b>	<b>357</b>

**Graph 12**  
**Long - Term Training by Type of Funding**



**Graph 13**  
**Undergoing Long-Term Training by Parent Agency through Private Funding (Jan - Dec 2024)**





**Table 41**  
**Long-Term Training Implemented by Parent Agency (Jan - Dec 2024)**

Parent Agency	Ph.D	Sub	Masters	Bachelors	Diploma	Fellowship	Certificate	Total
His Majesty's Secretariat			1					1
<b>Constitutional</b>			<b>9</b>				<b>2</b>	<b>11</b>
Anti-Corruption Commission			5					5
Royal Audit Authority			2				2	4
Royal Civil Service Commission			2					2
<b>Ministry</b>			<b>74</b>	<b>12</b>	<b>1</b>		<b>8</b>	<b>95</b>
Ministry of Agriculture and Livestock			3	3				6
Ministry of Education and Skills Development			38	2	1			41
Ministry of Energy and Natural Resources			5	1				6
Ministry of Finance			9	3			7	19
Ministry of Foreign Affairs and External Trade			1					1
Ministry of Health			2	1				3
Ministry of Home Affairs			2				1	3
Ministry of Industry Commerce and Employment			3					3
Ministry of Infrastructure and Transport			11	2				13
<b>Autonomous</b>	<b>4</b>	<b>5</b>	<b>33</b>	<b>30</b>		<b>2</b>		<b>74</b>
Cabinet Secretariat			3					3
Centre for Bhutan Studies and GNH Research			1					1
Government Technology (GovTech)			1					1
National Center for Hydrology and Meteorology (NCH)	1							1
National Land Commission			3					3
National Medical Services	1	5	24	30		2		62
Office of the Attorney General			1					1
Royal Institute of Management	2							2
<b>Grand Total</b>	<b>4</b>	<b>5</b>	<b>117</b>	<b>42</b>	<b>1</b>	<b>2</b>	<b>10</b>	<b>181</b>

**Table 42**  
**Long-Term Training by Source of Funding (Jan - Dec 2024)**

Source of Funding	Ph.D	Sub Specialisation	Masters	Bachelors	Diploma	Visiting Fellowship	Certificate	Grand Total
RGoB			3	34	13		1	53
Private Funding				15	28		1	45
Government of India				1			9	10
Australia Awards Scholarship(AAS)				8				8
JDS Scholarship				7				7
Trongsa Penlop Scholarship				5	1			6
Nehru-Wangchuck Scholarship				4				5
TCS Colombo				5				5
Erasmus Mundus Scholarship/ European Union				4				4
HM's Scholarship				4				4
Royal Institute of Management				4				4
University Funding				4				4
Chevening Scholarship				3				3
Lee Kuen Yew School of Public Policy				3				3
Nalanda University				3				3
Madanjeet Singh Scholarship				2				2
Mext Scholarship				2				2
The University of Canberra	2							2
TICA				2				2
ADB-JSP				1				1
Fulbright				1				1
Government of Japan							1	1
Himalayan Cataract Project			1					1
HRH Princess Maha Chaki Sirindhorn				1				1
Hsing Yun Education Foundation Scholarship				1				1
JICA				1				1
Joint Japan/World Bank Graduate Scholarship Program				1				1
Open Scholarship	1							1
Perkins School of Blind						1		1
University of Reading	1							1
WHO TDR				1				1
Youth Excellence of China Scholarship Program				1				1
<b>Grand Total</b>	<b>4</b>	<b>4</b>	<b>118</b>	<b>42</b>	<b>1</b>	<b>2</b>	<b>10</b>	<b>185</b>

**Table 43**  
**Long-Term Training Availed by Civil Servants (2018 - 2024)**

Qualification	2018	2019	2020	2021	2022	2023	2024
Ph.D	9	5	4	1	1	4	4
Masters	292	285	311	255	286	171	117
Sub Specialization/Non-Degree/Fellowship/Internship/ Attachment	8	5	2	2	6	13	7
P.G Dip. /P.G Cert.	27	2		1			0
Bachelors	103	91	52	81	41	2	42
Diploma	7	2		3	1	10	1
Certificate	23	23	39	8	31	21	10
<b>Total</b>	<b>469</b>	<b>413</b>	<b>408</b>	<b>351</b>	<b>366</b>	<b>221</b>	<b>181</b>

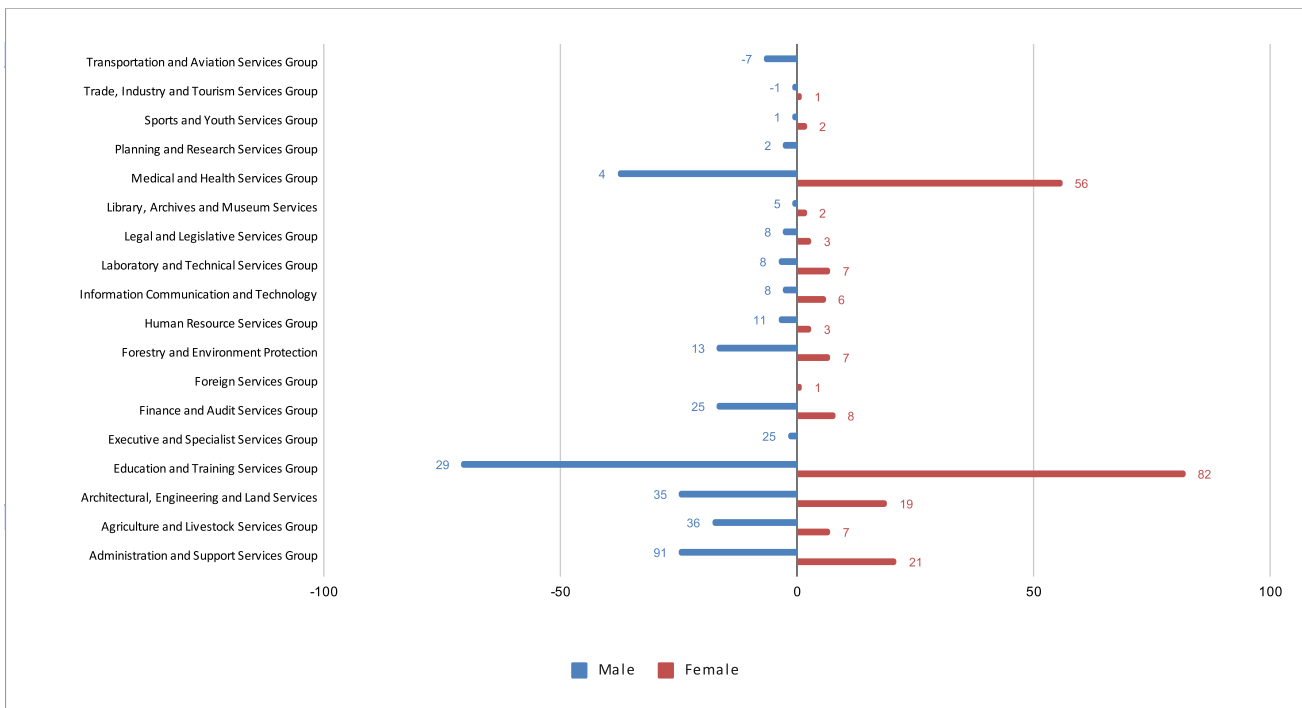
**Table 44**  
**Civil Servants on Secondment**

Agency	No. of civil servants as on 31 Dec, 2024
De-suung skilling program	7
Office of De-Suung	10
Gyalsung Head Quarter	10
Gyalsung Infra	53
Druk Gyalpo's Institute	9
Royal Institute for Governance and Strategic Studies	1
The Pema Centre	5
Bhutan Olympic Committee*	17
Army Welfare Project	1
Bay of Bengal Initiatives for Multi-Sectoral Technical and Economic Cooperations	1
Bhutan Agro Industries Limited	1
Dorjilung Hydropower Project	1
Druk Holding and Investment Ltd	1
Punatshangchu Hydroelectric Project Authority - I	1
Punatshangchu Hydroelectric Project Authority - II	1
SAARC Culture Center	1
Tarayana Foundation	1
World Bank	1
Youth Development Fund	1
<b>Total</b>	<b>123</b>

**Table 45**  
**Civil Servants on Extraordinary Leave by Position Levels and Gender**

Position Level	Female	Male	Grand Total
<b>Executive &amp; Specialists</b>		<b>0</b>	<b>2</b>
EX3		1	1
ES3		1	1
<b>Professional &amp; Management</b>	<b>131</b>	<b>154</b>	<b>285</b>
P1	30	26	56
P2	39	48	87
P3	34	59	93
P4	27	20	47
P5	1	1	2
<b>Supervisory &amp; Support</b>	<b>90</b>	<b>80</b>	<b>170</b>
SS1	4	1	5
SS2	4	9	13
SS3	13	8	21
SS4	32	30	62
S1	19	20	39
S2	7	6	13
S3	8	4	12
S4	3	2	5
<b>Operational Staff</b>	<b>4</b>	<b>4</b>	<b>8</b>
O1	4	3	7
O2		1	1
<b>Grand Total</b>	<b>225</b>	<b>240</b>	<b>465</b>

**Graph 14**  
**Civil Servants on Extraordinary Leave by MOGs and Gender (as on 31st December 2024)**



**Table 46**  
**Civil Servants on Extraordinary Leave by Working Agency and Sex**

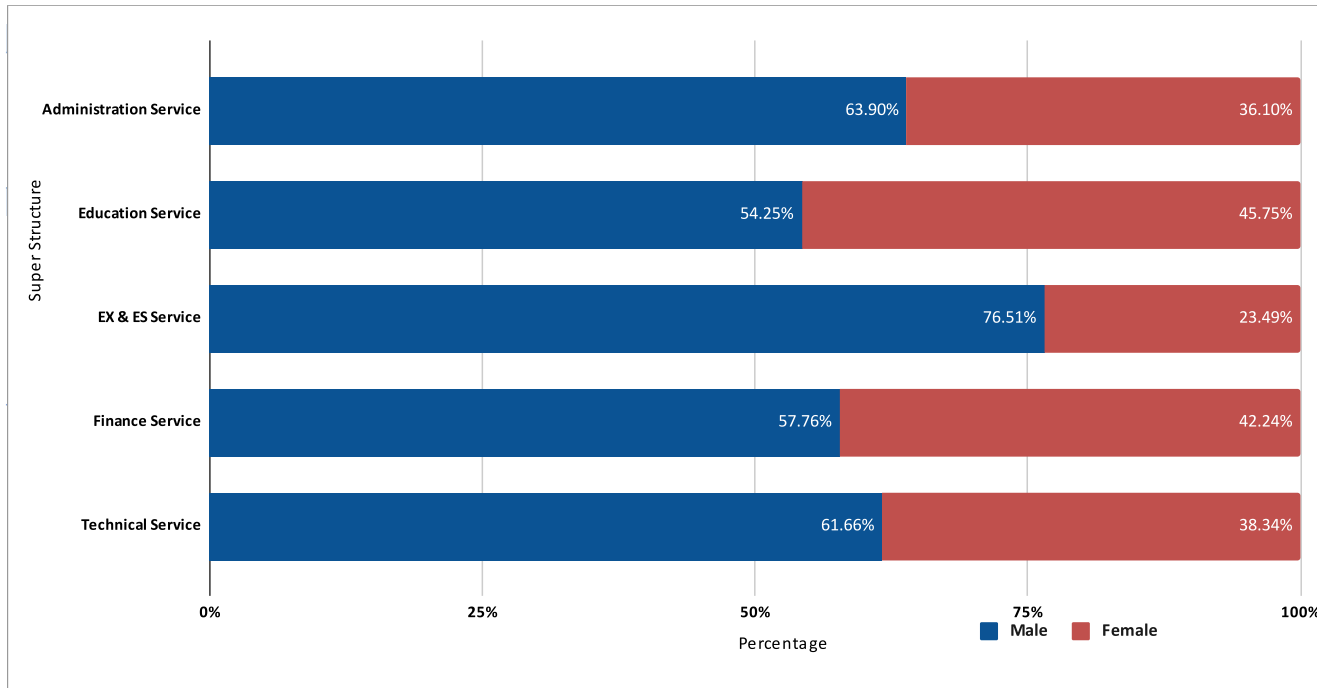
<b>Working Agency</b>	<b>Male</b>	<b>Female</b>	<b>Grand Total</b>
<b>Legislative</b>	<b>3</b>	<b>1</b>	<b>4</b>
National Assembly Secretariat	2	0	2
National Council Secretariat	1	1	2
<b>Constitutional</b>	<b>3</b>	<b>2</b>	<b>5</b>
Anti-Corruption Commission	0	1	1
Royal Audit Authority	2	1	3
Royal Civil Service Commission	1	0	1
<b>Executive-Ministries</b>	<b>88</b>	<b>50</b>	<b>138</b>
Ministry of Agriculture and Livestock	19	7	26
Ministry of Education and Skills Development	11	4	15
Ministry of Energy and Natural Resources	17	11	28
Ministry of Finance	3	1	4
Ministry of Foreign Affairs and External Trade	0	1	1
Ministry of Health	6	6	12
Ministry of Home Affairs	3	3	6
Ministry of Industry Commerce and Employment	7	7	14
Ministry of Infrastructure and Transport	22	10	32
<b>Dzongkhag</b>	<b>60</b>	<b>61</b>	<b>121</b>
Bumthang Dzongkhag	5	9	14
Chukha Dzongkhag	7	1	8
Dagana Dzongkhag	0	1	1
Gasa Dzongkhag	4	0	4
Haa Dzongkhag	6	7	13
Lhuntse Dzongkhag	1	0	1
Paro Dzongkhag	1	0	1
Punakha Dzongkhag	7	10	17
Samdrup Jongkhar Dzongkhag	1	4	5
Samtse Dzongkhag	3	4	7
Sarpang Dzongkhag	2	2	4
Thimphu Dzongkhag	3	8	11
Trashigang Dzongkhag	8	7	15
Trongsa Dzongkhag	6	2	8
Tsirang Dzongkhag	3	2	5
Wangdue Dzongkhag	1	2	3
Zhemgang Dzongkhag	1	2	3
<b>Thromde</b>	<b>26</b>	<b>43</b>	<b>69</b>
Gelephu Thromde	7	4	11
Phuentsholing Thromde	2	0	2
Thimphu Thromde	17	39	56
<b>Autonomous &amp; Other Agencies</b>	<b>60</b>	<b>68</b>	<b>128</b>
Cabinet Secretariat	1	0	1
Centre for Bhutan Studies and GNH Research	4	2	6
Government Technology (GovTech)	3	1	4
National Center for Hydrology and Meteorology (NCHM)	1	1	2
National Land Commission	2	1	3
National Medical Services	47	63	110
National Statistics Bureau	1	0	1
Royal Institute of Management	1	0	1
<b>Grand Total</b>	<b>240</b>	<b>225</b>	<b>465</b>

**Table 47**  
**Civil Servants by Age Group and Super Structure**

Age Group	EX & ES Service	Administration	Education Service	Finance Service	Technical Service	Grand Total
< 20		11	4	1	5	21
20 - 24		401	524	129	940	1994
25 - 29		670	2632	182	1914	5398
30 - 34		821	2618	227	2190	5856
35 - 39		1008	1943	308	2112	5371
40 - 44	16	914	1720	283	1635	4568
45 - 49	76	610	1304	184	1170	3344
50 - 54	101	389	546	172	756	1964
55 - 60	101	154	346	92	441	1134
> 60	21	31	3	1	17	73
<b>Grand Total</b>	<b>315</b>	<b>5009</b>	<b>11640</b>	<b>1579</b>	<b>11180</b>	<b>29723</b>

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

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



**Table 48**  
**Civil Servants by Super Structure and Major Occupational Group**

<b>Super Structure/MOG</b>	<b>Executive &amp; Specialists</b>	<b>Professional &amp; Management</b>	<b>Supervisory &amp; Support</b>	<b>Operational Staff</b>	<b>Grand Total</b>
<b>EX &amp; ES Service</b>	<b>315</b>				<b>315</b>
Executive and Specialist Services Group	315				315
<b>Administration Service</b>		<b>1,189</b>	<b>1,841</b>	<b>1,979</b>	<b>5,009</b>
Administration and Support Services Group		509	1,114	1,979	3,602
Architectural, Engineering and Land Services Group		46	135		181
Arts, Culture and Literary Services Group		1			1
Finance and Audit Services Group			3		3
Foreign Services Group		68			68
Human Resource Services Group		218	369		587
Information Communication and Technology Services Group		20			20
Legal, Judiciary and Legislative Services Group		20			20
Planning and Research Services Group		158	50		208
Trade, Industry and Tourism Services Group		117	21		138
Transportation and Aviation Services Group		32	149		181
<b>Education Service</b>		<b>10,089</b>	<b>1,369</b>	<b>182</b>	<b>11,640</b>
Administration and Support Services Group		12		18	30
Education and Training Services Group		9,882	1,042	164	11,088
Legal, Judiciary and Legislative Services Group		14			14
Sports and Youth Services Group		181	327		508
<b>Finance Service</b>		<b>464</b>	<b>1,115</b>		<b>1,579</b>
Administration and Support Services Group		70	321		391
Finance and Audit Services Group		387	794		1,181
Legal, Judiciary and Legislative Services Group		7			7
<b>Technical Service</b>		<b>2,746</b>	<b>8,336</b>	<b>98</b>	<b>11,180</b>
Administration and Support Services Group		83	1		84
Agriculture and Livestock Services Group		283	783	1	1,067
Architectural, Engineering and Land Services Group		600	1,696	97	2,393
Arts, Culture and Literary Services Group		44	27		71
Forestry and Environment Protection Services Group		248	1,019		1,267
Information Communication and Technology Services Group		155	131		286
Laboratory and Technical Services Group		81	1,005		1,086
Legal, Judiciary and Legislative Services Group		151	41		192
Library, Archives and Museum Services Group		17	326		343
Medical and Health Services Group		1,031	3,122		4,153
Planning and Research Services Group		29	34		63
Trade, Industry and Tourism Services Group		4			4
Transportation and Aviation Services Group		20	151		171
<b>Grand Total</b>	<b>315</b>	<b>14,488</b>	<b>12,661</b>	<b>2,259</b>	<b>29,723</b>

**Table 49**  
**Civil Servants by Super Structure and Position Level**

Position Category and Level	EX & ES Service	Administration Service	Education Service	Finance Service	Technical Service	Grand Total
<b>Executive &amp; Specialists</b>						
EX1	22					22
EX2	29					29
EX3	75					75
ES1	21					21
ES2	24					24
ES3	142					142
NA	2					2
<b>Professional &amp; Management</b>						
P1		146	1,593	67	372	2,178
P2		184	2,200	81	531	2,996
P3		206	1,431	75	599	2,311
P4		169	988	83	1,035	2,275
P5		484	3,877	158	209	4,728
<b>Supervisory &amp; Support</b>						
SSS					2	2
SS1			3	16	317	336
SS2		4	16	75	656	751
SS3		31	33	227	755	1,046
SS4		139	33	275	1,328	1,775
S1		247	38	171	2,041	2,497
S2		351	43	162	2,039	2,595
S3		365	8	49	447	869
S4		282	361	55	173	871
S5		422	834	85	578	1,919
<b>Operational Staff</b>						
O1		843	62		81	986
O2		207	75		3	285
O3		243	14		10	267
O4		686	31		4	721
<b>Grand Total</b>	<b>315</b>	<b>5,009</b>	<b>11,640</b>	<b>1,579</b>	<b>11,180</b>	<b>29,723</b>



**Table 50**  
**Civil Servants by Working Agency and Super Structure**

<b>Working Agency</b>	<b>EX &amp; ES</b>	<b>Administra</b>	<b>Education</b>	<b>Finance</b>	<b>Technical</b>	<b>Grand</b>
<b>Majesty Secretariat</b>	<b>13</b>	<b>68</b>	<b>10</b>	<b>8</b>	<b>9</b>	<b>108</b>
His Majesty's Secretariat	11	38	1	6	7	63
Secretariat of His Majesty The Fourth Druk Gyalpo	2	20		1	1	24
The Pema		10	9	1	1	21
<b>Legislative</b>	<b>4</b>	<b>97</b>		<b>2</b>	<b>29</b>	<b>132</b>
National Assembly Secretariat	1	58		2	14	75
National Council Secretariat	3	39			15	57
<b>Constitutional</b>	<b>13</b>	<b>171</b>	<b>15</b>	<b>150</b>	<b>79</b>	<b>428</b>
Anti-Corruption Commission	6	52	12	6	70	146
Royal Audit Authority	3	43		144	7	197
Royal Civil Service Commission	4	76	3		2	85
<b>Executive-Ministries</b>	<b>122</b>	<b>2,066</b>	<b>260</b>	<b>832</b>	<b>3,247</b>	<b>6,527</b>
Ministry of Agriculture and Livestock	33	241		33	564	871
Ministry of Education and Skills Development	16	163	244	30	37	490
Ministry of Energy and Natural Resources	12	141		23	1446	1622
Ministry of Finance	9	143	1	630	89	872
Ministry of Foreign Affairs and External Trade	13	136	2	17	9	177
Ministry of Health	7	95		17	253	372
Ministry of Home Affairs	11	448	12	23	81	575
Ministry of Industry Commerce and Employment	12	312	1	19	81	425
Ministry of Infrastructure and Transport	9	387		40	687	1123
<b>Dzongkhag</b>	<b>40</b>	<b>1,525</b>	<b>9,519</b>	<b>419</b>	<b>2,220</b>	<b>13,723</b>
Bumthang Dzongkhag	3	50	325	14	77	469
Chukha Dzongkhag	1	96	707	25	133	962
Dagana Dzongkhag	1	84	431	19	117	652
Gasa Dzongkhag	1	34	90	9	45	179
Haa Dzongkhag	2	50	258	14	77	401
Lhuntse Dzongkhag	3	54	283	14	74	428
Mongar Dzongkhag	1	94	657	22	146	920
Paro Dzongkhag	4	90	699	25	136	954
Pema Gatshel Dzongkhag	2	79	463	23	121	688
Punakha Dzongkhag	3	74	518	29	121	745

Samdrup Jongkhar Dzongkhag	1	86	460	24	120	691
Samtse Dzongkhag	4	114	941	32	162	1253
Sarpang Dzongkhag	1	78	502	23	127	731
Thimphu Dzongkhag	3	71	290	15	99	478
Trashi Yangtse Dzongkhag	2	60	392	17	92	563
Trashigang Dzongkhag	2	126	896	39	184	1247
Trongsa Dzongkhag	1	49	278	18	73	419
Tsirang Dzongkhag	1	73	385	18	108	585
Wangdue Dzongkhag	3	97	568	21	113	802
Zhemgang Dzongkhag	1	66	376	18	95	556
<b>Thromde</b>	<b>20</b>	<b>195</b>	<b>1,782</b>	<b>51</b>	<b>345</b>	<b>2,393</b>
Gelephu Thromde	2	35	186	10	71	304
Phuentsholing Thromde	4	38	203	9	61	315
Samdrup Jongkhar Thromde	2	29	116	6	41	194
Thimphu Thromde	12	93	1277	26	172	1580
<b>Autonomous &amp; Other Agencies</b>	<b>103</b>	<b>887</b>	<b>54</b>	<b>117</b>	<b>5,251</b>	<b>6,412</b>
Bhutan Olympic Committee	2	4	9	2		17
Cabinet Secretariat	3	56		2	5	66
Centre for Bhutan Studies and GNH Research	1	31	2	7	20	61
Dratshang Lhentshog	1	70	7	1	9	88
Government Technology (GovTech)	2	21		3	172	198
National Center for Hydrology and Meteorology (NCHM)	3	15		3	157	178
National Land Commission	7	114		2	80	203
National Medical Services	71	538	13	91	4708	5421
National Statistics Bureau	2	7		1	34	44
Non Governmental Organizations	2					2
Office of the Attorney General		7		1	58	66
Royal Institute of Management	8	19	23	4	7	61
Royal Privy Council	1	5			1	7
<b>Grand Total</b>	<b>315</b>	<b>5,009</b>	<b>11,640</b>	<b>1,579</b>	<b>11,180</b>	<b>29,723</b>

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

**Table 51**  
**Civil Servants by Parent Agency and Super Structure**

Parent Agency	EX & ES Service	Administration Service	Education Service	Finance service	Technical Service	Total
<b>Majesty's Secretariat</b>	<b>7</b>	<b>56</b>	<b>6</b>	<b>1</b>	<b>4</b>	<b>74</b>
His Majesty's Secretariat	5	28		1	4	38
Secretariat of His Majesty The Fourth Druk Gyalpo	2	19				21
The Pema		9	6			15
<b>Legislative</b>	<b>4</b>	<b>83</b>			<b>18</b>	<b>105</b>
National Assembly Secretariat	1	50			10	61
National Council Secretariat	3	33			8	44
<b>Constitutional</b>	<b>12</b>	<b>1,226</b>	<b>15</b>	<b>154</b>	<b>58</b>	<b>1,465</b>
Anti-Corruption Commission	6	42	13	5	56	122
Royal Audit Authority	4	26		142	1	173
Royal Civil Service Commission	2	1,158	2	7	1	1,170
<b>Ministry</b>	<b>185</b>	<b>2,582</b>	<b>11,566</b>	<b>1,409</b>	<b>5,560</b>	<b>21,302</b>
Ministry of Agriculture and Livestock	34	213	1	2	1,070	1,320
Ministry of Education and Skills Development	53	122	11,552	4	914	12,645
Ministry of Energy and Natural Resources	12	87		3	1,464	1,566
Ministry of Finance	9	95	1	1,396	54	1,555
Ministry of Foreign Affairs and External Trade	13	107			1	121
Ministry of Health	8	74			284	366
Ministry of Home Affairs	32	1,302	11		121	1,466
Ministry of Industry Commerce and Employment	12	248	1	3	42	306
Ministry of Infrastructure and Transport	12	334		1	1,610	1,957
<b>Autonomous</b>	<b>102</b>	<b>948</b>	<b>52</b>	<b>14</b>	<b>5,535</b>	<b>6,651</b>
Bhutan Olympic Committee	1	3	9			13
Bhutan Standards Bureau		1				1
Cabinet Secretariat	5	137		1	1	144
Centre for Bhutan Studies and GNH Research	1	14			2	17
Dratshang Lhentshog	1	66	5		7	79
Government Technology (GovTech)	2	15			281	298
National Center for Hydrology and Meteorology (NCHM)	3	10			153	166
National Land Commission	7	215			185	407
National Medical Services	71	466	14	13	4698	5,262
National Statistics Bureau	2	3			67	72
Office of the Attorney General		5	1		135	141
Royal Institute of Management	8	9	23		6	46
Royal Privy Council	1	4				5
<b>Thromde</b>	<b>5</b>	<b>114</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>126</b>
Gelephu Thromde	1	21				22
Phuentsholing Thromde	1	22				23
Samdrup Jongkhar Thromde	1	20			4	25
Thimphu Thromde	2	51	1	1	1	56
<b>Total</b>	<b>315</b>	<b>5,009</b>	<b>11,640</b>	<b>1,579</b>	<b>11,180</b>	<b>29,723</b>

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

**Table 52****International Volunteers by Parent Agency (31st December 2024)**

Total number of volunteers working for Bhutan as of December 31, 2024						
SN	Parent Agency	JICA	FFT	Fulbright	AVP	Total
1	Ministry of Health/National Medical Services	3	0	0	0	3
2	Ministry of Education and Skills Development	9	0	0	0	9
3	Ministry of Agriculture and Livestock	2	0	0	2	4
4	Bhutan Olympic Committee	2	0	0	0	2
5	Thimphu Thromde	1	0	0	0	1
6	The Queen's Project Office, His Majesty's Secretariat	0	3	0	0	3
7	Wangsel Institute of Deaf, Paro	0	1	0	1	2
8	JSWSL	0	0	1	0	1
9	Bhutan Echoes	0	0	1	0	1
10	Jigme Dorji Wangchuck National Referral Hospital	0	0	0	1	1
11	Green Bhutan Corporation Limited	0	0	0	1	1
12	KGUMSB	0	0	0	1	1
13	RENEW	0	0	0	1	1
<b>Total</b>		<b>17</b>	<b>4</b>	<b>2</b>	<b>7</b>	<b>30</b>

Note: JICA = Japan International Cooperation Agency, FFT = Friends of Thailand, AVP = Australian Volunteers Program



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