

རྒྱལ་བཞུད་ཞི་གཡོག་ལྷན་ཚོགས།

Royal Civil Service Commission



Civil Service Statistics 2025

1:25
Ratio of
CS: Population

30,159
Civil Servants

18% Contract

82% Regular

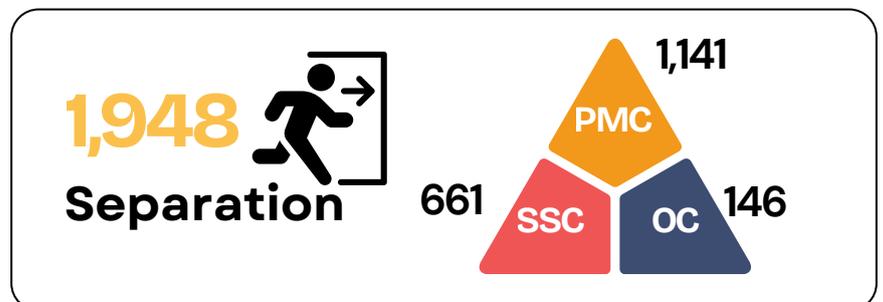
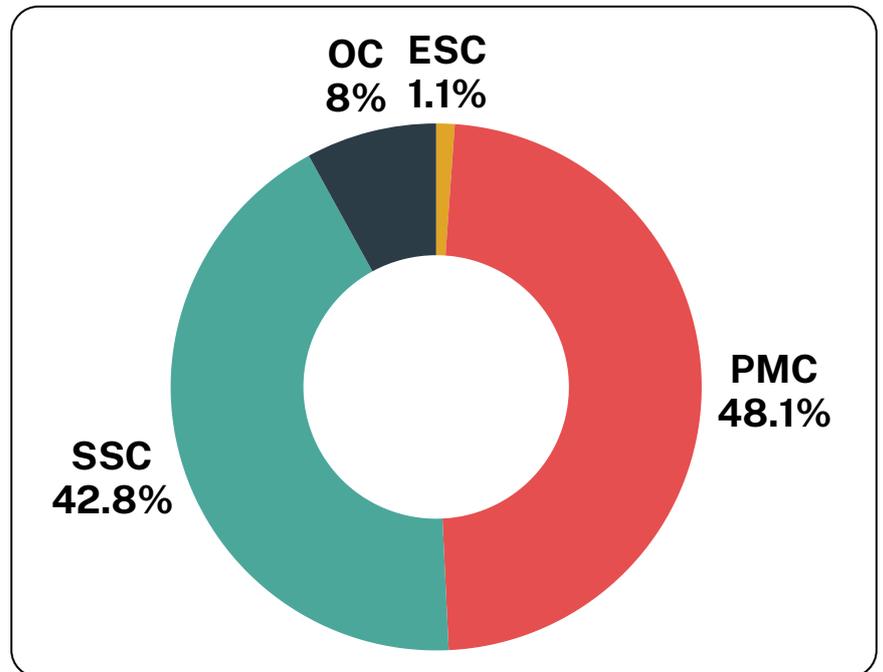
17,523
Male

12,636
Female

2,318
New Recruits

36
Median AGE

377
Extraordinary
Leave



Excellence in Service

**CIVIL SERVICE STATISTICS
DECEMBER 2025**

Table of Contents

Part I-Overview of the report	1
Part II – Detailed Statistics	4
General	4
Civil Servants by Position Category and Position Level	7
Civil Servants by Employment Type	8
Civil Servants by Agency	9
Civil Servants by Dzongkhags Location	17
Civil Servants by Major Occupational Groups	22
Civil Servants by Sex	27
Civil Servants by Age Groups	29
Recruitment	32
Promotion	35
Separation	36
Regular Civil Servants by Qualification	42
Long-Term Training	44
Secondment	49
Extra Ordinary Leave	50
Super Structure	52
International Volunteers	58
Bhutan Civil Service Examination	59
Three-Year Civil Service Trends	60

Part I-Overview of the report

Introduction

The Bhutan Civil Service Statistics Report 2025 presents a comprehensive overview of the civil service workforce as of 31st December 2025. 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, offering a comparative analysis over the past five years.

New to this year's edition, the report introduces a dedicated segment on the Bhutan Civil Service Examination, along with a three-year trend analysis of key civil service indicators, enhancing the analytical depth and usefulness of the report for policy and planning purposes.

The report further includes data on human resource actions such as long-term training, secondment, and extraordinary leave. With a total of 54 tables and 21 graphs, it offers a detailed statistical representation of Bhutan's civil service workforce.

Overview of Civil Service Growth

As of 31st December 2025, the total number of civil servants in Bhutan stands at 30,159. This includes 24,689 regular civil servants, accounting for 81.86 percent of the total workforce, while 5,470 are employed on contract, making up 18.14 percent. Over the past decade, the civil service has grown by 11.76 percent compared to its size in 2015. In the last year alone, there has been an increase of 1.45 percent in the total workforce compared to 2024.

The share of civil servants employed under Dzongkhag and Thromde administrations has averaged 56.94 percent over the past five years. In 2021, this figure was 60.71 percent, rising to 61.89 percent in 2022, However, from 2023, the percentage declined to 54.64 percent, 54.22 percent in 2024 and further to 53.24% in 2025.

Demographic Breakdown

As of December 2025, civil servants constitute 3.85 percent of the total population of Bhutan. The ratio of civil servants to the general population stands at 1:25.

In terms of sex representation, there are 12,636 female civil servants, which accounts for 41.90 percent of the total workforce. This reflects an increase of 0.99 percent from the previous year. The highest concentration of female civil servants is in the Education and Training Services sector, where they number 5,142. This represents 16.79 percent of the total civil service and 46.9 percent of the Education sector's workforce. The Medical and Health Services sector employs 2,189 female civil servants, while the Administration and Support Services sector employs 1,422.

Regarding age distribution, approximately 70.9 percent of civil servants are below the age of 42. Within this group, 28.49 percent are under the age of 30. The median age of civil servants remains at 36 years. The largest proportion of civil servants, numbering 5,627, falls within the 30 to 34-year age group, representing 18.7 percent of the total workforce. This is followed by 5,427 civil servants in the 35 to 39-year age group, comprising 17.99 percent of the total.

Employment Categories

The civil service is structured into various position categories. As of December 2025, there are 338 civil servants in the Executive and Specialist category, accounting for 1.12 percent of the total workforce. The largest segment of the workforce, comprising 14,514 individuals or 48.1 percent, falls under the Professional and Management category. The Supervisory and Support category includes 12,905 civil servants, making up 42.8 percent of the workforce, while the Operational category accounts for 2,402 civil servants or 8 percent.

Bhutan's civil service also consists of 19 major occupational groups. The Education and Training Services sector employs 10,963 civil servants, representing 36.35 percent of the total workforce, making it the largest occupational group. The Medical and Health Services sector employs 4,378 civil servants, constituting 14.51 percent, while the Administration and Support Services sector employs 4,069, making up 13.49 percent of the total workforce. The Arts, Culture and Literary Services Group, in contrast, has the smallest representation, with only 72 civil servants, accounting for 0.23 percent.

Workforce Changes

Between January and December 2025, a total of 2,318 new civil servants were recruited. The highest number of new employees, totaling 750, were recruited into the Education and Training Services sector. The Medical and Health Services sector followed, with 529 new recruits, while the Administration and Support Services sector recruited 195 individuals.

During the same period, 4,183 civil servants were promoted. This included 70 promotions within the Executive and Specialist category, 2,359 in the Professional and Management category, 1,660 in the Supervisory and Support category, and 94 in the Operational category. The civil service also experienced separations, with 1,948 employees leaving between January and December 2025, including 1,180 voluntary resignations, 359 contract completions, 138 joining as regular civil servant, 143 superannuations, 44 deaths, 32 administrative discipline terminations, 22 compulsory retirements, and 24 withdrawal/cancellation of appointments.

While the total number of separations is 1,948, it is important to note that not all employees entirely exited the system. For instance, 138 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 2025, a total of 338 civil servants participated in long-term training programs. Of these, 262 were enrolled in Master's degree programs. RCSC administered 1,869 Short term training in 2025. Additionally, 133 pre-service undergraduate scholarships were administered during the year.

As of 31st December 2025, 11 civil servants were seconded. Extraordinary leave was availed by 377 civil servants, with the highest number, totaling 65, at the P3 position level. The P2 level recorded 64 employees on extraordinary leave.

International Volunteers

As of December 2025, there were 43 international volunteers working in Bhutan's civil service. Of these, 38 were from the Japan International Cooperation Agency (JICA), one were Friends From Thailand (FFT) volunteers, and four were Australian volunteers providing services through remote engagement.

Part II - Detailed Statistics

General

Table 1
Summary

Category	As of 31st December 2025	% of Total
Regular (Bhutanese)	24,688	81.86%
Regular (Non-Bhutanese)	1	0.00%
Contract (Bhutanese)	5,429	18.00%
Contract (Non-Bhutanese)	41	0.14%
Total Civil Service Strength	30,159	100%
Total Regular	24,689	81.86%
Total Contract	5,470	18.14%
Total Female Civil Servants	12,636	41.90%
Total Male Civil Servants	17,523	58.10%
Total Civil Servants located in Thimphu	8,727	28.94%
Total Civil Servants outside Thimphu	21,343	70.77%
Total Civil Servants located outside the Country	89	0.30%
Total Civil Servants under Dzongkhag Administration & Thromde	16,056	53.24%
Total Expatriates in the Civil Service	42	0.14%
International Volunteers	43	0.14%
Substitute Teachers, Substitute for EOL, Substitute for Maternity Leave & Substitute for Study Leave	97	0.32%

Total Elementary Service Personnel and General Service Personnel as on 31st December 2025 : **6,697**

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
2025	30,159	784,043	3.85%	1:25

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

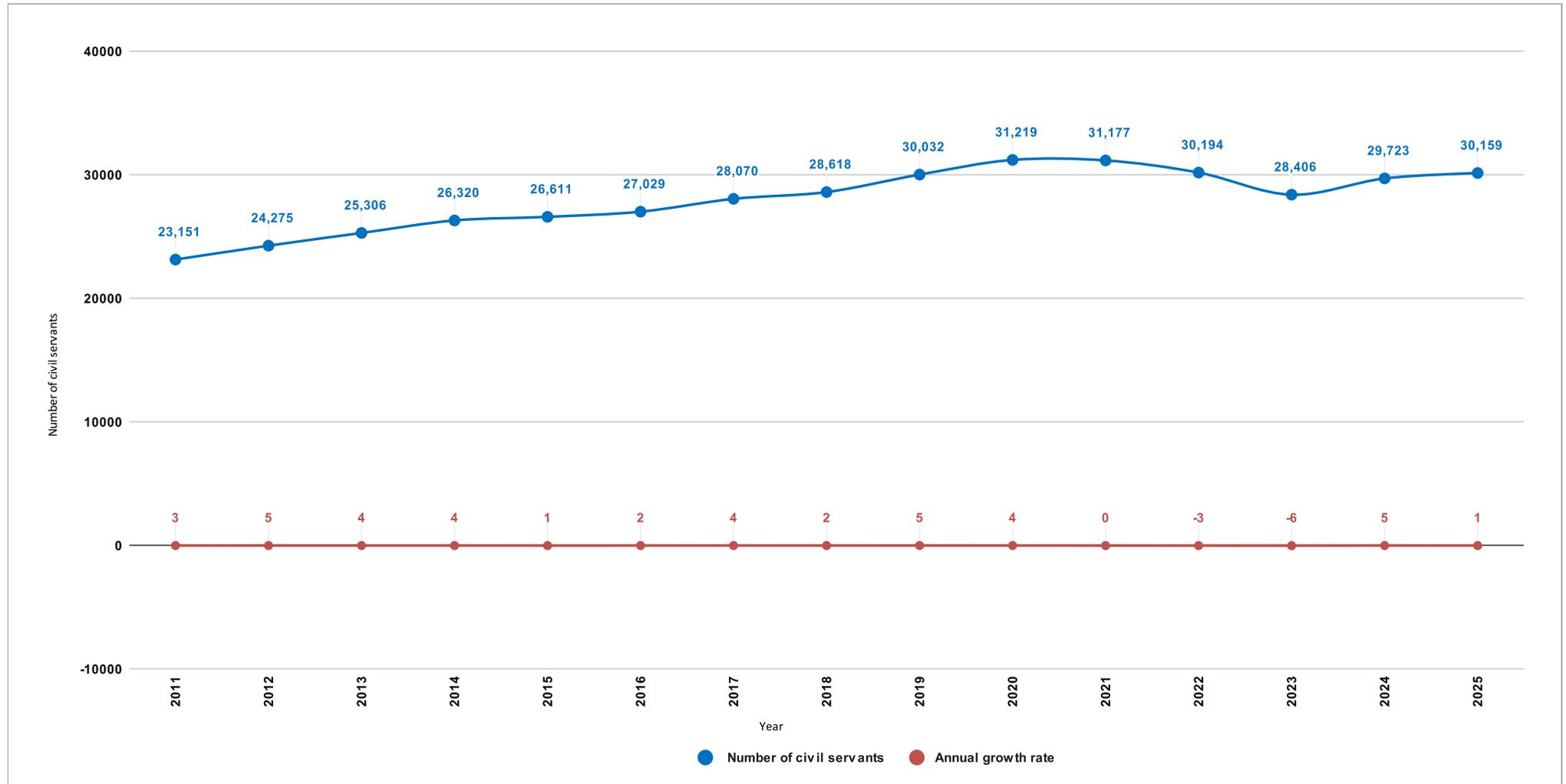
Table 3
Civil Servants by Position Category and Years of Service

Position Category	<10 years	10-19 years	20-29 years	> 30 years	Total
Executive and Specialists	20	35	191	92	338
Professional & Management	7,615	4,169	2,231	499	14,514
Supervisory & Support	5,859	3,499	2,815	732	12,905
Operational Staff	1,277	590	462	73	2,402
Grand Total	14,771	8,293	5,699	1,396	30,159

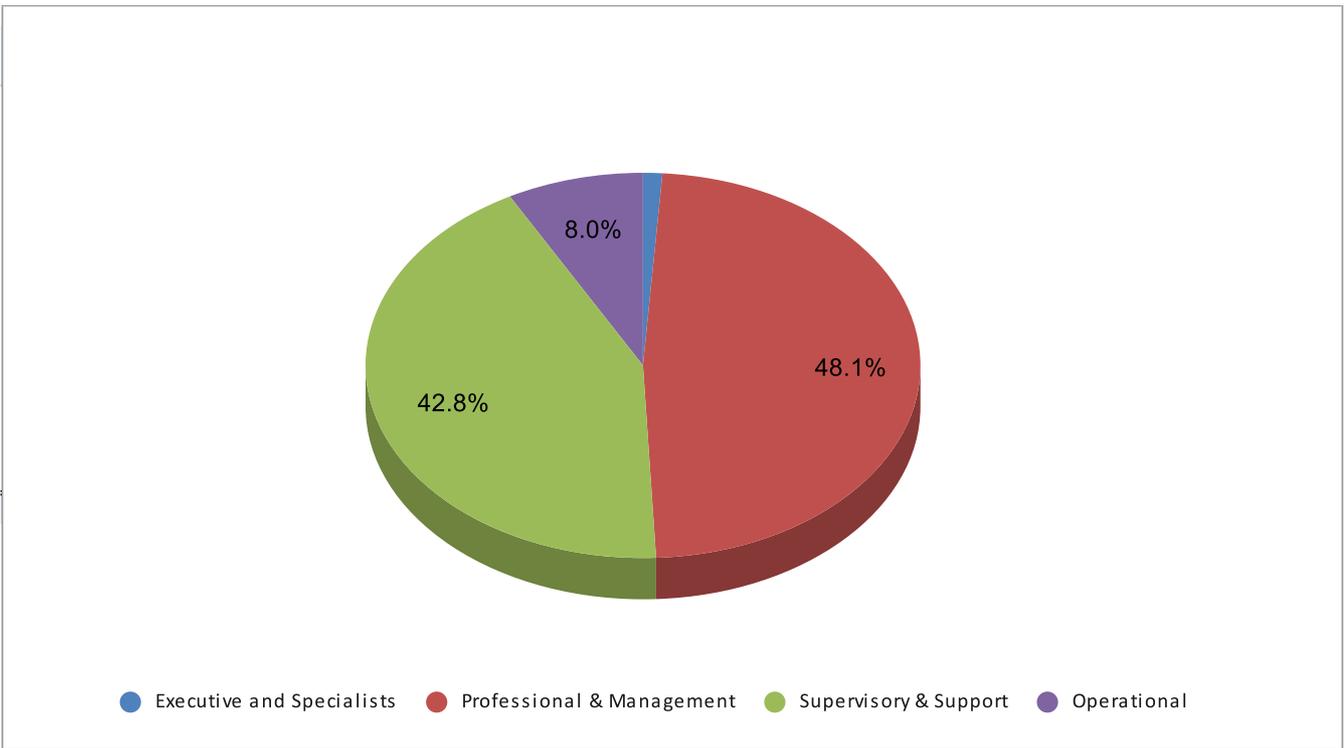
Table 4
Number of Civil/Public Servants Conferred the Royal Civil Service Award 2025

Category of Awards	Civil Service	Public Service	Total
10 Years and above (Bronze)	1,022	296	1,318
20 Years and above (Silver)	761	284	1,045
30 Years and above (Gold)	317	93	410
Lifetime Services (Gold)	193	105	298
Grand Total	2,293	778	3,071

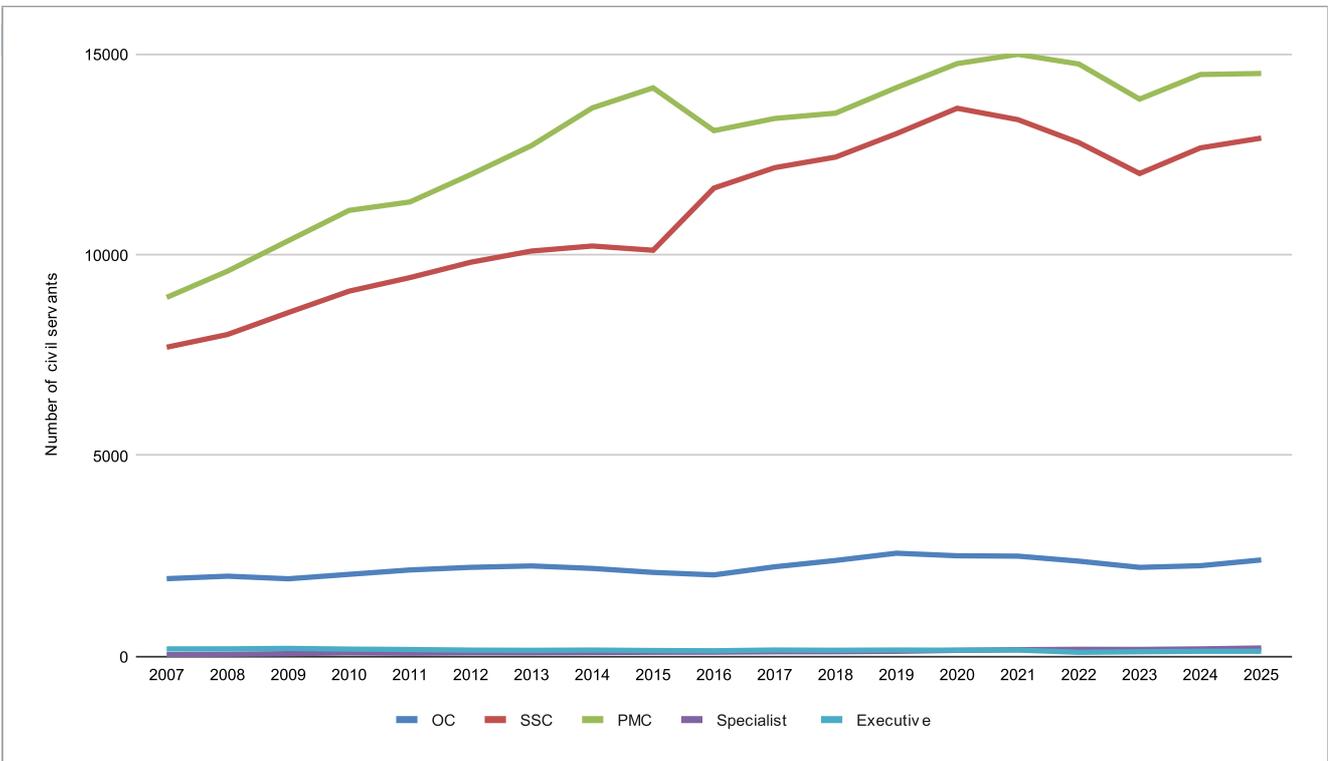
Graph 1
Civil Service Staffing Trend (1991 -2025)



Graph 2
Civil Servants by Position Category (in %)



Graph 3
Civil Servants by Position Category (2007 -2025)



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	2019			2020			2021			2022			2023			2024			2025		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
Executive																					
EX1	22	1	23	25		25	24	1	25	15	3	18	19	3	22	19	3	22	20	5	25
EX2	52	3	55	49	2	51	51	1	52	23	0	23	23		23	28	1	29	40	2	42
EX3	74	4	78	72	4	76	75	4	78	57	3	60	67	3	70	73	2	75	60		60
No Level 1	3		3	2		2	2		2	2		2	2		2	2		2	1		1
Total	151	8	159	148	6	154	152	6	157	97	6	103	111	6	117	122	6	128	121	7	128
Specialist																					
ES1	3		3	6	6	12	7	9	16	9	10	19	10	11	21	12	9	21	15	7	22
ES2	36	1	37	30	2	32	29	3	32	23	2	25	20	1	21	23	1	24	25	2	27
ES3	85	2	87	103	4	107	117	3	120	130	3	133	130	2	132	139	3	142	158	3	161
Total	124	3	127	139	12	151	153	15	168	162	15	177	160	14	174	174	13	187	198	12	210
Professional & Management Category																					
P1	1,142	17	1,159	1,265	23	1,288	1,405	22	1,427	1541	19	1560	1725	27	1752	2143	35	2178	2552	38	2590
P2	2,057	35	2,092	2,248	36	2,284	2,636	36	2,672	3033	30	3063	3039	34	3073	2946	50	2996	2817	50	2867
P3	3,829	62	3,891	3,721	43	3,764	3,610	35	3,645	3087	29	3116	2500	28	2528	2259	52	2311	2002	38	2040
P4	3,397	236	3,633	3,385	230	3,615	2,999	194	3,193	2737	167	2904	2020	177	2197	2017	258	2275	2476	208	2684
P5	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	2562	1771	4333
Total	12,571	1,590	14,161	13,078	1,682	14,760	13,182	1,808	14,990	12776	1973	14749	11896	1979	13875	12111	2377	14488	12409	2105	14514
Supervisory & Support Category																					
SSS																					
SS1	110		110	2,778	58	2,836	148		148	155	0	155	256	1	257	335	1	336	403	3	406
SS2	350	3	353	2,557	61	2,618	623	2	625	674	4	678	679	6	685	743	8	751	763	9	772
SS3	1,054		1,054	1,814	20	1,834	980		980	953	0	953	1013	1	1014	1044	2	1046	1070	4	1074
SS4	1,576	16	1,592	799	48	847	1,908	13	1,921	1988	9	1997	1766	12	1778	1754	21	1775	1805	22	1827
S1	2,646	60	2,706	545	1,644	2,189	2,506	70	2,576	2441	58	2499	2106	146	2252	2438	59	2497	2625	57	2682
S2	2,146	58	2,204	124		124	2,520	84	2,604	2582	66	2648	2501	223	2724	2524	71	2595	2671	846	3517
S3	2,028	17	2,045	406	3	409	1,713	21	1,734	1404	20	1424	953	28	981	837	32	869	565	37	602
S4	955	31	986	1,104	2	1,106	477	55	532	415	79	494	254	304	558	313	558	871	296	374	670
S5	520	1,445	1,965	1,670	15	1,685	509	1,735	2,244	323	1622	1945	253	1521	1774	447	1472	1919	435	913	1348
Total	11,385	1,630	13,015	11,797	1,851	13,648	11,384	1,980	13,364	10935	1858	12793	9781	2242	12023	10437	2224	12661	10640	2265	12905
Operational Category																					
O1	849	4	853	852	3	855	872	6	878	896	4	900	886	5	891	920	66	986	1072	96	1168
O2	354	174	528	354	161	515	372	174	546	334	167	501	276	156	432	206	79	285	180	46	226
O3	325	3	328	262	6	268	158	10	168	76	25	101	14	79	93	17	250	267	16	355	371
O4	92	769	861	68	800	868	49	856	905	65	805	870	49	752	801	49	672	721	53	584	637
Total	1,620	950	2,570	1,536	970	2,506	1,451	1,046	2,497	1371	1001	2372	1225	992	2217	1192	1067	2259	1321	1081	2402
Grand Total	25,851	4,181	30,032	26,698	4,521	31,219	26,322	4,855	31,176	25,341	4,853	30,194	23,173	5,233	28,406	24,036	5,687	29,723	24,689	5,470	30,159

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

Table 6
Civil Servants by Working Agency and Employment Type

Working Agency	Contract	Regular	Total	% against Total
Majesty Secretariat	69	51	120	
His Majesty's Secretariat	18	43	61	0.20%
Secretariat of His Majesty The Fourth Druk Gyalpo	16	6	22	0.07%
The Pema	35	2	37	0.12%
Legislative	31	98	129	
National Assembly Secretariat	16	61	77	0.26%
National Council Secretariat	15	37	52	0.17%
Constitutional	52	381	433	
Anti-Corruption Commission	37	120	157	0.52%
Royal Audit Authority	11	184	195	0.65%
Royal Civil Service Commission	4	77	81	0.27%
Executive-Ministries	865	11,430	12,295	
Ministry of Agriculture and Livestock	89	825	914	3.03%
Ministry of Education and Skills Development	33	439	472	1.57%
Ministry of Energy and Natural Resources	85	1509	1594	5.29%
Ministry of Finance	61	802	863	2.86%
Ministry of Foreign Affairs and External Trade	8	177	185	0.61%
Ministry of Health	421	5648	6069	20.12%
Ministry of Home Affairs	40	508	548	1.82%
Ministry of Industry Commerce and Employment	56	343	399	1.32%
Ministry of Infrastructure and Transport	72	1179	1251	4.15%
Dzongkhag	4,110	9,577	13,687	
Bumthang Dzongkhag	97	365	462	1.53%
Chukha Dzongkhag	320	660	980	3.25%
Dagana Dzongkhag	240	424	664	2.20%
Gasa Dzongkhag	74	111	185	0.61%
Haa Dzongkhag	127	239	366	1.21%
Lhuntse Dzongkhag	150	272	422	1.40%
Mongar Dzongkhag	257	651	908	3.01%
Paro Dzongkhag	131	845	976	3.24%
Pema Gatshel Dzongkhag	239	439	678	2.25%
Punakha Dzongkhag	149	576	725	2.40%
Samdrup Jongkhar Dzongkhag	217	459	676	2.24%
Samtse Dzongkhag	425	840	1265	4.19%
Sarpang Dzongkhag	179	589	768	2.55%
Thimphu Dzongkhag	112	373	485	1.61%
Trashigang Dzongkhag	198	355	553	1.83%
Trashigang Dzongkhag	410	829	1239	4.11%
Trongsa Dzongkhag	135	266	401	1.33%
Tsirang Dzongkhag	160	411	571	1.89%
Wangdue Phodrang Dzongkhag	262	561	823	2.73%
Zhemgang Dzongkhag	228	312	540	1.79%
Thromde	212	2,157	2,369	
Gelephu Thromde	25	268	293	0.97%
Phuentsholing Thromde	56	272	328	1.09%
Samdrup Jongkhar Thromde	43	156	199	0.66%
Thimphu Thromde	88	1461	1549	5.14%
Autonomous & Other Agencies	131	995	1,126	
Bhutan Olympic Committee	3	14	17	0.06%
Cabinet Secretariat	13	57	70	0.23%
Centre for Bhutan Studies and GNH Research	2	35	37	0.12%
Dratshang Lhentshog	62	29	91	0.30%

Government Technology (GovTech)	28	331	359	1.19%
National Center for Hydrology and Meteorology (NCHM)	3	178	181	0.60%
National Land Commission	6	183	189	0.63%
National Statistics Bureau	2	43	45	0.15%
Non Governmental Organizations		2	2	0.01%
Office of the Attorney General	8	65	73	0.24%
Royal Institute of Management	3	52	55	0.18%
Royal Privy Council	1	6	7	0.02%
Grand Total	5,470	24,689	30,159	100.00%

* CS on secondment

Table 7
Civil Servants by Parent Agency and Employment Type

Parent Agency	Regular	Contract	Total	%
Majesty Secretariat	23	47	70	
His Majesty's Secretariat	19	13	32	0.10%
Secretariat of His Majesty The Fourth Druk Gyalpo	4	15	19	0.06%
The Pema		19	19	0.06%
Legislative	75	31	106	
National Assembly Secretariat	49	16	65	0.21%
National Council Secretariat	26	15	41	0.13%
Constitutional	1,177	273	1,450	
Anti-Corruption Commission	96	29	125	0.41%
Royal Audit Authority	158	10	168	0.55%
Royal Civil Service Commission	923	234	1157	3.78%
Ministry	22,046	4,924	26,970	
Ministry of Agriculture and Livestock	1255	107	1362	4.45%
Ministry of Education and Skills Development	9154	3412	12566	41.03%
Ministry of Energy and Natural Resources	1458	83	1541	5.03%
Ministry of Finance	1365	157	1522	4.97%
Ministry of Foreign Affairs and External Trade	119	8	127	0.41%
Ministry of Health	5464	399	5863	19.14%
Ministry of Home Affairs	1028	601	1629	5.32%
Ministry of Industry Commerce and Employment	237	52	289	0.94%
Ministry of Infrastructure and Transport	1966	105	2071	6.76%
Autonomous Agency	1,301	149	1,450	
Bhutan Olympic Committee*	9	2	11	0.04%
Cabinet Secretariat	128	20	148	0.48%
Centre for Bhutan Studies and GNH Research	17	2	19	0.06%
Dratshang Lhentshog	22	59	81	0.26%
Government Technology (GovTech)	323	32	355	1.16%
National Center for Hydrology and Meteorology (NCHM)	170	2	172	0.56%
National Land Commission	394	8	402	1.31%
National Statistics Bureau	67	2	69	0.23%
Office of the Attorney General	127	18	145	0.47%
Royal Institute of Management	40	3	43	0.14%
Royal Privy Council	4	1	5	0.02%
Thromde	67	46	113	
Gelephu Thromde	13	9	22	0.07%
Phuentsholing Thromde	11	10	21	0.07%
Samdrup Jongkhar Thromde	10	11	21	0.07%
Thimphu Thromde	33	16	49	0.16%
Grand Total	24,689	5,470	30,159	98%

* CS on secondment

Table 8
Civil Servants by Working Agency and Position Level

Working Agency	EX1	EX2	EX3	ES1	ES2	ES3	NA	P1	P2	P3	P4	P5	SSS	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Grand Total	
Majesty Secretariat																												
His Majesty's Secretariat	3	2	4		1			5	9	2	2			1		6	1		6	4	1			8	5	1		61
Secretariat of His Majesty The Fourth Druk Gyalpo		1						1	4	1					1		7		2		1		1	1		2	22	
The Pema											13								2	1			15		1	5	37	
Legislative																												
National Assembly Secretariat	2					1		1	1	3	3	13				1	1		40	4				3		2	2	77
National Council Secretariat	1						1	1		1	3	16				1	1	2	16	4			2	1		2	52	
Constitutional																												
Anti-Corruption Commission			1	2		3		6	11	19	37	28					5	12	18		1		11	2		1	157	
Royal Audit Authority		1	1					10	21	19	11	39		4	11	15	6	18	15	3		2	12	1		6	195	
Royal Civil Service Commission		2	3					1	8	5	8	20				5	2	2	6	6	3		4	2	2	2	81	
Executive-Ministries																												
Ministry of Agriculture and Livestock	1	1	2	5	8	16		42	64	62	73	18		47	49	38	85	74	112	11	2	28	88	11	25	52	914	
Ministry of Education and Skills Development	1	1	3			13		67	45	20	33	46		2	21	38	33	44	48	15	2	5	23	1	1	10	472	
Ministry of Energy and Natural Resources	1	2	3		1	5		76	57	79	98	23		86	75	63	121	261	326	54	17	158	56	3	6	23	1594	
Ministry of Finance	1	2	3		1	2		53	49	59	44	104		3	60	127	102	106	63	10	6	6	45	6	1	10	863	
Ministry of Foreign Affairs and External Trade	2	7	4					20	32	11	19	17			1	7	6	11	8	7			20	3	9	1	185	
Ministry of Health	2	1	3	13	10	62	0	145	248	258	628	59	4	119	363	437	849	1310	848	115	37	105	247	19	63	124	6069	
Ministry of Home Affairs	1	2	4			6		33	33	11	31	30		1	3	13	43	32	41	42	92	91	21	3	1	14	548	
Ministry of Industry Commerce and Employment	1	3	6			2		41	34	38	24	67		6	3	7	20	22	41	22	4	9	30	1	5	13	399	
Ministry of Infrastructure and Transport	1	2	4	1	2	1		66	59	88	154	26	2	26	22	53	102	89	215	47	60	80	83	12	3	53	1251	
Dzongkhag																												
Bumthang Dzongkhag		1				3		70	73	60	32	72		6	4	2	11	19	43	5	12	22	12	1	6	8	462	
Chukha Dzongkhag		1						81	99	54	89	346		8	8	5	15	33	87	7	35	57	27	5	3	20	980	
Dagana Dzongkhag		1						37	40	39	58	218		4	4	10	18	27	64	7	18	61	16	12	7	23	664	
Gasa Dzongkhag		1						6	9	7	15	60			2	5	3	4	29	2	5	17	3	2	9	6	185	
Haa Dzongkhag			2			1		31	34	41	30	89		4	6	6	7	12	36	2	11	25	8	5	5	11	366	
Lhuntse Dzongkhag			1			2		27	34	32	42	97		1	1	6	12	18	54	5	24	26	16	8	7	9	422	
Mongar Dzongkhag			1					77	117	59	91	224		8	10	11	11	33	105	11	32	43	39	8	13	15	908	
Paro Dzongkhag		1				5		197	218	114	69	72		5	9	14	17	37	105	12	19	28	20	7	15	12	976	
Pema Gatsel Dzongkhag			2			1		43	82	38	59	187		2	4	11	14	30	69	7	25	51	17	12	16	8	678	
Punakha Dzongkhag	1					2		101	131	85	68	65		5	15	15	22	29	83	7	18	35	20	4	16	3	725	
Samdrup Jongkhar Dzongkhag			1	1				41	51	41	69	184		4	7	12	19	33	81	5	23	50	22	6	12	14	676	
Samtse Dzongkhag	1					3		109	106	68	133	451		9	9	13	28	51	107	14	34	59	28	8	15	19	1265	
Sarpang Dzongkhag						1		109	114	53	55	173		6	9	9	26	37	69	8	19	41	19	4	8	8	768	
Thimphu Dzongkhag						2		69	75	48	37	64		5	7	13	25	22	38	11	12	21	15	3	5	13	485	
Trashigang Dzongkhag		1				1		32	61	40	43	157			3	9	14	26	63	5	27	26	20	6	10	9	553	
Trashigang Dzongkhag		1				1		115	125	85	108	349		3	3	15	30	55	118	11	42	91	27	15	24	21	1239	
Trongsa Dzongkhag				1				38	30	19	24	122		2	2	3	13	19	55	4	13	27	13	4	6	6	401	
Tsirang Dzongkhag		1						66	85	59	37	99		10	8	22	17	24	43	4	14	33	20	5	13	11	571	
Wangdue Phodrang Dzongkhag						3		69	99	66	73	222		8	11	10	23	20	99	7	7	50	16	11	10	19	823	
Zhemgang Dzongkhag			1					28	32	27	40	202		2	1	9	13	16	52	9	16	41	24	6	4	17	540	
Thromde																												
Gelephu Thromde						1		67	55	26	20	25	1	4	6	5	12	15	19	12	2	2	9	4	4	4	293	
Phuentsholing Thromde			1			3		60	62	31	30	52		1	3	4	8	20	20	5	2	6	9	2	5	4	328	
Samdrup Jongkhar Thromde						1		24	29	11	24	37				1	6	6	21	13		9	4	4	2	7	199	
Thimphu Thromde			1			14		462	364	216	144	67		2	7	8	20	64	91	14	12	14	30	3	8	8	1549	

Autonomous & Other Agencies

Bhutan Olympic Committee*		1		1		7	1					2	1				1	1	2				17				
Cabinet Secretariat	1	1				8	6	3	7	12		1		2	4	2		1	12	1	4	5	70				
Centre for Bhutan Studies and GNH Research	1					1	3	6	8	11		1		1	1			1	2		1		37				
Dratshang Lhentshog	1					1		2		3				6	5	1	1	2	15	3	20	31	91				
Government Technology (GovTech)	1	2				10	25	9	27	126	10	18	27	13	4	76	1			6		4	359				
National Center for Hydrology and Meteorology (NCHM)		1		1		6	2	8	12	2	2	3	10	21	48	57			6	1		1	181				
National Land Commission	2	1	1	2	1	12	6	5	23	16		4	5	27	9	22	5	15	5	27		1	189				
National Statistics Bureau		1			1	6	4	2	11	3		1	4		1	1	1	3	4	2			45				
Non Governmental Organizations	1	1																					2				
Office of the Attorney General						6	11	7	36				3	2	1		1	1	2	1	2		73				
Royal Institute of Management		1		3	1	3	13	2	2	7		1	2	5	1	1	4	1		5	1		55				
Royal Privy Council			1				1									1				2	1	1	7				
Grand Total	25	42	60	22	27	161	1	2590	2867	2040	2684	4333	7	406	772	1074	1827	2682	3517	602	670	1348	1168	226	371	637	30159

* CS on secondment

Table 9
Civil Servants by Parent Agency and Position Level

Parent Agency	EX1	EX2	EX3	ES1	ES2	ES3	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	1					3	7	2	2												8	5	1		32	
Secretariat of His Majesty The Fourth Druk Gyalpo		1							3	1					1		7		2				1	1		2	19	
The Pema												9										5				5	19	
Legislative																												
National Assembly Secretariat	2					1		1	1		1	13				1			37	1			3		2	2	65	
National Council Secretariat	1						1	1			1	15						1	16				2	1		2	41	
Constitutional																												
Anti-Corruption Commission		1	2			3		5	7	17	27	24					4	7	14				11	2		1	125	
Royal Audit Authority		1	2					10	17	19	10	36		4	10	13	2	13	12				12	1		6	168	
Royal Civil Service Commission		1	1					8	22	17	18	64			2	30	96	167	235	185	108	193	4	2	2	2	1157	
Ministry																												
Ministry of Agriculture and Livestock	1	2	2	5	8	16		60	76	68	87	29		110	125	74	168	131	200	3	2	19	88	11	25	52	1362	
Ministry of Education and Skills Development	1	1	3		1	56	1938	2067	1240	1323	3413			2	19	34	27	258	951	63	294	674	114	43	1	43	12566	
Ministry of Energy and Natural Resources	2	2	3		1	5		73	52	78	92	36		87	76	58	110	259	302	46	16	155	56	3	6	23	1541	
Ministry of Finance	1	2	4		1	1		66	64	67	58	133		14	81	236	237	156	305	26	5	2	45	6	2	10	1522	
Ministry of Foreign Affairs and External Trade	2	7	4					14	22	8	19	16						2				20	3	9	1	127		
Ministry of Health	2	1	4	13	10	62	0	138	254	250	623	47	4	119	369	438	825	1298	769	83	24	76	247	19	64	124	5863	
Ministry of Home Affairs	3	12	14			6		56	75	39	50	204			1	5	35	45	49	48	91	96	273	93	202	232	1629	
Ministry of Industry Commerce and Employment	1	3	7			1		33	27	24	20	64			1	2	8	9	24	12		4	30	1	5	13	289	
Ministry of Infrastructure and Transport	1	3	7	1	2	3		102	73	130	195	19	3	54	62	126	230	265	371	70	62	94	126	12	6	54	2071	
Autonomous Agency																												
Bhutan Olympic Committee*						1			6	1													1	2			11	
Cabinet Secretariat	1		2					19	20	22	16	45						1		1			12	1	3	5	148	
Centre for Bhutan Studies and GNH Research	1							1	2	2	1	7				1		1					2		1		19	
Dratshang Lhentshög	1							1										5	2		1	2	15	3	20	31	81	
Government Technology (GovTech)	1		2					11	22	7	21	129		10	21	29	12	3	77			6				4	355	
National Center for Hydrology and Meteorology (NCHM)		1			1			6	1	7	12	1		2		3	10	21	43	56			6	1		1	172	
National Land Commission	2	1	1		2	1		14	12	15	28	18		4	2	10	49	29	106	4	64	12	27		1		402	
National Statistics Bureau		1				1		6	5	4	15	2			1	13		1			2	3	13	2			69	
Office of the Attorney General								10	31	19	62					1	7	9				1	2	1	2		145	
Royal Institute of Management		1		3	1	3		13	1	2	3	6			1						2		5	1			43	
Royal Privy Council			1																				2	1		1	5	
Thromde																												
Gelephu Thromde												1												9	4	4	4	22
Phuentsholing Thromde												1										1	8	2	5	4	21	
Samdrup Jongkhar Thromde												1							2			1	4	4	2	7	21	
Thimphu Thromde						1		1		1													27	3	8	8	49	
Grand Total	25	42	60	22	27	161	1	2590	2867	2040	2684	4333	7	406	772	1074	1827	2682	3517	602	670	1348	1168	226	371	637	30159	

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
Majesty Secretariat	2	24	30	13	69
His Majesty's Secretariat	1	7	5	5	18
Secretariat of His Majesty The Fourth Druk Gyalpo	1	4	9	2	16
The Pema		13	16	6	35
Legislative	0	25	0	6	31
National Assembly Secretariat		12		4	16
National Council Secretariat		13		2	15
Constitutional	0	42	1	9	52
Anti-Corruption Commission		36	1		37
Royal Audit Authority		6		5	11
Royal Civil Service Commission				4	4
Executive-Ministries	12	277	224	352	865
Ministry of Health	8	175	99	139	421
Ministry of Agriculture and Livestock	1	6	4	78	89
Ministry of Energy and Natural Resources		10	46	29	85
Ministry of Infrastructure and Transport	1	10	7	54	72
Ministry of Finance	1	14	37	9	61
Ministry of Industry Commerce and Employment		32	6	18	56
Ministry of Home Affairs		4	21	15	40
Ministry of Education and Skills Development		22	2	9	33
Ministry of Foreign Affairs and External Trade	1	4	2	1	8
Dzongkhag	0	1,611	1,911	588	4,110
Samtse Dzongkhag		226	161	38	425
Trashigang Dzongkhag		151	197	62	410
Chukha Dzongkhag		150	136	34	320
Wangdue Phodrang Dzongkhag		133	97	32	262
Mongar Dzongkhag		76	134	47	257
Dagana Dzongkhag		90	113	37	240
Pema Gatshel Dzongkhag		103	101	35	239
Zhemgang Dzongkhag		109	86	33	228
Samdrup Jongkhar Dzongkhag		68	116	33	217
Trashigang Dzongkhag		82	88	28	198
Sarpang Dzongkhag		64	99	16	179
Tsirang Dzongkhag		61	70	29	160
Lhuntse Dzongkhag		42	79	29	150
Punakha Dzongkhag		37	92	20	149
Trongsa Dzongkhag		50	69	16	135
Paro Dzongkhag		19	84	28	131
Haa Dzongkhag		57	51	19	127
Thimphu Dzongkhag		37	55	20	112
Bumthang Dzongkhag		30	51	16	97
Gasa Dzongkhag		26	32	16	74

Thromde	1	83	86	42	212
Thimphu Thromde	1	26	45	16	88
Phuentsholing Thromde		37	10	9	56
Samdrup Jongkhar Thromde		14	20	9	43
Gelephu Thromde		6	11	8	25
Autonomous & Other Agencies	4	43	13	71	131
Dratshang Lhentshog	1	3	7	51	62
Government Technology (GovTech)		22	2	4	28
Cabinet Secretariat		4		9	13
Office of the Attorney General		5	1	2	8
National Land Commission		2	2	2	6
Bhutan Olympic Committee	1	2			3
National Center for Hydrology and Meteorology (NCHM)		2		1	3
Royal Institute of Management	1	1	1		3
Centre for Bhutan Studies and GNH Research	1			1	2
National Statistics Bureau		2			2
Royal Privy Council				1	1
Grand Total	19	2,105	2,265	1,081	5,470

* 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
Dzongkhag	45	8,621	4,051	970	13,687
Bumthang Dzongkhag	4	307	124	27	462
Chukha Dzongkhag	1	669	255	55	980
Dagana Dzongkhag	1	392	213	58	664
Gasa Dzongkhag	1	97	67	20	185
Haa Dzongkhag	3	225	109	29	366
Lhuntse Dzongkhag	3	232	147	40	422
Mongar Dzongkhag	1	568	264	75	908
Paro Dzongkhag	6	670	246	54	976
Pema Gatshel Dzongkhag	3	409	213	53	678
Punakha Dzongkhag	3	450	229	43	725
Samdrup Jongkhar Dzongkhag	2	386	234	54	676
Samtse Dzongkhag	4	867	324	70	1265
Sarpang Dzongkhag	1	504	224	39	768
Thimphu Dzongkhag	2	293	154	36	485
Trashigang Dzongkhag	2	333	173	45	553
Trongsa Dzongkhag	2	782	368	87	1239
Trongsa Dzongkhag	1	233	138	29	401
Tsirang Dzongkhag	1	346	175	49	571
Wangdue Phodrang Dzongkhag	3	529	235	56	823
Zhemgang Dzongkhag	1	329	159	51	540
Thromde	21	1,806	435	107	2,369
Gelephu Thromde	1	193	78	21	293
Phuentsholing Thromde	4	235	69	20	328
Samdrup Jongkhar Thromde	1	125	56	17	199
Thimphu Thromde	15	1253	232	49	1549
Grand Total	66	10,427	4,486	1,077	16,056

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 2025	Total Strength as on 31st December 2025	% of the total
Executive and Specialists	66	338	19.53%
EX1	2	25	8.00%
EX2	9	42	21.43%
EX3	11	60	18.33%
ES1		22	0.00%
ES2		27	0.00%
ES3	44	161	27.33%
No level	0	1	0.00%
Professional & Management	10,427	14,514	71.84%
P1	1,959	2,590	75.64%
P2	2,125	2,867	74.12%
P3	1,319	2,040	64.66%
P4	1,390	2,684	51.79%
P5	3,634	4,333	83.87%
Supervisory & Support	4,485	12,905	34.75%
SSS	1	7	14.29%
SS1	99	406	24.38%
SS2	139	772	18.01%
SS3	218	1,074	20.30%
SS4	384	1,827	21.02%
S1	650	2,682	24.24%
S2	1,551	3,517	44.10%
S3	187	602	31.06%
S4	422	670	62.99%
S5	835	1,348	61.94%
Operational Staff	1,077	2,402	44.84%
O1	434	1,168	37.16%
O2	145	226	64.16%
O3	223	371	60.11%
O4	275	637	43.17%
Grand Total	16,056	30,159	53.24%

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
	C	R	T	C	R	T	C	R	T	C	R	T	
Thimphu	16	229	245	378	3,901	4,279	242	3,169	3,411	261	531	792	8,727
Chukha		5	5	194	865	1,059	171	754	925	66	76	142	2,131
Sarpang		14	14	91	811	902	158	866	1,024	58	89	147	2,087
Trashigang		2	2	155	708	863	202	606	808	77	60	137	1,810
Samtse	1	5	6	235	702	937	170	526	696	47	53	100	1,739
Mongar	1	7	8	87	638	725	141	653	794	81	63	144	1,671
Paro		12	12	22	751	773	85	536	621	49	67	116	1,522
Samdrupjongkhar		4	4	90	523	613	147	586	733	61	65	126	1,476
Wangdue Phodrang		3	3	139	471	610	102	422	524	32	47	79	1,216
Punakha		4	4	42	454	496	93	255	348	24	30	54	902
Bumthang		9	9	35	352	387	53	370	423	28	37	65	884
Dagana		1	1	92	329	421	117	256	373	40	32	72	867
Zhemgang		1	1	112	250	362	89	303	392	50	39	89	844
Pema Gatshel		3	3	105	317	422	102	212	314	37	23	60	799
Tsirang		2	2	65	331	396	70	262	332	37	26	63	793
Trashiyangtse		3	3	82	271	353	88	214	302	33	22	55	713
Trongsa		1	1	53	218	271	70	214	284	24	23	47	603
Lhuentse		3	3	46	197	243	79	165	244	31	17	48	538
Haa		3	3	56	186	242	52	146	198	27	15	42	485
Gasa		1	1	26	80	106	34	99	133	17	6	23	263
Outside Bhutan	1	7	8	0	54	54	0	26	26	1	0	1	89
Total	19	319	338	2,105	12,409	14,514	2,265	10,640	12,905	23,545	1,321	2,402	30,159

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 ¹		
	Female	Male	Total	Female	Male	Total
Dzongkhag	5,773	7,914	13,687	12,608	17,462	30,070
Bumthang Dzongkhag	188	274	462	302	582	884
Chukha Dzongkhag	465	515	980	989	1,142	2,131
Dagana Dzongkhag	285	379	664	351	516	867
Gasa Dzongkhag	87	98	185	103	160	263
Haa Dzongkhag	187	179	366	234	251	485
Lhuntse Dzongkhag	143	279	422	198	340	538
Mongar Dzongkhag	360	548	908	656	1,015	1,671
Paro Dzongkhag	486	490	976	686	836	1,522
Pema Gatsel Dzongkhag	238	440	678	269	530	799
Punakha Dzongkhag	323	402	725	401	501	902
Samdrup Jongkhar Dzongkhag	247	429	676	526	950	1,476
Samtse Dzongkhag	574	691	1,265	749	990	1,739
Sarpang Dzongkhag	326	442	768	808	1,279	2,087
Thimphu Dzongkhag	217	268	485	4,060	4,667	8,727
Trashigang Dzongkhag	205	348	553	627	1,183	1,810
Trashigang Dzongkhag	463	776	1,239	269	444	713
Trongsa Dzongkhag	180	221	401	254	349	603
Tsirang Dzongkhag	204	367	571	283	510	793
Wangdue Phodrang Dzongkhag	389	434	823	540	676	1,216
Zhemgang Dzongkhag	206	334	540	303	541	844
Thromde	1,336	1,033	2,369	28	61	89
Gelephu Thromde	126	167	293			
Phuentsholing Thromde	167	161	328			
Samdrup Jongkhar Thromde	80	119	199			
Thimphu Thromde	963	586	1,549			
Outside Bhutan				28	61	89
Grand Total	7,109	8,947	16,056	12,636	17,523	30,159

¹Civil 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
Dzongkhag	8,975	1,550	28	800	2,334	13,687
Samtse Dzongkhag	908	121	1	57	178	1265
Trashigang Dzongkhag	839	129	2	58	211	1239
Chukha Dzongkhag	694	97	3	40	146	980
Paro Dzongkhag	687	96	1	47	145	976
Mongar Dzongkhag	615	103	1	54	135	908
Wangdue Phodrang Dzongkhag	547	96	2	49	129	823
Sarpang Dzongkhag	509	80	2	43	134	768
Punakha Dzongkhag	468	79	1	47	130	725
Pema Gatshel Dzongkhag	421	84	1	48	124	678
Samdrup Jongkhar Dzongkhag	412	87	2	45	130	676
Dagana Dzongkhag	408	88	1	39	128	664
Tsirang Dzongkhag	348	75	2	40	106	571
Trashi Yangtse Dzongkhag	353	64	1	36	99	553
Zhemgang Dzongkhag	349	67	1	34	89	540
Thimphu Dzongkhag	291	62	1	44	87	485
Bumthang Dzongkhag	307	46	1	28	80	462
Lhuntse Dzongkhag	255	54	1	28	84	422
Trongsa Dzongkhag	248	44	1	26	82	401
Haa Dzongkhag	223	46	1	22	74	366
Gasa Dzongkhag	93	32	2	15	43	185
Thromde	1,721	186	1	224	237	2,369
Thimphu Thromde	1215	91		97	146	1549
Phuentsholing Thromde	215	32	1	42	38	328
Gelephu Thromde	176	34		51	32	293
Samdrup Jongkhar Thromde	115	29		34	21	199
Grand Total	10,696	1,736	29	1,024	2,571	16,056

Table 16
Trend in the Civil Service by Location

Location	Year						
	2019	2020	2021	2022	2023	2024	2025
Bumthang	1,043	1,046	1,034	1005	844	871	884
Chhukha	2,141	2,267	2,245	2176	2023	2,110	2,131
Dagana	883	892	911	855	799	838	867
Gasa	312	309	303	289	247	258	263
Haa	479	513	527	505	489	511	485
Lhuentse	552	568	592	610	549	537	538
Mongar	1,640	1,741	1,740	1747	1620	1,620	1,671
Paro	1,712	1,727	1,721	1603	1405	1,468	1,522
Pemagatshel	836	834	857	869	790	803	799
Punakha	880	952	930	1020	926	916	902
Samdrup Jongkhar	1,412	1,455	1,482	1480	1444	1,499	1,476
Samtse	1,537	1,679	1,685	1694	1652	1,706	1,739
Sarpang	2,003	2,159	2,109	2047	1953	2,008	2,087
Thimphu	8,607	8,785	8,693	8109	7706	8,520	8,727
Trashigang	1,766	1,845	1,858	1832	1739	1,783	1,810
Trashiyangtse	740	759	771	764	739	719	713
Trongsa	587	640	658	638	579	602	603
Tsirang	762	803	805	803	791	794	793
Wangdue Phodrang	1,174	1,242	1,191	1080	1137	1,191	1,216
Zhemgang	870	912	970	979	885	879	844
Outside Bhutan	96	91	95	89	89	90	89
Grand Total	30,032	31,219	31,177	30194	28406	29,723	30,159

Table 17
Civil Servants by Major Occupational Groups and Position Category

MOG	ESC	PMC	SSC	OC	Total
Education and Training Services Group		9,719	1,081	163	10,963
Medical and Health Services Group		1,100	3,278		4,378
Administration and Support Services Group		699	1,198	2,172	4,069
Architectural, Engineering and Land Services Group		669	1,861	67	2,597
Forestry and Environment Protection Services Group		253	989		1,242
Finance and Audit Services Group		385	770		1,155
Agriculture and Livestock Services Group		295	821		1,116
Laboratory and Technical Services Group		82	1,029		1,111
Human Resource Services Group		207	520		727
Sports and Youth Services Group		206	372		578
Transportation and Aviation Services Group		55	331		386
Information Communication and Technology Services Group		210	158		368
Library, Archives and Museum Services Group		18	324		342
Executive and Specialist Services Group	338				338
Planning and Research Services Group		177	88		265
Legal and Legislative Services Group		201	41		242
Trade, Industry and Tourism Services Group		118	18		136
Foreign Services Group		74			74
Arts, Culture and Literary Services Group		46	26		72
Grand Total	338	14,514	12,905	2,402	30,159

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

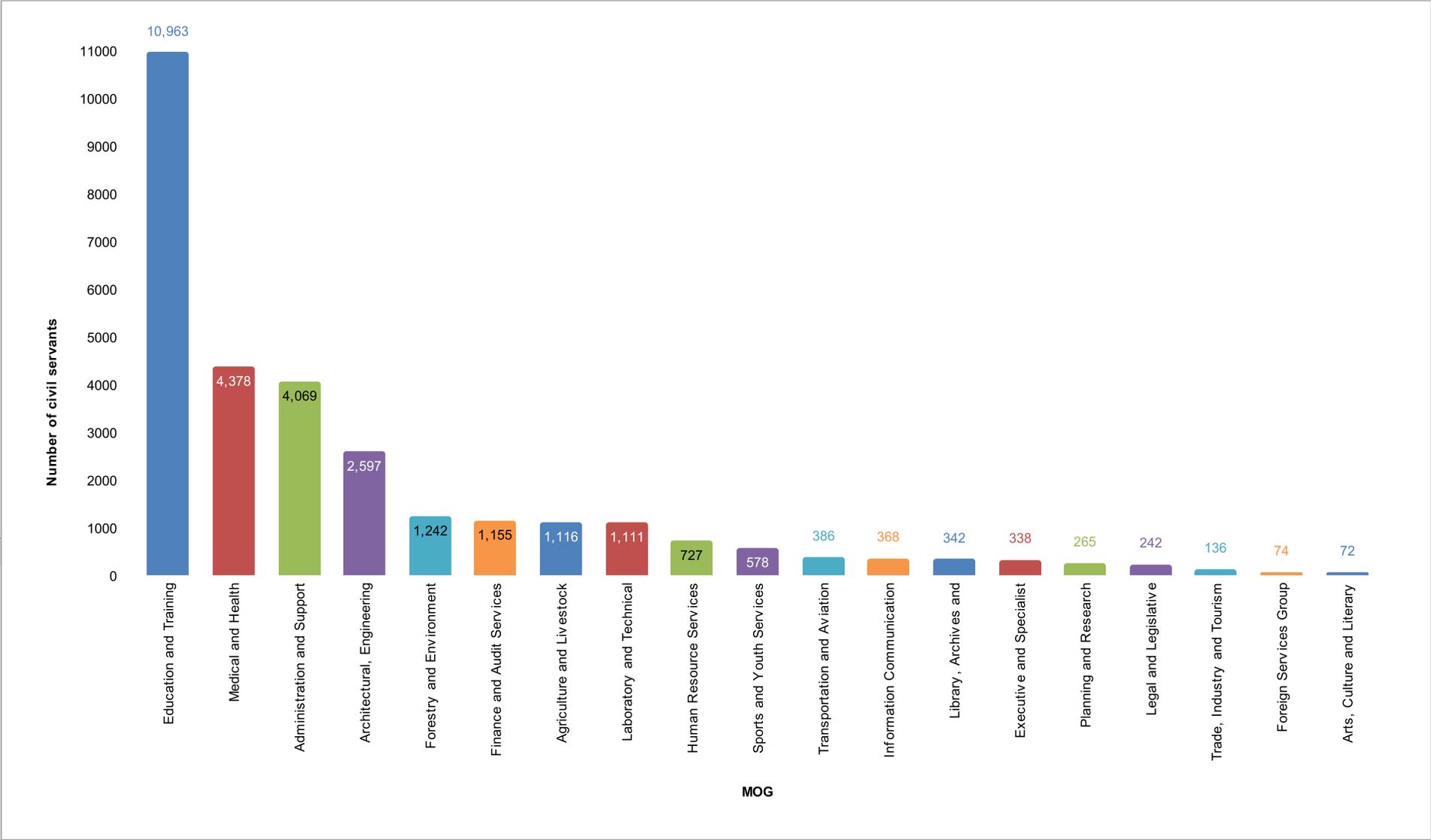


Table 18
Civil Servants by Sub Groups and Position Level

MOG/Subgroup	EX1	EX2	EX3	ES1	ES2	ES3	NA1	P1	P2	P3	P4	P5	SSS	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Total
Education & Training Services Group																											10,963
Education Management & Administration Services								232	216																		448
Education Support Services								61	21	2											71	140	90	42		31	458
Teaching Services								1,600	1,794	1,194	1,228	3,294															9,799
Training/Tertiary Teaching Services								20	6	10	18	19		2	19	36	26	37	43	4	7	7					254
Vocational Education & Management Services								4																			4
Administration & Support Services Group																											4,069
Administration Services								32	45	37	14	189				2		7	4	4	2		1,004	183	357	600	2,480
Case and Care Services												3															3
Palace Services										1											1		1	1			36
Program Services								80	60	33	35	81			1		12	17	2								289
Property and Management Services								6	4	11	14	35					3	18	42	223	25			5	1	1	388
Secondment Services								1																			1
Secretarial Services									5	2	3	5			1	19	76	130	177	147	101	180	2				848
Stand Alone Positions								3														4			13	4	24
Medical and Health Services Group																											4,378
Emergency Medical Services											2	1						3	104								110
Medical and Dental Services								58	134	98	159																449
Medical Technical Services								3	1	8	15			1	53	45	66	95	114								401
Nursing Services								22	27	40	293		4	89	69	195	412	698	9	2			14				1,874
Pharmaceutical Services								4	7	27	31			1	28	15	42	60	71								286
Physiotherapy & Rehabilitation Services								4	3	13	16				5	14	15	16	31		4	3					124
Public Health Services								2	23	5	23	9		16	114	92	141	164	147	3			18				757
Radiology & Technical Services										7	7				15	17	21	39	57								163
Traditional Medicine Services								9	12	17	20			1	16	10	45	42	42								214
Architectural, Engineering & Land Services Group																											2,597
Architectural Services								5	3	13	19				6	7	1										54
Engineering Services								93	71	100	168		3	59	57	80	132	47	194	1							1,005
Farm Mechanization Services										3	1			1	1			1	1								8
Geographic Information System Services								1	1	5	6					3	6	3	6								31
Geology and Mines Services								2	4	10	14						9	13	27	1	3	31					114
Heritage Sites Conservation Services										1	4	1															6
Land Services								1	7	12	5	18				2	22	12	11	4	64	12					170
Meteorology/Hydrology Services								6	1	6	13					3	10	20	40	56							155
Sanitary Services																	1	5	5				4				15
Survey Engineering Services								11	2	2	20			4	2	6	21	15	89								172
Technical Support Services																29	98	279	180	124	10	12	66			1	799
Urban Development Control Services															3	3	7	4	11								28
Urban Planning Services								5	8	18	9																40
Forestry and Environment Protection Services Group																											1,242
Environment Services								5	3	4	4	36						1	1	1		3					58
Forestry Services								53	31	59	58			85	73	57	97	234	265	41	13	118					1,184
Finance & Audit Services Group																											1,155
Audit Services								10	16	17	10	36		4	10	13	2	13	11								142
Finance, Accounting & Budgets Services								30	27	11	14	31		14	36	162	160	35	35		1						556
Internal Audit Services								2	4	6	2	1															15
Revenue Services								23	25	35	25	60				45	70	53	60	46							442
Agriculture & Livestock Services Group																											1,116
Agriculture Production Services								17	11	14	20			48	52	31	61	37	87		1						379
Agriculture Regulatory Services								5	10	4	7			9	39	18	12	15	22								141
Biodiversity Services									3	3	6			4	2	1	1	3	9								32
Extension Services								16	6					23	11	2	1										59
Feed & Fodder Development Services								1																			1
Horticulture Development Services								3	4	8	11																26
Livestock Health Services								1	10	6	15																32
Livestock Production Services								13	28	22	17											1					81
Livestock Services														29	44	34	73	72	65								317
Mushroom Development Services									2		2																4
Plant Protection Services								1	3	2	7																13
Post Production Services								2	1	2	3			1	3		1	3	6								22
Soil Fertility & Plant Nutrition Services									1	1	3																5
Soil Survey & Land Evaluation Services								2	1		1																4
Laboratory and Technical Services Group																											1,111
Analytical Services								2		1		3															6
Diagnostic Services								6	18	14	30	8															76
Laboratory Support Services														4	41	34	71	217	255	32	81	294					1,029
Human Resource Services Group																											727
Civil Registration & Census Services								3	3	1	3	9					15	19	17	11		4					85

Table 19***Progressive Growth of Civil Service Strength by Major Occupational Groups***

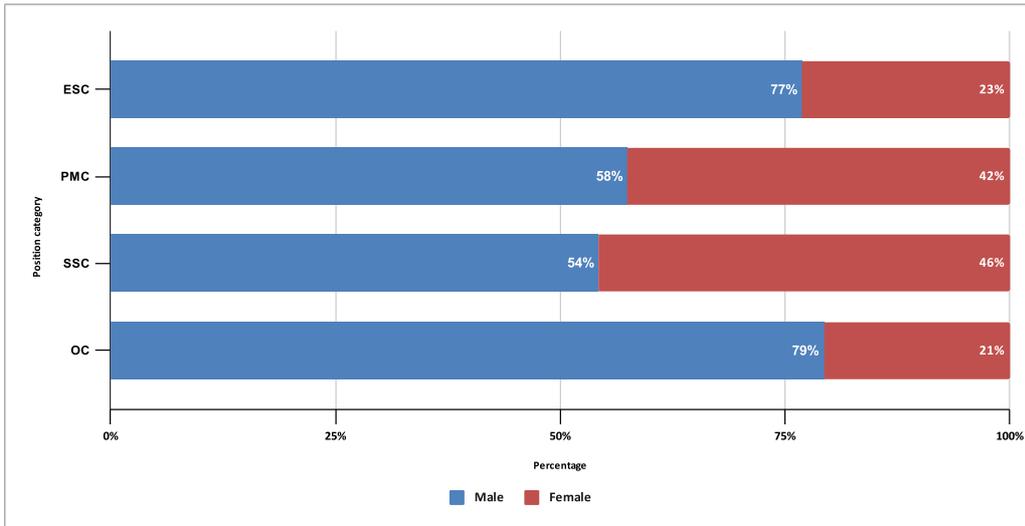
Major Occupational Groups	1st July 2008	31st Dec 2025	% Growth
Education and Training Services Group	6,257	10,963	75.21%
Administration and Support Services Group	3,259	4,069	24.85%
Medical and Health Services Group	1,700	4,378	157.53%
Architectural, Engineering and Land Services Group	2,152	2,597	20.68%
Forestry and Environment Protection Services Group	1,192	1,242	4.19%
Finance and Audit Services Group	1,230	1,155	-6.10%
Agriculture and Livestock Services Group	1,018	1,116	9.63%
Laboratory and Technical Services Group	509	1,111	118.27%
Human Resource Services Group	287	727	153.31%
Sports and Youth Services Group	393	578	47.07%
Library, Archives and Museum Services Group	323	342	5.88%
Transportation and Aviation Services Group	154	386	150.65%
Executive and Specialist Services Group	22	338	1436.36%
Information Communication and Technology Services Group	293	368	25.60%
Legal, Judiciary and Legislative Services Group	318	242	-23.90%
Planning and Research Services Group	186	265	42.47%
Trade, Industry and Tourism Services Group	86	136	58.14%
Foreign Services Group	55	74	34.55%
Arts, Culture and Literary Services Group	82	72	-12.20%
Grand Total	19,516	30,159	54.53%

Table 20
Civil Servants by Position Level and Sex

Position Category and Position Levels	Female	Male	Grand Total
Executive and Specialists	78	260	338
EX1	4	21	25
EX2	6	36	42
EX3	18	42	60
ES1	4	18	22
ES2	6	21	27
ES3	40	121	161
NA1	0	1	1
Professional & Management	6,166	8,348	14,514
P1	937	1,653	2,590
P2	957	1,910	2,867
P3	729	1,311	2,040
P4	1,286	1,398	2,684
P5	2,257	2,076	4,333
Supervisory & Support	5,895	7,010	12,905
SSS	4	3	7
SS1	92	314	406
SS2	247	525	772
SS3	386	688	1,074
SS4	708	1,119	1,827
S1	1,255	1,427	2,682
S2	1,932	1,585	3,517
S3	285	317	602
S4	314	356	670
S5	672	676	1,348
Operational Staff	497	1,905	2,402
O1	313	855	1,168
O2	82	144	226
O3	39	332	371
O4	63	574	637
Grand Total	12,636	17,523	30,159

Note: 1Eminent members of the National Council

Graph 5
Percentage of Civil Servants within Position Category by Sex



Graph 6
Female Civil Servants (1996 - 2025)

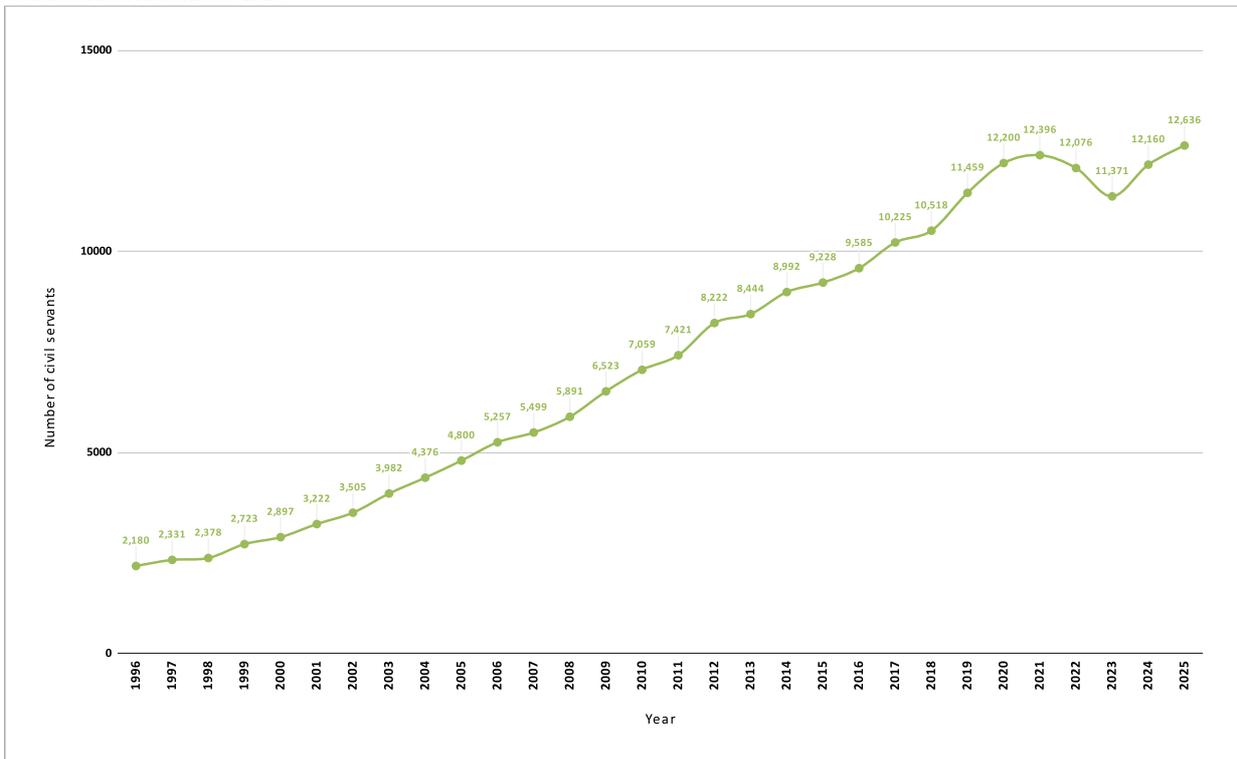


Table 21
Civil Servants by Major Occupational Groups and Sex

MOG	Male	Female	Total	% of Female within	% of Female to Total CS
Education and Training Services Group	5,821	5,142	10,963	46.90%	16.79%
Medical and Health Services Group	2,189	2,189	4,378	50.00%	7.15%
Administration and Support Services Group	2,647	1,422	4,069	34.95%	4.64%
Architectural, Engineering and Land Services Group	1,845	752	2,597	28.96%	2.46%
Forestry and Environment Protection Services Group	1,014	228	1,242	18.36%	0.74%
Finance and Audit Services Group	676	479	1,155	41.47%	1.56%
Agriculture and Livestock Services Group	801	315	1,116	28.23%	1.03%
Laboratory and Technical Services Group	503	608	1,111	54.73%	1.98%
Human Resource Services Group	353	374	727	51.44%	1.22%
Sports and Youth Services Group	369	209	578	36.16%	0.68%
Transportation and Aviation Services Group	283	103	386	26.68%	0.34%
Information Communication and Technology Services Group	202	166	368	45.11%	0.54%
Library, Archives and Museum Services Group	98	244	342	71.35%	0.80%
Executive and Specialist Services Group	260	78	338	23.08%	0.25%
Planning and Research Services Group	156	109	265	41.13%	0.36%
Legal and Legislative Services Group	122	120	242	49.59%	0.39%
Trade, Industry and Tourism Services Group	76	60	136	44.12%	0.20%
Foreign Services Group	48	26	74	35.14%	0.08%
Arts, Culture and Literary Services Group	60	12	72	16.67%	0.04%
Grand Total	17,523	12,636	30,159	41.90%	41.25%

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								3	9	10	22
ES2							1	9	11	6	27
ES3						5	42	57	43	14	161
EX1						1	2	3	14	5	25
EX2							5	18	18	1	42
EX3						10	24	18	7	1	60
NA1								1			1
P1					67	626	886	595	411	5	2,590
P2				79	689	1,057	736	190	108	8	2,867
P3			44	590	1,004	296	77	16	10	3	2,040
P4		175	792	1,330	325	45	10	3	4		2,684
P5		449	2,359	1,084	337	64	29	7	3	1	4,333
SSS							1	5	1		7
SS1						15	120	195	75	1	406
SS2					19	177	288	166	119	3	772
SS3				18	248	421	206	72	109		1,074
SS4			25	308	533	350	211	226	166	8	1,827
S1		295	303	496	505	461	404	139	63	16	2,682
S2	1	485	927	669	698	435	232	48	21	1	3,517
S3		13	103	140	184	99	41	15	6	1	602
S4		2	149	278	183	36	12	7	3		670
S5	1	587	461	174	55	38	19	6	6	1	1,348
O1		2	20	114	253	253	254	209	60	3	1,168
O2		8	63	46	53	37	15	4			226
O3			35	107	109	72	30	18			371
O4	1	48	107	194	165	84	29	9			637
Grand Total	3	2,064	5,388	5,627	5,427	4,582	3,674	2,039	1,267	88	30,159

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

Graph 7
Civil Servants by Age

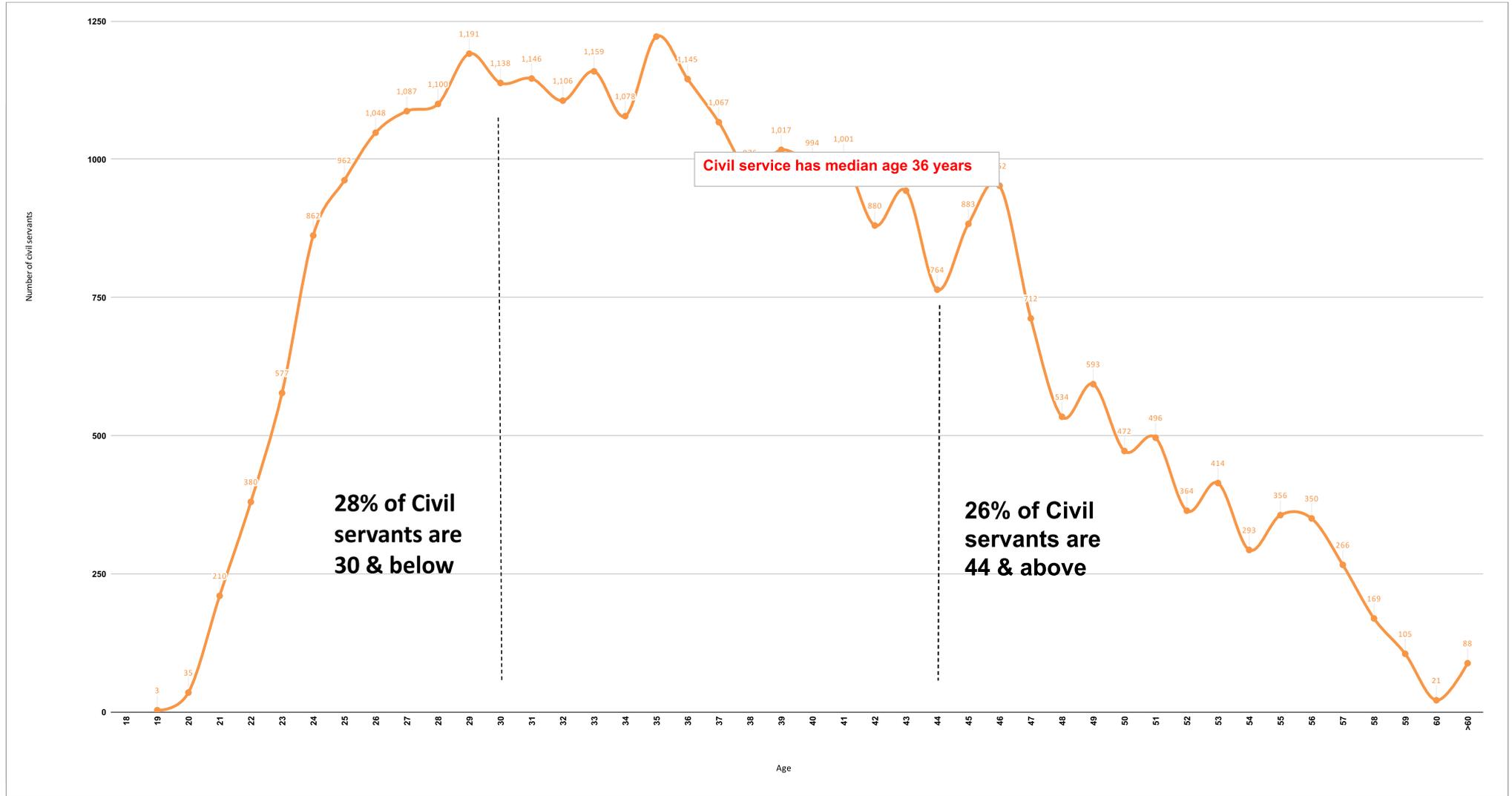


Table 23
Civil Servants by Age Groups and Sex

Age Group	Male			Female			Grand Total
	R	C	T	C	R	T	
< 20	1		1		2	2	3
20 - 24	454	236	690	835	539	1,374	2,064
25 - 29	1,765	726	2,491	1,942	955	2,897	5,388
30 - 34	2,324	745	3,069	1,808	750	2,558	5,627
35 - 39	2,843	530	3,373	1,744	310	2,054	5,427
40 - 44	2,613	271	2,884	1,636	62	1,698	4,582
45 - 49	2,275	122	2,397	1,246	31	1,277	3,674
50 - 54	1,457	61	1,518	514	7	521	2,039
55 - 60	971	47	1,018	235	14	249	1,267
> 60	23	59	82	3	3	6	88
Grand Total	14,726	2,797	17,523	9,963	2,673	12,636	30,159

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

Graph 8
Distribution of Civil Servants by Age & Sex

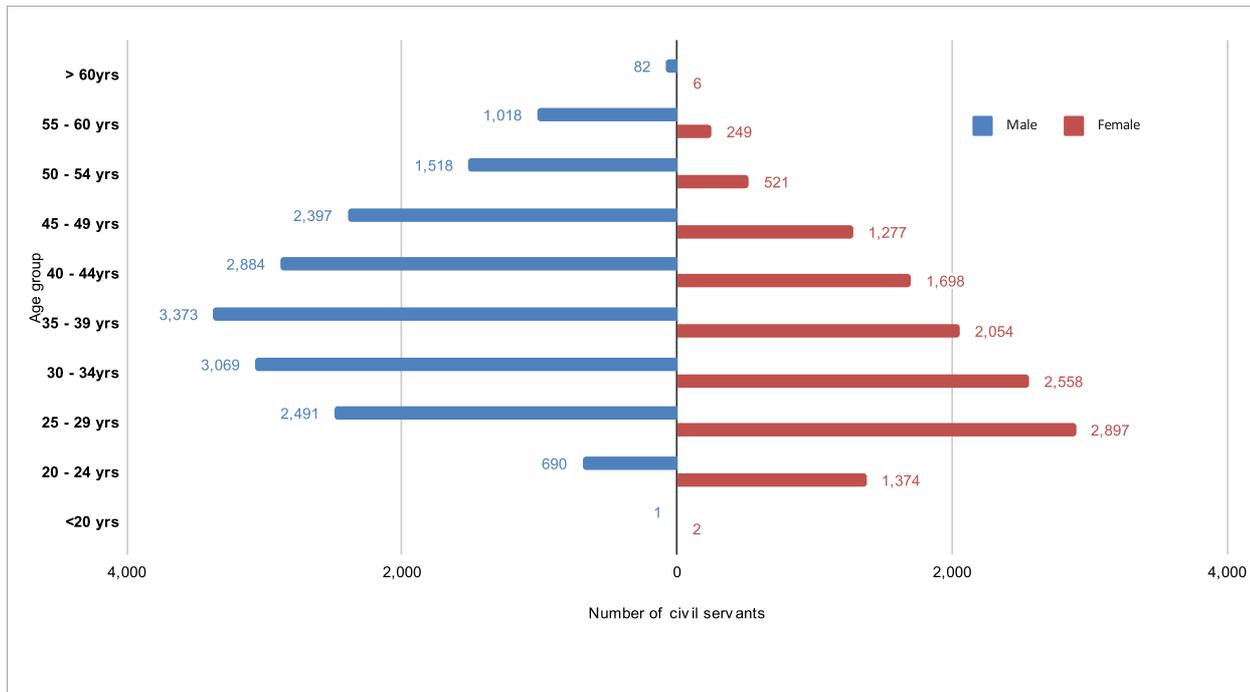


Table 24
Civil Servants Recruited by Parent Agency from January - December 2025

Parent Agency	ES1	ES2	EX1	P1	P2	P3	P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S5	O1	O4	Grand Total
Majesty Secretariat								5								5	2	12	
The Pema								5								5	2	12	
Legislative								3						10			2	15	
National Assembly Secretariat								2						7			1	10	
National Council Secretariat								1						3			1	5	
Constitutional								1	27		1			3		17	1	50	
Anti-Corruption Commission								1	10					3			1	15	
Royal Audit Authority								9										9	
Royal Civil Service Commission								8			1					17		26	
Ministry	1	1	1	7	8	4	338	764	1	2	1	1	234	336	26	236	3	76	2040
Ministry of Agriculture and Livestock								31	8					78		12		6	135
Ministry of Education and Skills Development				6	8	4	6	635						66	1	147		9	882
Ministry of Energy and Natural Resources								16	8			1			1	16		5	47
Ministry of Finance								34					1	22				1	58
Ministry of Foreign Affairs and External Trade								8											8
Ministry of Health			1	1				221	3	1	2		233	89	16	31		12	610
Ministry of Home Affairs					1			1	52					1			2	28	85
Ministry of Industry Commerce and Employment								1	12					1			1	4	19
Ministry of Infrastructure and Transport	1							62	4		1			79	8	30		11	196
Autonomous								34	78					50	11	3	1	8	185
Cabinet Secretariat								11										2	13
Centre for Bhutan Studies and GNH Research								6											6
Dratshang Lhentshog														1		1		5	7
Government Technology (GovTech)								2	56					37				1	96
National Center for Hydrology and Meteorology (NCHM)								5						1	11				17
National Land Commission								9	2					11		1	1		24
National Statistics Bureau								1	1										2
Office of the Attorney General								17									1		18
Royal Institute of Management								2											2
Thromde								6						2	3	1		4	16
Phuentsholing Thromde								1										4	5
Samdrup Jongkhar Thromde								2						2	3	1			8
Thimphu Thromde								3											3
Grand Total	1	1	1	7	8	4	373	883	1	2	2	1	234	401	40	262	4	93	2318

Table 25
Civil Servants Recruited by MOG from January to December 2025

MOG	Regular			Contract			Grand Total
	Female	Male	Total	Female	Male	Total	
Education and Training Services Group	177	116	293	267	190	457	750
Medical and Health Services Group	281	128	409	82	38	120	529
Architectural, Engineering and Land Services Group	61	144	205	3	8	11	216
Administration and Support Services Group	21	27	48	42	105	147	195
Agriculture and Livestock Services Group	60	37	97		15	15	112
Information Communication and Technology Services Group	37	42	79	13	7	20	99
Sports and Youth Services Group	15	14	29	23	47	70	99
Laboratory and Technical Services Group	35	20	55	18	16	34	89
Finance and Audit Services Group	34	10	44				44
Transportation and Aviation Services Group	14	28	42	2		2	44
Forestry and Environment Protection Services Group	16	17	33		1	1	34
Planning and Research Services Group	16	13	29		1	1	30
Legal and Legislative Services Group	16	6	22	4	3	7	29
Trade, Industry and Tourism Services Group	7	4	11	1		1	12
Human Resource Services Group	7	3	10				10
Library, Archives and Museum Services Group		3	3	5	2	7	10
Foreign Services Group	3	1	4	3	1	4	8
Arts, Culture and Literary Services Group		3	3	1	1	2	5
Executive and Specialist Services Group					3	3	3
Grand Total	800	616	1,416	464	438	902	2,318

Table 26
Civil Servants Recruited by Position Level (2020-2025)

Position Level	2020			2021			2022			2023			2024			2025			
	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								2	2
EX2/ES2		1	1		2	2												1	1
EX3/ES3		3	3		1	1					1	1		1	1				
P1	1	4	5		2	2					10	10		8	8			7	7
P2		1	1				2		2		3	3		16	16			8	8
P3				1	1	2	4		4		5	5		26	26			4	4
P4	188	78	266	153	26	179	123	58	181	160	116	276	213	170	383	258		115	373
P5	672	216	888	612	632	1,244	417	701	1,118	800	981	1781	445	927	1372	476		407	883
SS1											1	1						1	1
SS2								2	2		2	2		2	2			2	2
SS3											1	1		2	2			2	2
SS4					1	1					3	3	1	9	10			1	1
S1	169	28	197	82	39	121	39	2	41	57	102	159	221	10	231	226		8	234
S2	203	11	214	150	48	198	124	35	159	212	203	415	589	35	624	308		93	401
S3	81	2	83	66	2	68	25	3	28	11	13	24	64	3	67	35		5	40
S4		2	2	1	1	2				3	4	7	2	2	4	101		161	262
S5	75	185	260	10	228	238	2	147	149	33	463	496	321	434	755				
O1		1	1		1	1										2		2	4
O2		1	1		21	21		16	16	1	11	12							
O3					1	1					1	1							
O4	1	74	75	3	164	167	28	61	89	4	131	135	13	131	144	10		83	93
Total	1,390	614	2,004	1,079	1,174	2,253	764	1,027	1,791	1,281	2,051	3,332	1,869	1,776	3,645	1,416		902	2,318

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

Table 27
Civil Servants Recruited by Position Level and Sex

Position Level	Regular			Contract			Grand
	Female	Male	Total	Female	Male	Total	Total
EX1					1	1	1
ES1					1	1	1
ES2					1	1	1
P1				4	3	7	7
P2				2	6	8	8
P3				3	1	4	4
P4	142	116	258	76	39	115	373
P5	278	198	476	216	191	407	883
SS1					1	1	1
SS2					2	2	2
SS3					2	2	2
SS4					1	1	1
S1	173	53	226	4	4	8	234
S2	139	169	308	68	25	93	401
S3	9	26	35	1	4	5	40
S5	58	43	101	81	80	161	262
O1	1	1	2		2	2	4
O4		10	10	9	74	83	93
Grand Total	800	616	1,416	464	438	902	2,318

Graph 9
Civil Servants Recruited by Position Category

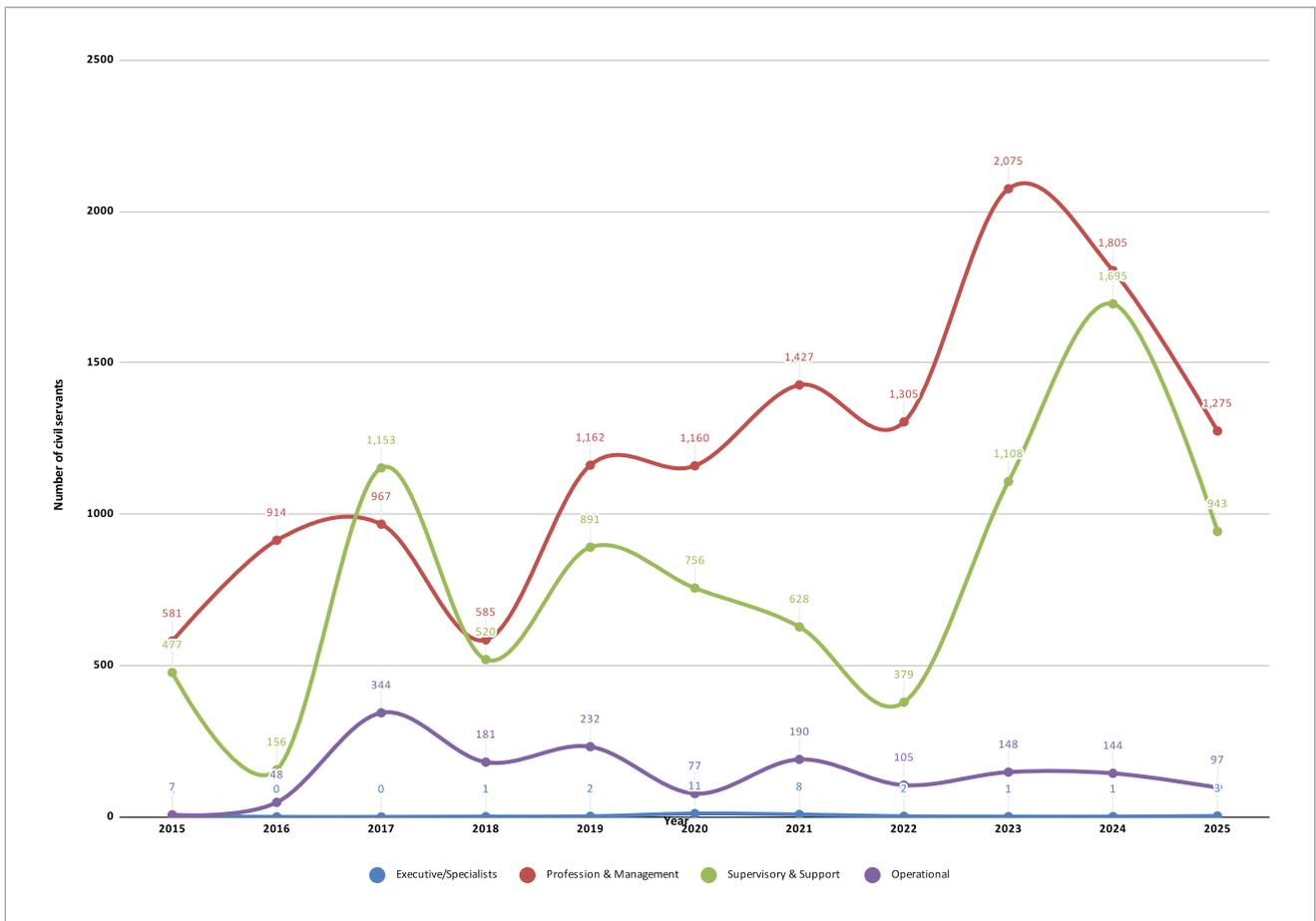


Table 28
Civil Servants Promoted by Year and Sex

Position Category/Position Level	2020	2021	2022	2023	2024	2025
Executive & Specialist Category						
EX1	5	7	7	5	6	4
EX2	8	6	1	3	8	16
EX3	9	14	10	18	14	9
ES1	4	4	4	4	3	3
ES2	3	7	2	2	6	8
ES3	28	30	26	16	23	30
Total	57	68	50	48	60	70
Professional & Management Category						
P1	224	218	346	402	530	536
P2	664	748	975	809	557	507
P3	812	802	692	724	479	407
P4	481	424	461	234	407	754
P5	16	18	2	7	93	155
Total	2,197	2,210	2,476	2,176	2,066	2,359
Supervisory & Support Category						
SSS					2	5
SS1	22	27	20	111	99	89
SS2	110	264	129	160	202	148
SS3	212	196	166	352	291	236
SS4	388	502	366	481	422	375
S1	415	336	418	501	666	424
S2	647	353	454	519	189	315
S3	207	307	191	187	34	7
S4	43	12	168	55	114	60
S5	29	2	12	8	5	1
Total	2,073	1,999	1,924	2,374	2,024	1,660
Operational Category						
O1	48	68	84	86	66	91
O2	75	107	66	55	7	2
O3	6	8		2	10	1
Total	129	183	150	143	83	94
Grand Total	4,456	4,406	4,600	4,741	4,233	4,183

Table 29

Civil Servants Separated by Parent Agency and Position Level (January - December 2025)

Parent Agency	P2	P3	P4	P5	SS1	SS2	SS3	SS4	S1	S2	S3	S4	S5	O1	O2	O3	O4	Grand Total	
Secretariat of His Majesty The Fourth Druk Gyalpo							1											1	
The Pema				1													1	2	
Legislative																			
National Assembly Secretariat				1						3	1						2	7	
National Council Secretariat				7						1								8	
Constitutional																			
Anti-Corruption Commission			1	2	3										1			7	
Royal Audit Authority	4			1	4		3		1									13	
Royal Civil Service Commission			1	8	4		1	4	2	4	6	9	2	25	1			67	
Ministry																			
Ministry of Agriculture and Livestock		2	2	5	3	2	4	4	11	7	17		1	3	4		2	5	72
Ministry of Education and Skills Development	53	86	88	508				1	1	3	11		23	102	2	4		5	887
Ministry of Energy and Natural Resources	3	8	3	3	2	3		5	17	14	3	2	3	1				2	69
Ministry of Finance	4	4	12	9	1	6	11	11	9	11	3	3	7	4				1	96
Ministry of Foreign Affairs and External Trade	1															1			2
Ministry of Health	9	25	117	4	7	19	17	31	42	35		1	2	4	2	1	11	327	
Ministry of Home Affairs	3	2	1	22			1	4		3		1	20	24	3	9	17	110	
Ministry of Industry Commerce and Employment	6	6	5	12						4	1		2	3				1	40
Ministry of Infrastructure and Transport	9	11	9	3	2	3	1	9	9	32	3	1	2	9				5	108
Autonomous																			
Cabinet Secretariat			4	4	3										2				13
Centre for Bhutan Studies and GNH Research				1															1
Dratshang Lhentshög															1			1	2
Government Technology (GovTech)	5			2	11		1	2	1		8							1	31
National Center for Hydrology and Meteorology (NCHM)	1	3								2	2			1		1			10
National Land Commission			6	3	2		1	4	3	5	2	1	3	2	4				36
National Statistics Bureau				1	2			1					1						5
Office of the Attorney General	4	8	1						2										15
Royal Institute of Management			1	1			1	1			1							1	6
Thromde																			
Phuentsholing Thromde															2			3	5
Samdrup Jongkhar Thromde																		1	1
Thimphu Thromde				3											1			3	7
Grand Total	104	168	264	605	14	42	48	81	98	150	22	38	168	64	10	12	60	1948	

Table 30***Civil Servants Separated by MOG (January - December 2025)***

MOG	Regular			Contract			Grand Total
	F	M	T	F	M	T	
Education and Training Services Group	124	127	251	278	276	554	805
Medical and Health Services Group	90	74	164	72	42	114	278
Administration and Support Services Group	56	87	143	49	71	120	263
Architectural, Engineering and Land Services Group	37	84	121	7	29	36	157
Finance and Audit Services Group	28	39	67	2		2	69
Laboratory and Technical Services Group	10	14	24	20	17	37	61
Forestry and Environment Protection Services Group	4	50	54		2	2	56
Agriculture and Livestock Services Group	21	32	53		1	1	54
Human Resource Services Group	15	22	37	5	8	13	50
Sports and Youth Services Group	6	2	8	5	20	25	33
Information Communication and Technology Services Grc	11	14	25	2	4	6	31
Planning and Research Services Group	5	7	12	6	6	12	24
Trade, Industry and Tourism Services Group	12	7	19		3	3	22
Legal and Legislative Services Group	6	11	17	1	2	3	20
Library, Archives and Museum Services Group	3	1	4	7	3	10	14
Transportation and Aviation Services Group	1	6	7	1		1	8
Arts, Culture and Literary Services Group		1	1		1	1	2
Foreign Services Group		1	1				1
Grand Total	506	623	1,129	446	438	884	1,948

Table 31

Civil Servants Separated by Category of Separation, Position Levels and Employment Type (January - December 2025)

PositionLevel	Compulsory Retirement		Contract Completion	Contract Termination on Regularization	Death		Superannuation		Termination (Administrative Discipline)		Voluntary Resignation		Withdrawal/Cancellation of Appointment		Wrong EID	Grand Total
	C	R	C	C	C	R	C	R	C	R	C	R	C	R	R	
P2		2	3		1	7		7		2	1	81				104
P3		5	10			3	1				4	145				168
P4		2	11	61						1	33	151	1	4		264
P5	2		282	64	1	1		1	1	3	164	80	2	4		605
SS1						2		10				2				14
SS2			1			5		23				13				42
SS3		1				3		22		1		21				48
SS4		1						13				67				81
S1		3	2	3		5	1	19		3	9	53				98
S2		3	6	9		1	1	8		5	23	91	2	1		150
S3			2	1		1		3			2	13				22
S4			1		1		1	3		1	25	6				38
S5		3	24		1	1	1	3	7	1	103	23	1			168
O1			1			7		25		1	2	16		7	5	64
O2			1			1					2	4		2		10
O3			1		1						10					12
O4			14		2			1	5	1	33	3			1	60
Grand Total	2	20	359	138	7	37	5	138	13	19	411	769	6	18	6	1,948

Note: R: Regular, C: Contract

Table 32
Civil Servants Separated by Position Level and Employment Type

Position Level	2020			2021			2022			2023			2024			2025		
	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T	R	C	T
EX1/ES1	3		3	12		12	13		13	3	1	4	2	2	4			
EX2/ES2	9		9	5	1	6	29	3	32	1	1	2	2		2			
EX3/ES3	10	1	11	5	1	6	32		32	20	2	22	7		7			
NA							3		3						0			
P1	64	2	66	79	3	82	168	7	175	182	3	185	70	3	73			
P2	41	2	43	60	5	65	236	7	243	388	1	389	113	2	115	99	5	104
P3	80	9	89	149	5	154	230	4	234	501	7	508	152	2	154	153	15	168
P4	80	29	109	102	60	162	140	76	216	376	101	477	140	82	222	158	106	264
P5	32	159	191	31	261	292	101	543	644	343	908	1251	105	457	562	90	515	605
SS1	6		6	4		4	8		8	9		9	12		12	14		14
SS2				13	1	14	55		55	41		41	41		41	41	1	42
SS3	29		29	40	1	41	63		63	130		130	53	1	54	48		48
SS4	38		38	54	3	57	118	3	121	349	1	350	137		137	81		81
S1	64	68	132	84	41	125	133	14	147	404	99	503	108	13	121	83	15	98
S2	28	43	71	52	28	80	94	36	130	305	191	496	85	36	121	109	41	150
S3	33	33	66	41	1	42	71	3	74	130	7	137	28	7	35	17	5	22
S4	23	1	24	20	1	21	39	3	42	34	66	100	18	25	43	10	28	38
S5	8	97	105	14	149	163	22	186	208	46	253	299	14	193	207	31	137	168
O1	21	1	22	34		34	53	2	55	95		95	30	1	31	61	3	64
O2	2	12	14	15	14	29	16	23	39	31	17	48	10	17	27	7	3	10
O3	4		4	4	1	5	11	2	13	8	4	12		3	3		12	12
O4	1	51	52	10	100	110	8	91	99	17	127	144	2	40	42	6	54	60
Total	576	508	1,084	828	676	1,504	1,643	1,003	2,646	3,413	1,789	5,202	1,129	884	2,013	1,008	940	1,948

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

NA: Not Applicable Position level (Election Commission)

* 138 Contract Termination On Regularization

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

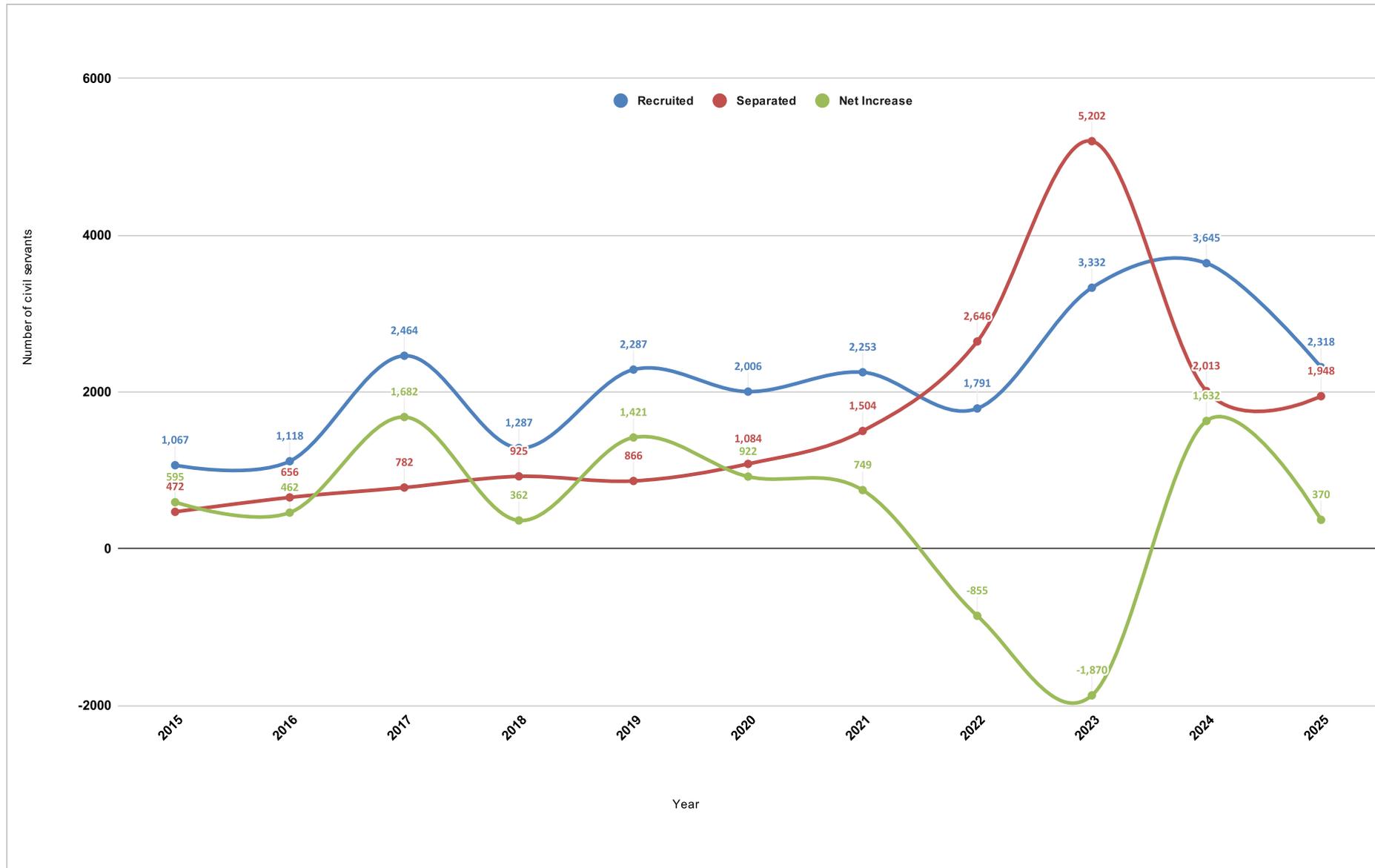


Table 33**Civil Servants Separated by Position Levels and Sex (Jan - Dec 2025)**

Position Level	Regular			Contract			Grand Total
	Female	Male	Total	Female	Male	Total	
P2	43	56	99	2	3	5	104
P3	58	95	153	6	9	15	168
P4	77	81	158	63	43	106	264
P5	54	36	90	248	267	515	605
SS1	2	12	14				14
SS2	11	30	41		1	1	42
SS3	17	31	48				48
SS4	30	51	81				81
S1	36	47	83	8	7	15	98
S2	57	52	109	15	26	41	150
S3	11	6	17	1	4	5	22
S4	5	5	10	15	13	28	38
S5	11	20	31	81	56	137	168
O1	14	47	61	1	2	3	64
O2	3	4	7	3		3	10
O3				1	11	12	12
O4		6	6	11	43	54	60
Grand Total	429	579	1,008	455	485	940	1,948

* 138 Contract Termination On Regularization

Table 34**Projection of Superannuation of Regular Civil Servants**

Position Level	2026	2027	2028
EX1		2	2
EX2			2
EX3		1	
ES1	1	3	1
ES2	1	4	
ES3	2	9	5
P1	67	62	82
P2	15	11	25
P3	1	1	2
P4			
P5			
SS1	11	15	21
SS2	23	30	32
SS3	12	35	26
SS4	31	48	53
S1	24	34	27
S2	15	7	6
S3	4	3	3
S4	3	1	2
S5	2	2	2
O1	28	34	30
O2			1
O3			1
O4			
Grand Total	240	302	323

Table 35
Qualification of Regular Civil Servants as on 31st December 2025 - Summary

Educational Qualificat	Male	Female	Total	% of the Total
Ph.D	19	9	28	0.09%
Masters	2139	775	2,914	9.66%
P.G Diploma	1284	1020	2,304	7.64%
P.G Certificate	51	51	102	0.34%
Bachelors	5501	4551	10,052	33.33%
Diploma	2867	1919	4,786	15.87%
Class XII	1947	2694	4,641	15.39%
Certificate	742	302	1,044	3.46%
Class X and Below	2973	1315	4,288	14.22%
Grand Total	17,523	12,636	30,159	100.00%

Graph 11
Regular Civil Servants by Qualification Levels

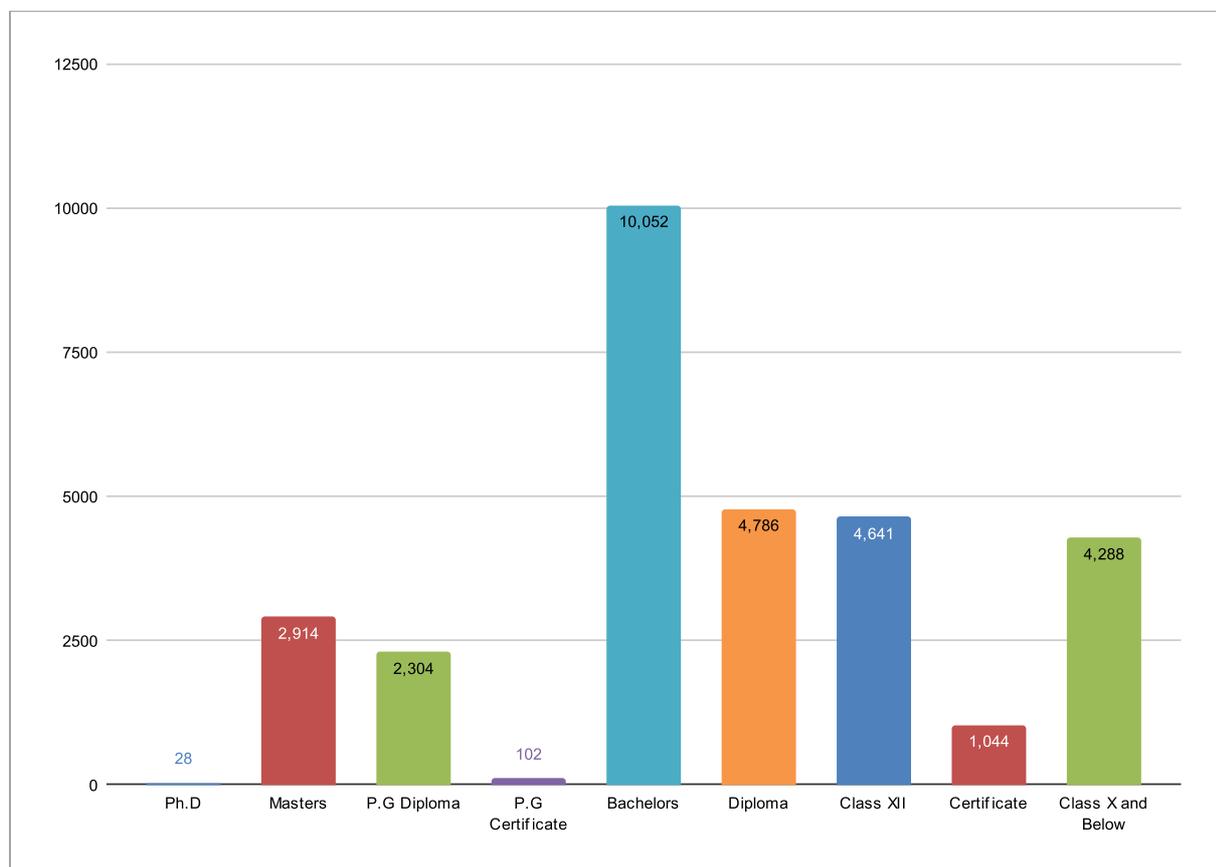


Table 36
Regular Civil Servants by Parent Agency and Qualification Level

Parent Agency	Ph.D	Masters	P.G Diploma	P.G Certificate	Bachelors	Diploma	Certificate	Class XII	Basic Education Class X and Below	Grand Total	
His Majesty's Secretariat											
His Majesty's Secretariat		6			11		1	1		13	32
Secretariat of His Majesty The Fourth Druk Gyalpo		1			2			3		13	19
The Pema				1	8				6	4	19
Legislative											
National Assembly Secretariat		6	2		46		1		2	8	65
National Council Secretariat		2	1		32				2	4	41
Constitutional											
Anti-Corruption Commission		19	22	1	44	23			4	12	125
Royal Audit Authority		17	44	2	43	29	8	7		18	168
Royal Civil Service Commission		29	55		124	43	48	523		335	1,157
Ministry											
Ministry of Agriculture and Livestock	8	84	32		425	511	61	40		201	1,362
Ministry of Education and Skills Development	6	1,723	1,694	84	6,288	341	146	1,826		458	12,566
Ministry of Energy and Natural Resources	3	125	30		298	229	233	238		385	1,541
Ministry of Finance	1	123	149	8	198	507	57	218		261	1,522
Ministry of Foreign Affairs and External Trade		45	26		21	1		5		29	127
Ministry of Health	2	300	13	0	1,229	2,256	263	867		933	5,863
Ministry of Home Affairs	3	116	52	2	330	31	79	381		635	1,629
Ministry of Industry Commerce and Employment	1	61	27	1	94	12	6	28		59	289
Ministry of Infrastructure and Transport	3	97	26		462	541	89	262		591	2,071
Autonomous											
Bhutan Olympic Committee		1					1	5	1	3	11
Cabinet Secretariat		49	36		41		1		8	13	148
Centre for Bhutan Studies and GNH Research		4	3		8				1	3	19
Dratshang Lhentshog					2	4	9	12		54	81
Government Technology (GovTech)		26	4		176	124	3	8		14	355
National Center for Hydrology and Meteorology (NCHM)		10	1		21	9	13	58		60	172
National Land Commission		24	13	1	71	85	14	127		67	402
National Statistics Bureau		13			26	17		11		2	69
Office of the Attorney General		13	67	2	44	13		1		5	145
Royal Institute of Management	1	18	7		3	4	1			9	43
Royal Privy Council					1			1		3	5
Thromde											
Gelephu Thromde					1			1		20	22
Phuentsholing Thromde					1			1		19	21
Samdrup Jongkhar Thromde					1	2	1	2		15	21
Thimphu Thromde		2			1		3	1		42	49
Grand Total	28	2,914	2,304	102	10,052	4,786	1,044	4,641	4,288	30,159	

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

Type of Training	Approved (Jan - Dec 2025)	Undergoing LTT as on 31st Dec, 2025
Ph.D	5	25
Specialization	1	2
Sub Specialisation	6	10
Masters	262	623
PG Diploma		3
Bachelors	35	122
Non-Degree/Visiting Fellowship	10	8
Diploma	8	17
Certificate	11	19
Grand Total	338	829

Table 38***Long-Term Training by Mode of Study (Jan - Dec 2025)***

Level of Study	Full Time	Mixed Mode	Total
Ph.D	5	0	5
Specialization	1	0	1
Sub Specialisation	3	3	6
Masters	262	0	262
Bachelors	35	0	35
Non-Degree/Visiting Fellowship	10	0	10
Diploma	8	0	8
Certificate	11	0	11
Grand Total	335	3	338

Table 39

Long-Term Training Implemented by Country (Jan - Dec 2025)

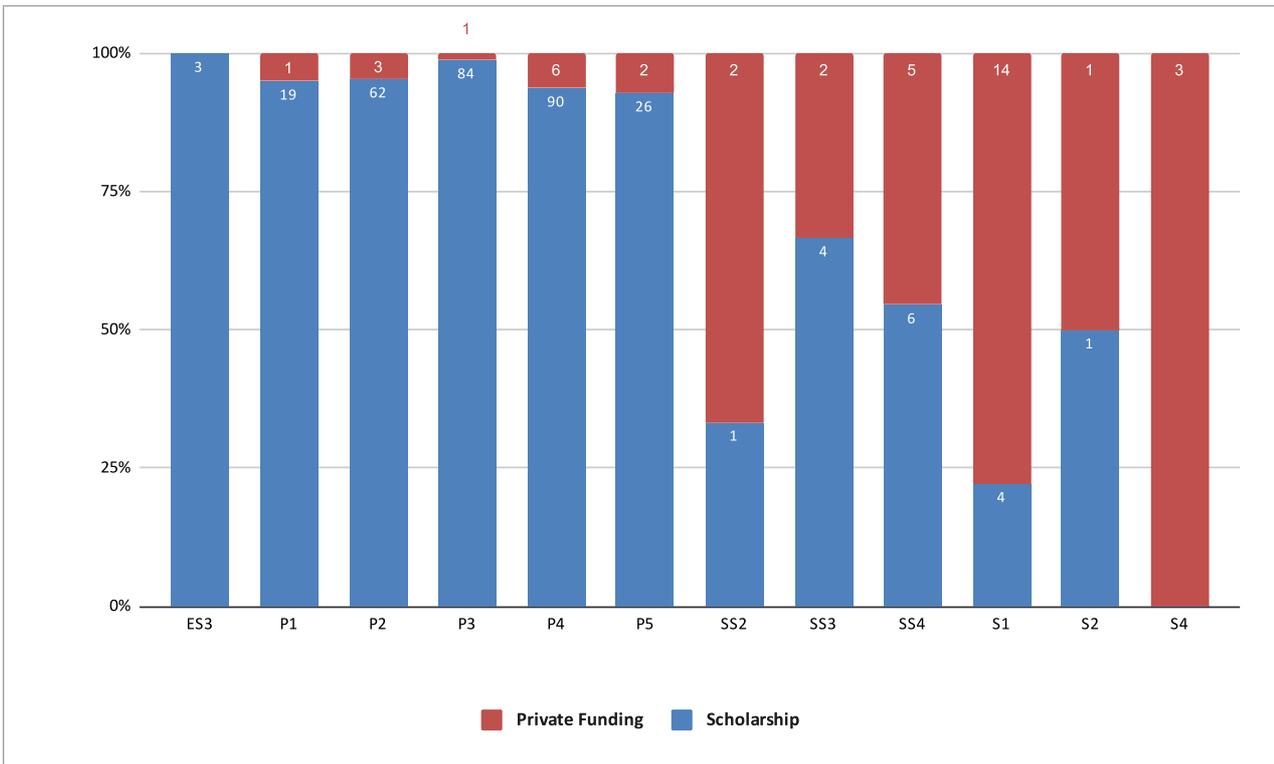
Country	Sub								Total
	Ph.D	Specialization	Specialisation	Masters	Bachelors	Fellowship	Diploma	Certificate	
Australia	2		1	24	7				34
Bangladesh				1					1
Bhutan	1	1	4	141	21	2	3		173
Germany				1					1
India				31	6	1	2	10	50
Japan	1			20				1	22
Malaysia						1			1
Nepal						1			1
Singapore				1					1
South Korea				1					1
Switzerland	1								1
Thailand			1	32	1	4	3		41
United Kingdom				6					6
United States of America				4		1			5
Grand Total	5	1	6	262	35	10	8	11	338

Table 40

Civil Servants Undergoing Long-Term Training as of December 2025

Country	Sub								Total	
	Ph.D	Specialization	Specialisation	Masters	P.G Diploma	Bachelors	Diploma	Visiting Fellowship		Certificate
Australia	19	1	2	118		10	3		153	
Bangladesh				3					3	
Bhutan			1	335	3	93	2		434	
Canada	1		1	1					3	
China				3					3	
Germany				2					2	
India			3	48		18	2		18	
Japan	2			33					1	
Malaysia			2	3				2	7	
Nepal								1	1	
Netherlands				2					2	
Philippines				1					1	
Singapore		1		5				1	7	
Slovenia				1					1	
Spain				1					1	
Switzerland	1								1	
Thailand			1	49		1	10	3	64	
United Arab Emirates				1					1	
United Kingdom	2			7					9	
United States of America				10				1	11	
Grand Total	25		10	623	3	122	17	8	19	829

Graph 12
Long - Term Training by Type of Funding



Graph 13
Undergoing Long-Term Training by Parent Agency through Private Funding (Jan - Dec 2025)

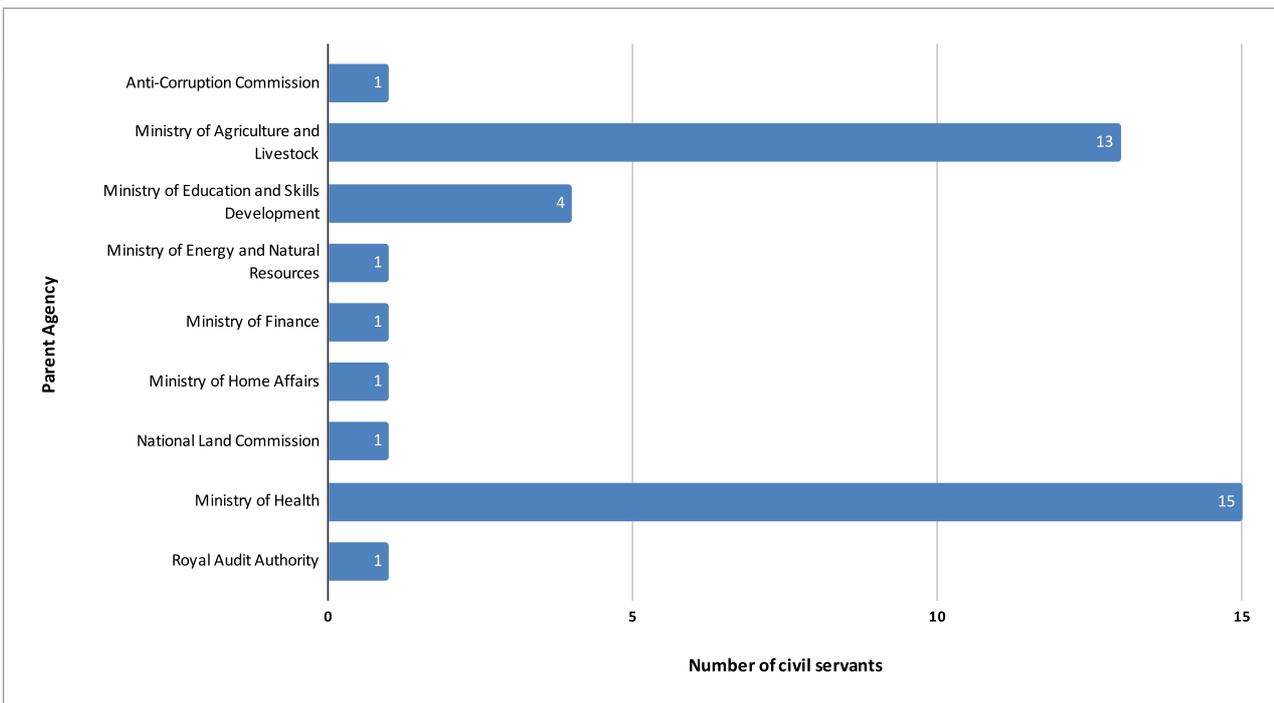


Table 41**Long-Term Training Implemented by Parent Agency (Jan - Dec 2025)**

Parent Agency	Ph.D	Specialization	Sub	Masters	Bachelors	Diploma	Fellowship	Certificate	Total
National Council Secretariat				1					1
Constitutional		1		13				2	16
Anti-Corruption Commission				2					2
Royal Audit Authority				7				2	9
Royal Civil Service Commission		1		4					5
Ministry	5		6	232	35	8	10	8	304
Ministry of Agriculture and Livestock	2			15	18		1		34
Ministry of Education and Skills Development				124	2				126
Ministry of Energy and Natural Resources	1			13	1		1		15
Ministry of Finance				12	1			7	20
Ministry of Foreign Affairs and External Trade						2		1	3
Ministry of Health	2		6	52	13	5	8		84
Ministry of Home Affairs				5					5
Ministry of Industry Commerce and Employment				3					3
Ministry of Infrastructure and Transport				8		1			9
Autonomous				16				1	17
Cabinet Secretariat				4				1	5
Centre for Bhutan Studies and GNH Research				3					3
Government Technology (GovTech)				3					3
National Center for Hydrology and Meteorology (NCHM)				1					1
National Land Commission				3					3
National Statistics Bureau				2					2
Grand Total	5	1	6	262	35	8	10	11	338

Table 42
Long-Term Training by Source of Funding (Jan - Dec 2025)

Source of Funding	Ph.D	Specialization	Sub Specialisation	Masters	Bachelors	Certificate	Diploma	Visiting Fellowship	Grand Total
ADB-JSP					2				2
AFoCO								1	1
Anne-marie Schindler+Foundation	1								1
Australia Awards Scholarship				10					10
BIMSTEC Scholarship				2					2
Bruce Bunting-Bhutan Foundation				1					1
Burdett Fellowship Scholarship, 2025				1					1
Chevening Scholarship Program				2					2
Chiba Institute of Technology				2					2
CureBlindness Project								1	1
DAAD Scholarship				1					1
Gol				13		9	2		24
JICA				6					6
TICA				4					4
Gulbali International PhD Scholarship	1								1
Himalayan Cataract Project								1	1
India Bhutan Friendship Scholarship				1					1
IUHW Program				1					1
JDS Scholarship	1			7			1		9
JISPA				1					1
Joint Japan and World Bank Graduate Scholarship Program (JJ/WBGSP)				5					5
KDI School of Public Policy and Management				1					1
Madanjeet Singh Scholarship				1					1
Maejo University Scholarship				9					9
MEXT Scholarship				1					1
MFA Singapore				1					1
Moderna Project, KGUMSB	1			1					2
Nalanda University University				3					3
Naresuan University Scholarship				4					4
Nehru-Wangchuck Scholarship				6					6
Pandemic Fund Project				10					10
Private Funding				2	13	34		2	51
RGoB		1		2	133	1	1	4	148
Gol: TCS Colombo Plan					3				3
The HRH Prince Maha Chakri Siridhorn Schorlarship				1					1
Trongsa Penlop Scholarship				5					5
University Funding	1			2	5				8
US- Fulbright Scholarship				1					1
USA: Humphry Scholarship				1				1	2
World Bank				1					1
World Bank and Brandeis Unoversity				2					2
World Meteorological Organization (WMO)				1					1
Grand Total	5	1		6	262	35	11	8	338

Table 43
Long-Term Training Availed by Civil Servants (2019 - 2025)

Qualification	2019	2020	2021	2022	2023	2024	2025
Ph.D	5	4	1	1	4	4	5
Masters	285	311	255	286	171	117	262
Sub Specialization/Non-Degree/Fellowship/Internship/ Attachment	5	2	2	6	13	7	17
P.G Dip. /P.G Cert.	2		1			0	0
Bachelors	91	52	81	41	2	42	35
Diploma	2		3	1	10	1	8
Certificate	23	39	8	31	21	10	11
Grand Total	413	408	351	366	221	181	338

Table 44
Civil Servants on Secondment

Agency	No. of civil servants as on 31 Dec, 2025
Army Welfare Project	1
Bay of Bengal Initiatives for Multi-Sectoral Technical and Economic Cooperations	1
Bhutan Agro Industries Limited	1
Bhutan Olympic Committee	1
Druk Green Power Corporation	1
Punatshangchu Hydroelectric Project Authority - I	2
Punatshangchu Hydroelectric Project Authority - II	1
SAARC	1
South Asian Regional Standards Organization	1
World Bank	1
Grand Total	11

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

Position Level	Female	Male	Grand Total	
Executive & Specialists		2	0	2
ES3		2	0	2
Professional & Management	113	123	236	
P1	22	29	51	
P2	34	30	64	
P3	31	34	65	
P4	22	27	49	
P5	4	3	7	
Supervisory & Support	64	65	129	
SS1	1	4	5	
SS2	2	4	6	
SS3	7	10	17	
SS4	26	26	52	
S1	11	11	22	
S2	12	5	17	
S3	3	4	7	
S4	2	1	3	
Operational Staff	2	8	10	
O1	2	6	8	
O2		2	2	
Grand Total	181	196	377	

Graph 14
Civil Servants on Extraordinary Leave by MOGs and Gender (as on 31st December 2025)

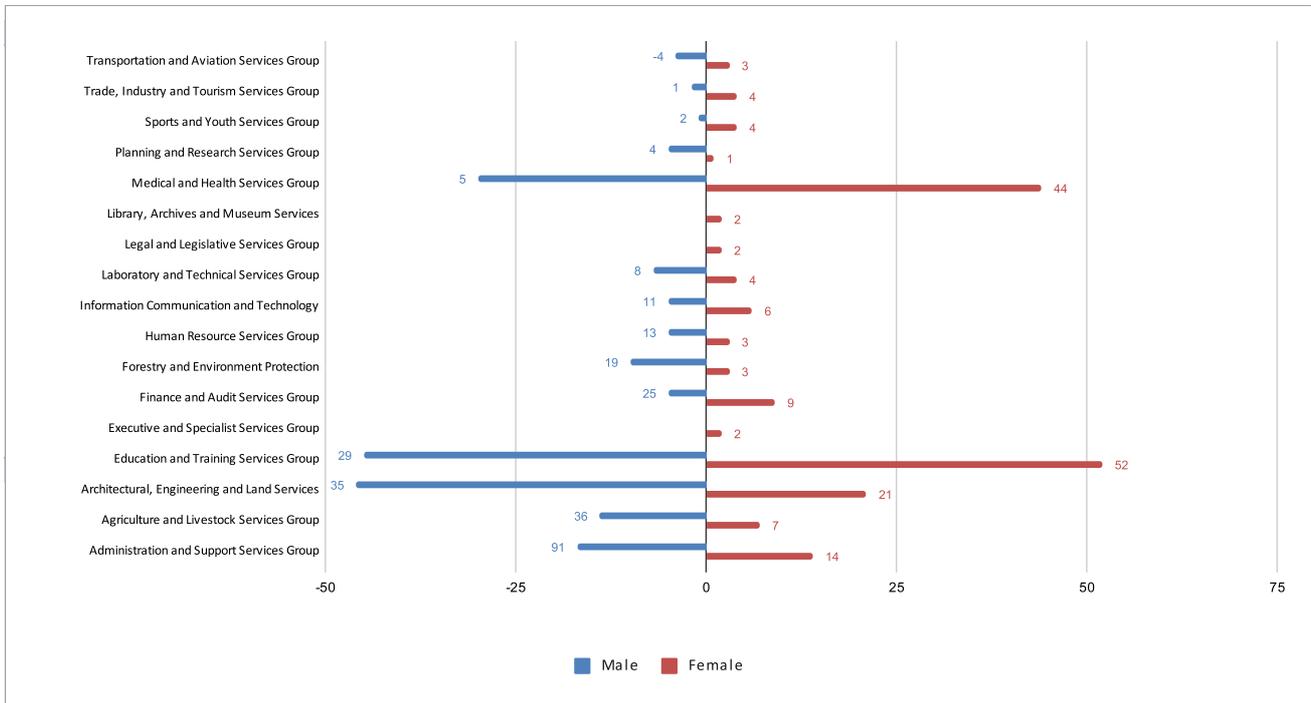


Table 46
Civil Servants on Extraordinary Leave by Working Agency and Sex

Working Agency	Male	Female	Grand Total
Constitutional	5	2	7
Anti-Corruption Commission	1	1	2
Royal Audit Authority	2		2
Royal Civil Service Commission	2	1	3
Executive-Ministries	76	98	174
Ministry of Agriculture and Livestock	8	12	20
Ministry of Education and Skills Development	4	5	9
Ministry of Energy and Natural Resources	4	12	16
Ministry of Finance	4	1	5
Ministry of Health	38	35	73
Ministry of Home Affairs	1	3	4
Ministry of Industry Commerce and Employment	7	5	12
Ministry of Infrastructure and Transport	10	25	35
Dzongkhag	47	57	104
Bumthang Dzongkhag	1	4	5
Chukha Dzongkhag	5	2	7
Dagana Dzongkhag	2	2	4
Gasa Dzongkhag		1	1
Haa Dzongkhag	2	4	6
Lhuntse Dzongkhag		2	2
Mongar Dzongkhag	1		1
Paro Dzongkhag	8	4	12
Punakha Dzongkhag	7	6	13
Samdrup Jongkhar Dzongkhag	2	3	5
Samtse Dzongkhag		4	4
Sarpang Dzongkhag	1	4	5
Thimphu Dzongkhag	8	3	11
Trashi Yangtse Dzongkhag	1	1	2
Trashigang Dzongkhag		3	3
Trongsa Dzongkhag	3		3
Tsirang Dzongkhag	3	4	7
Wangdue Phodrang Dzongkhag	2	9	11
Zhemgang Dzongkhag	1	1	2
Thromde	42	22	64
Gelephu Thromde	5	1	6
Phuentsholing Thromde	3	3	6
Samdrup Jongkhar Thromde	2	3	5
Thimphu Thromde	32	15	47
Autonomous & Other Agencies	11	17	28
Bhutan Olympic Committee		1	1
Cabinet Secretariat		2	2
Centre for Bhutan Studies and GNH Research	1	5	6
Government Technology (GovTech)	5	4	9
National Center for Hydrology and Meteorology (NCHM)	1	1	2
National Land Commission	3	3	6
National Statistics Bureau		1	1
Royal Institute of Management	1		1
Grand Total	181	196	377

Table 47
Civil Servants by Age Group and Super Structure

Age Group	Administration	Education Service	EX & ES Service	Finance Service	Technical Service	Grand Total
< 20	1				2	3
20 - 24	339	502		112	1,111	2,064
25 - 29	697	2,379		196	2,116	5,388
30 - 34	782	2,588		201	2,056	5,627
35 - 39	1,024	1,971		283	2,149	5,427
40 - 44	920	1,693	16	282	1,671	4,582
45 - 49	694	1,437	74	206	1,263	3,674
50 - 54	378	615	109	169	768	2,039
55 - 60	186	396	102	96	487	1,267
> 60	29	3	37	1	18	88
Grand Total	5,050	11,584	338	1,546	11,641	30,159

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

Graph 15
Percentage of Civil Servants within Super Structure by Sex

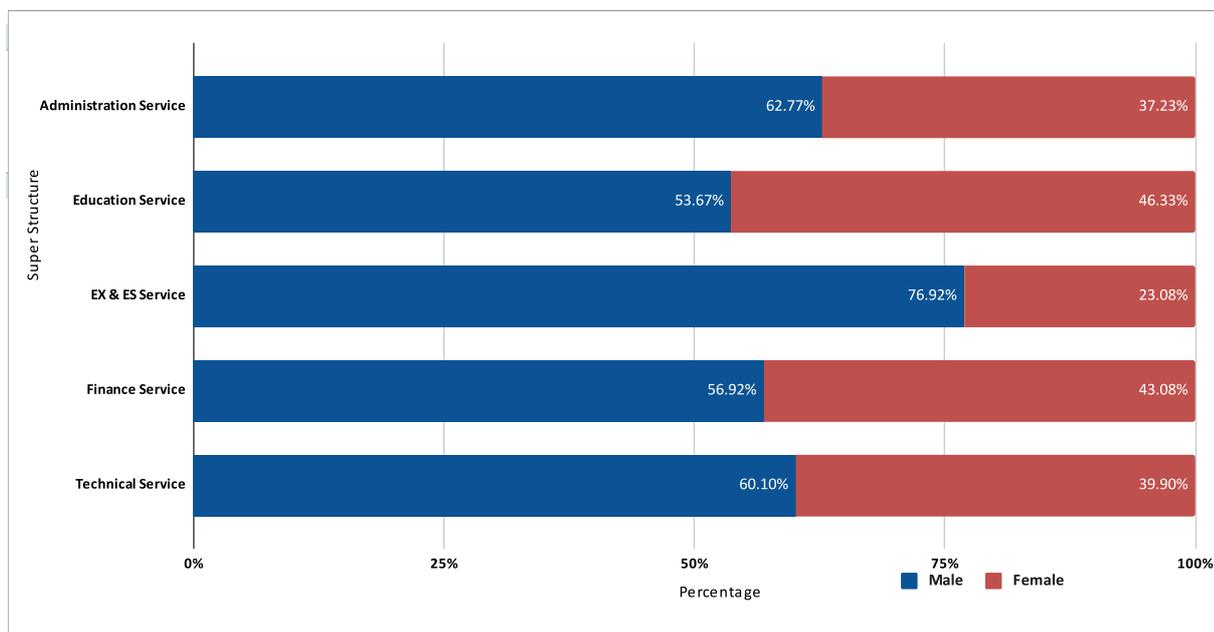


Table 48
Civil Servants by Super Structure and Major Occupational Group

Super Structure/MOG	Executive & Specialists	Professional & Management	Supervisory & Support	Operational Staff	Grand Total
EX & ES Service	338				338
Executive and Specialist Services Group	338				338
Administration Service		1,129	1,766	2,155	5,050
Administration and Support Services Group		481	885	2155	3,521
Architectural, Engineering and Land Services Group		44	127		171
Foreign Services Group		74			74
Human Resource Services Group		207	520		727
Information Communication and Technology Services Group		22			22
Planning and Research Services Group		149	55		204
Trade, Industry and Tourism Services Group		118	18		136
Transportation and Aviation Services Group		34	161		195
Education Service		9,951	1,453	180	11,584
Administration and Support Services Group		26		17	43
Education and Training Services Group		9719	1081	163	10,963
Sports and Youth Services Group		206	372		578
Finance Service		465	1,081		1,546
Administration and Support Services Group		80	311		391
Finance and Audit Services Group		385	770		1,155
Technical Service		2,969	8,605	67	11,641
Administration and Support Services Group		112	2		114
Agriculture and Livestock Services Group		295	821		1,116
Architectural, Engineering and Land Services Group		625	1,734	67	2,426
Arts, Culture and Literary Services Group		46	26		72
Forestry and Environment Protection Services Group		253	989		1,242
Information Communication and Technology Services Group		188	158		346
Laboratory and Technical Services Group		82	1,029		1,111
Legal and Legislative Services Group		201	41		242
Library, Archives and Museum Services Group		18	324		342
Medical and Health Services Group		1,100	3,278		4,378
Planning and Research Services Group		28	33		61
Transportation and Aviation Services Group		21	170		191
Grand Total	338	14,514	12,905	2,402	30,159

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
Executive & Specialists						
EX1	25					25
EX2	42					42
EX3	60					60
ES1	22					22
ES2	27					27
ES3	161					161
NA	1					1
Professional & Management						
P1		150	1,940	75	425	2,590
P2		191	2,064	77	535	2,867
P3		152	1,237	81	570	2,040
P4		132	1,318	65	1,169	2,684
P5		504	3,392	167	270	4,333
Supervisory & Support						
SSS					7	7
SS1		1	2	18	385	406
SS2		3	19	91	659	772
SS3		35	37	248	754	1,074
SS4		164	26	233	1,404	1,827
S1		260	37	150	2,235	2,682
S2		388	732	315	2,082	3,517
S3		245	17	25	315	602
S4		313	192	1	164	670
S5		357	391		600	1,348
Operational Staff						
O1		1,012	90		66	1,168
O2		184	42			226
O3		358	13			371
O4		601	35		1	637
Grand Total	338	5,050	11,584	1,546	11,641	30,159

Table 50
Civil Servants by Working Agency and Super Structure

Working Agency	EX & ES Service	Administration Service	Education Service	Finance Service	Technical Service	Grand Total
Majesty Secretariat	11	77	10	8	14	120
His Majesty's Secretariat	10	38		5	8	61
Secretariat of His Majesty The Fourth Druk Gyalpo	1	19		1	1	22
The Pema		20	10	2	5	37
Legislative	5	100		3	21	129
National Assembly Secretariat	3	59		2	13	77
National Council Secretariat	2	41		1	8	52
Constitutional	13	144	3	148	125	433
Anti-Corruption Commission	6	30	1	3	117	157
Royal Audit Authority	2	42		145	6	195
Royal Civil Service Commission	5	72	2		2	81
Executive-Ministries	212	2,534	280	927	8,342	12,295
Ministry of Agriculture and Livestock	33	254		32	595	914
Ministry of Education and Skills Development	18	141	250	26	37	472
Ministry of Energy and Natural Resources	12	147		19	1416	1594
Ministry of Finance	9	124	1	648	81	863
Ministry of Foreign Affairs and External Trade	13	144	2	19	7	185
Ministry of Health	91	611	15	111	5241	6069
Ministry of Home Affairs	13	415	10	22	88	548
Ministry of Industry Commerce and Employment	12	295	2	13	77	399
Ministry of Infrastructure and Transport	11	403		37	800	1251
Dzongkhag	45	1,653	9,479	397	2,113	13,687
Bumthang Dzongkhag	4	53	325	12	68	462
Chukha Dzongkhag	1	102	731	23	123	980
Dagana Dzongkhag	1	93	435	20	115	664
Gasa Dzongkhag	1	35	98	9	42	185
Haa Dzongkhag	3	51	235	11	66	366
Lhuntse Dzongkhag	3	59	272	14	74	422
Mongar Dzongkhag	1	107	643	23	134	908
Paro Dzongkhag	6	100	716	23	131	976

Pema Gatshel Dzongkhag	3	88	449	22	116	678
Punakha Dzongkhag	3	83	495	27	117	725
Samdrup Jongkhar Dzongkhag	2	91	438	25	120	676
Samtse Dzongkhag	4	128	955	28	150	1265
Sarpang Dzongkhag	1	85	536	22	124	768
Thimphu Dzongkhag	2	71	304	15	93	485
Trashigang Dzongkhag	2	67	374	19	91	553
Trashigang Dzongkhag	2	131	901	31	174	1239
Trongsa Dzongkhag	1	51	263	19	67	401
Tsirang Dzongkhag	1	82	367	18	103	571
Wangdue Phodrang Dzongkhag	3	107	575	20	118	823
Zhemgang Dzongkhag	1	69	367	16	87	540
Thromde	21	196	1,772	50	330	2,369
Gelephu Thromde	1	36	183	9	64	293
Phuentsholing Thromde	4	37	221	10	56	328
Samdrup Jongkhar Thromde	1	31	119	6	42	199
Thimphu Thromde	15	92	1249	25	168	1549
Autonomous & Other Agencies	31	346	40	13	696	1,126
Bhutan Olympic Committee	2	4	9	2		17
Cabinet Secretariat	2	62		2	4	70
Centre for Bhutan Studies and GNH Research	1	27	1	1	7	37
Dratshang Lhentshog	1	73	8		9	91
Government Technology (GovTech)	3	20		3	333	359
National Center for Hydrology and Meteorology (NCHM)	2	14		2	163	181
National Land Commission	7	104			78	189
National Statistics Bureau	2	9		1	33	45
Non Governmental Organizations	2					2
Office of the Attorney General		8		1	64	73
Royal Institute of Management	8	20	22	1	4	55
Royal Privy Council	1	5			1	7
Grand Total	338	5,050	11,584	1,546	11,641	30,159

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	Grand Total
Majesty's Secretariat	5	58	2	-	5	70
His Majesty's Secretariat	4	28				32
Secretariat of His Majesty The Fourth Druk Gyalpo	1	18				19
The Pema		12	2		5	19
Legislative	5	86	-	-	15	106
National Assembly Secretariat	3	52			10	65
National Council Secretariat	2	34			5	41
Constitutional	11	1,192	3	142	102	1,450
Anti-Corruption Commission	6	18	1		100	125
Royal Audit Authority	3	22		142	1	168
Royal Civil Service Commission	2	1,152	2		1	1,157
Ministry	287	3,131	11,544	1,403	10,605	26,970
Ministry of Agriculture and Livestock	34	223	1		1,104	1,362
Ministry of Education and Skills Development	62	94	11,516		894	12,566
Ministry of Energy and Natural Resources	13	93			1,435	1,541
Ministry of Finance	9	83	1	1,403	26	1,522
Ministry of Foreign Affairs and External Trade	13	112			2	127
Ministry of Health	92	494	16		5,261	5,863
Ministry of Home Affairs	35	1,449	9		136	1,629
Ministry of Industry Commerce and Employment	12	231	1		45	289
Ministry of Infrastructure and Transport	17	352			1,702	2,071
Autonomous	29	474	35	1	911	1,450
Bhutan Olympic Committee	1	3	7			11
Cabinet Secretariat	3	143		1	1	148
Centre for Bhutan Studies and GNH Research	1	16			2	19
Dratshang Lhentshog	1	68	6		6	81
Government Technology (GovTech)	3	12			340	355
National Center for Hydrology and Meteorology (NCHM)	2	10			160	172
National Land Commission	7	199			196	402
National Statistics Bureau	2	5			62	69
Office of the Attorney General		5			140	145
Royal Institute of Management	8	9	22		4	43
Royal Privy Council	1	4				5
Thromde	1	109	-	-	3	113
Gelephu Thromde		22				22
Phuentsholing Thromde		21				21
Samdrup Jongkhar Thromde		18			3	21
Thimphu Thromde	1	48				49
Total	338	5,050	11,584	1,546	11,641	30,159

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

Table 52***International Volunteers by Parent Agency (31st December 2025)***

Total number of volunteers working for Bhutan as of December 31, 2025					
SN	Parent Agency	JICA	FFT	AVP	Total
1	Ministry of Industry, Commerce and Employment	2	1	0	3
2	Ministry of Agriculture and Livestock	4	0	0	4
3	Ministry of Education and Skills Development	16	0	0	16
4	Ministry of Infrastructure and Transport	2	0	0	2
5	Ministry of Energy and Natural Resources	1	0	0	1
6	Ministry of Health	2	0	0	2
7	GovTech Agency	1	0	0	1
8	National Medical Services	3	0	2	5
9	Green Bhutan Corporation Limited	0	0	1	1
10	Bhutan Olympic Committee	4	0	0	4
11	Thimphu Thromde	1	0	0	1
12	Food Corporation of Bhutan Limited	1	0	0	1
13	RENEW	1	0	1	2
Grand Total		38	1	4	43

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

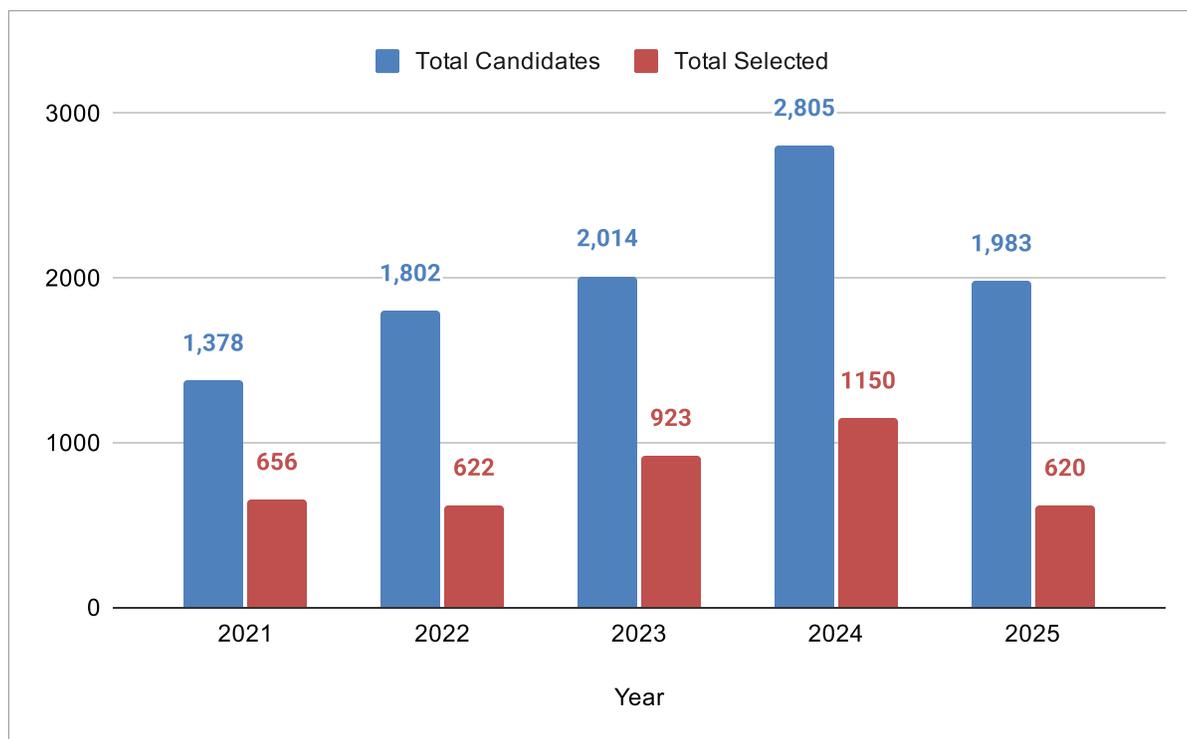
Table 53

BCSE PE Trend over the Past Five Years

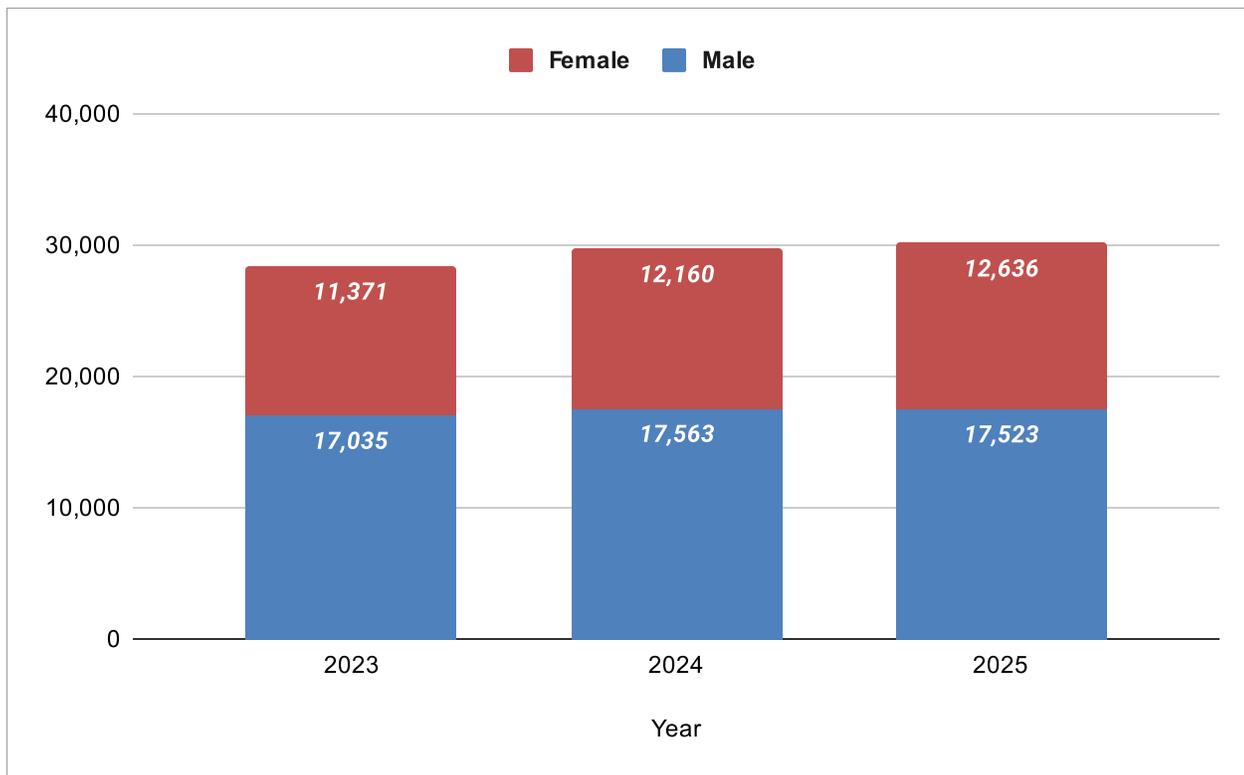
Year	Cut off %	Candidates Appeared	Candidates Qualified	Vacancy
2021	50	3,912	1028 (26%)	512
2022	50	2,543	1650 (64%)	406
2023	50	3,770	2048 (60.77%)	1,125
2024	50	4,102	2686 (65.43%)	642
2025	55	3,520	1726 (49.03%)	620

Graph 16

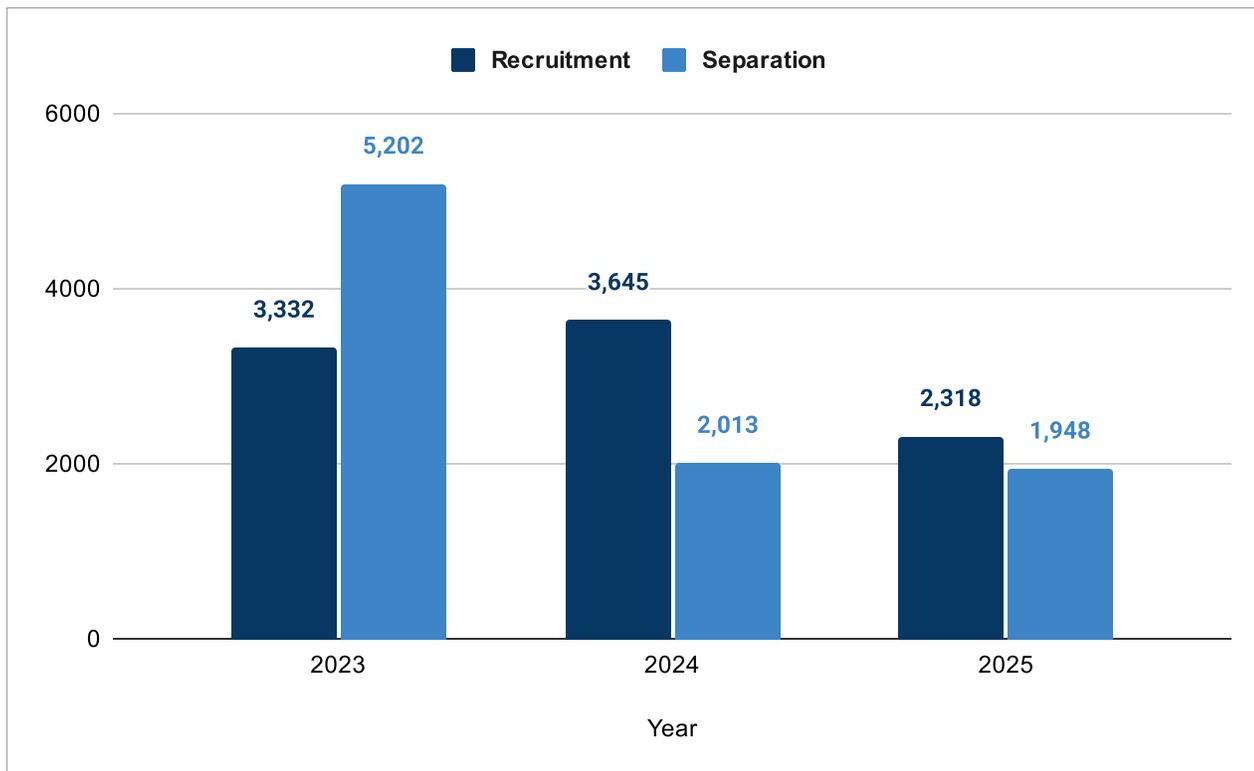
BCSE ME Trend over the Past Five Years



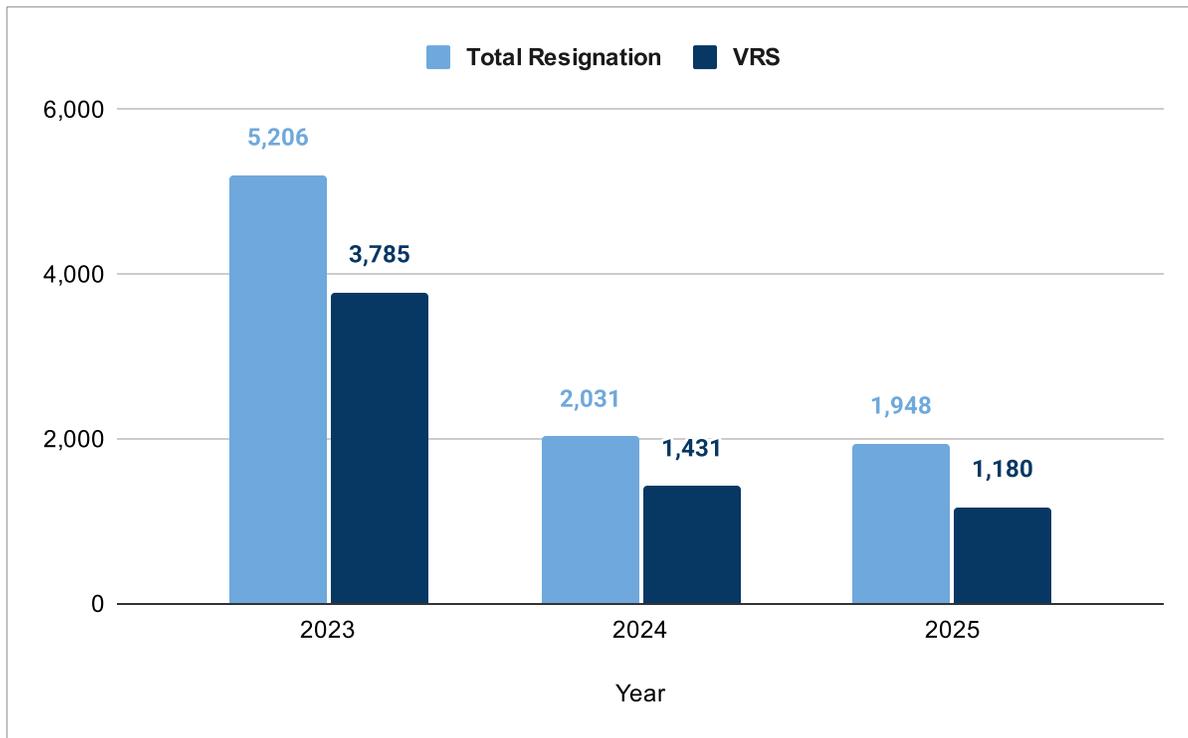
Graph 17
Trends in Civil Service by Sex



Graph 18
Trends in Civil Service workforce movement



Graph 19
Trends in Civil Service Separation



Graph 20
2025 Separation Trends by Age Group and Position Category

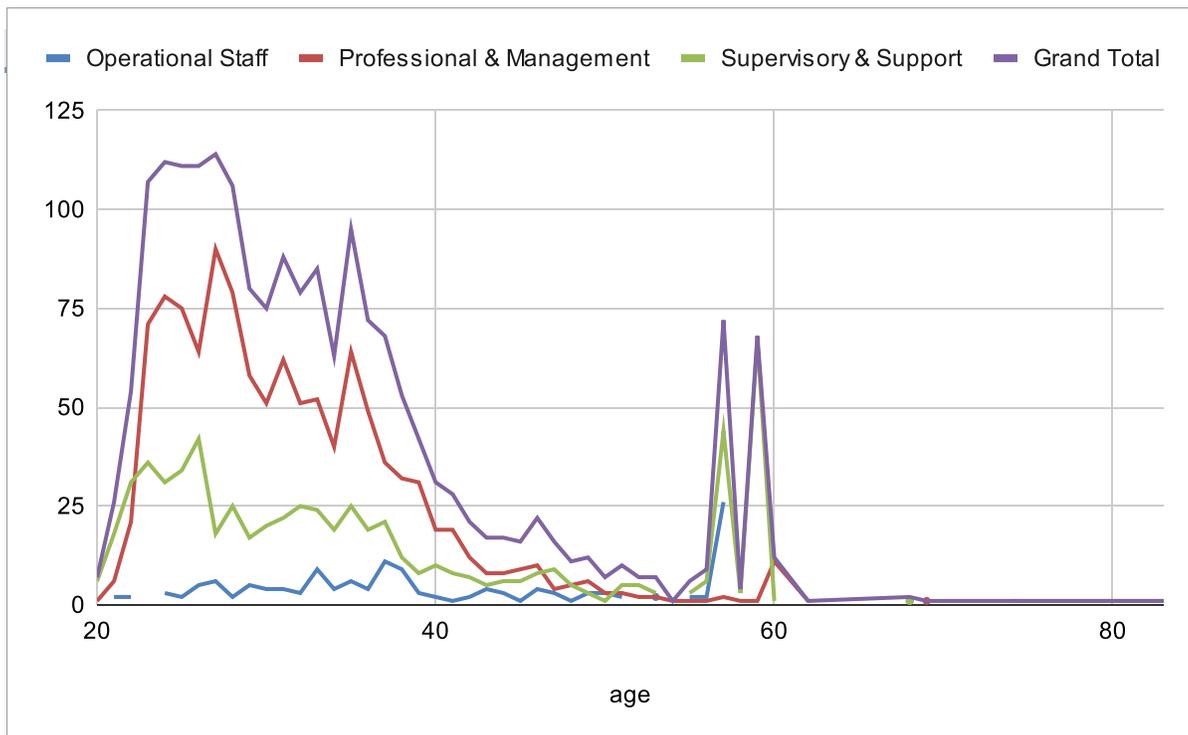
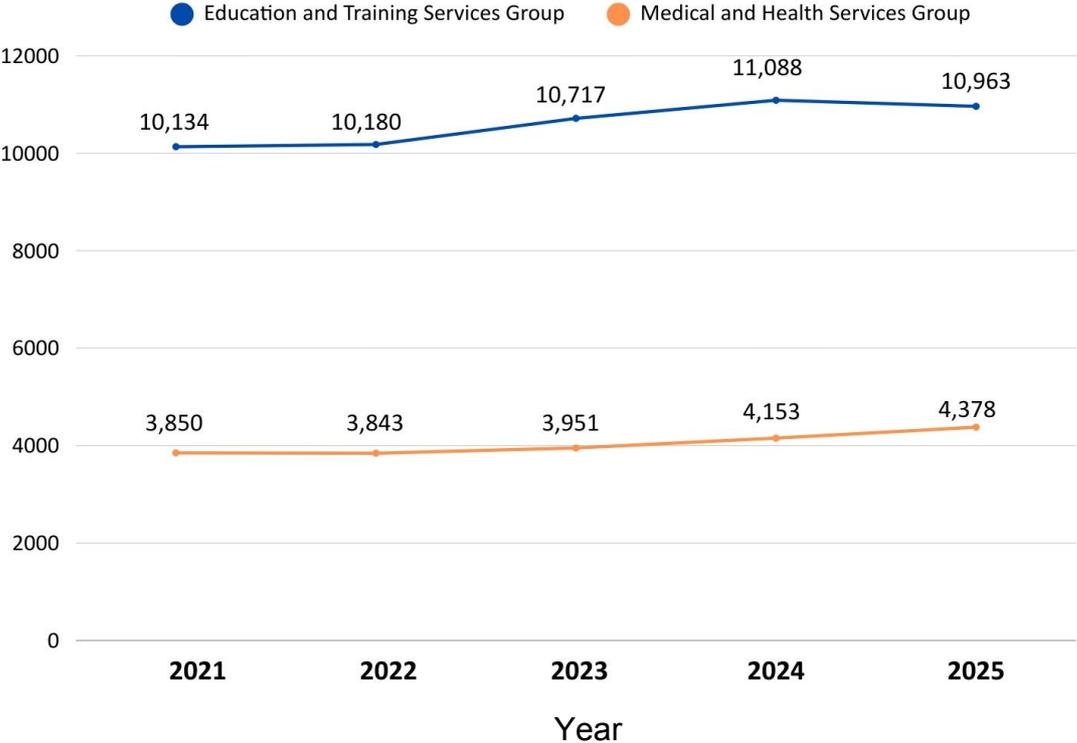


Table 54
Staffing Trends by Parent Agency over the Past Three Years

Parent Agency	2023	2024	2025
His Majesty's Secretariat	40	38	32
Secretariat of His Majesty The Fourth Druk Gyalpo	20	21	19
The Pema	12	15	19
Legislative			
National Assembly Secretariat	21	61	65
National Council Secretariat	12	44	41
Constitutional			
Anti-Corruption Commission	119	122	125
Royal Audit Authority	172	173	168
Royal Civil Service Commission	1187	1170	1157
Ministry			
Ministry of Agriculture and Livestock	1298	1320	1362
Ministry of Education and Skills Development	12190	12645	12566
Ministry of Energy and Natural Resources	1511	1566	1541
Ministry of Finance	1613	1555	1522
Ministry of Foreign Affairs and External Trade	115	121	127
Ministry of Health	356	366	5863
Ministry of Home Affairs	1226	1466	1629
Ministry of Industry Commerce and Employment	248	306	289
Ministry of Infrastructure and Transport	1806	1957	2071
Autonomous Agency			
Bhutan Olympic Committee	12	13	11
Cabinet Secretariat	135	144	148
Centre for Bhutan Studies and GNH Research	16	17	19
Dratshang Lhentshog	84	79	81
Government Technology (GovTech)	278	298	355
National Center for Hydrology and Meteorology (NCHM)	156	166	172
National Land Commission	419	407	402
National Medical Services	4933	5262	-
National Statistics Bureau	68	72	69
Office of the Attorney General	138	141	145
Royal Institute of Management	46	46	43
Royal Privy Council	6	5	5
Thromde			
Gelephu Thromde	24	22	22
Phuentsholing Thromde	36	23	21
Samdrup Jongkhar Thromde	25	25	21
Thimphu Thromde	82	56	49

Graph 21
Staffing Trends In Education and Medical Services





ROYAL CIVIL SERVICE COMMISSION

Post Box#163
Thimphu, Bhutan
Phone#+975-2-322491, 322356, 322954
www.rcsc.gov.bt

Excellence in Service