

The Commission shall recruit university graduates through competitive examinations conducted in accordance with the procedures laid down in the BCSR for initial appointments to Professional and Management positions in Civil Service.

Civil Service Act 2010, Clause 47



In accordance with the provisions of The Constitution of The Kingdom of Bhutan, the Civil Service Act of Bhutan 2010, and the procedures laid down in the Bhutan Civil Service Rules and Regulations 2018, the Royal Civil Service Commission administered the recruitment and selection of university graduates into the Civil Service for January 2024 through Bhutan Civil Service Examination (BCSE) 2023.

The Royal Civil Service Commission is pleased to publish its 12th Graduate Performance Report for the BCSE.

This graduate performance report is published every year to serve as an advisory reference for parents and prospective candidates to choose their educational pathway for a career in the Civil Service.

1. Preliminary Examination (PE)



The Preliminary Examination (PE) is the first phase of the selection process, which is conducted to shortlist candidates for the Main Examination (ME) to ensure the minimum standard required of a candidate is maintained for standardizing the entry of graduates into the civil service.

The PE paper is common to all the categories of examination. It consists of 100 objective-type questions for 100 marks which are designed to test Dzongkha and English communication skills, logic and analytical skills, problem-solving, and data interpretation abilities of the candidates. The duration of the examination is 150 minutes.

The PE levels out the differences and variations in subject difficulty levels, assessment schemes, and educational standards and quality, and provides a equal level playing field for all the graduates to compete for the ME. It ensures that graduates meet the minimum core competency standards required of them for recruitment into the Civil Service.

The Preliminary Examination for the BCSE 2023 was conducted on August 5, 2023. It was hosted in Thimphu and Mongar. A total of eight schools under the Thimphu Thromde and one school in Mongar were used as the examination center to accommodate 3370 graduates.

Of the 4534 graduates registered for the Preliminary Examination of BCSE 2023, 770 were absent during the conduct of the PE. A total of 394 graduates (366 BEd and 28 MBBS) were exempted from the Preliminary Examination, who would just appear in the Main Examinations only.

The cut-off percentage for the BCSE 2023 Preliminary Examination was set at 50% and 2048 graduates qualified for the Main Examination.

1.1 Performance of Graduates in Preliminary Examination 2023



Table 1. Number of graduates from different countries

Country	Number of Graduates
Australia	1
Bangladesh	5
Bhutan	2867
Canada	3
India	469
Thailand	19
United States	6
(blank)	
Grand Total	3370

Table 2. Performance of graduates of different countries

Country	Above 50%	Below 50%
Australia	1	0
Bangladesh	5	0
Bhutan	1782	1085
Canada	3	0
India	237	232
Thailand	14	5
United States	6	0
Grand Total	2048	1322

Table 3: Performance of Graduates (RGoB Scholarship recipients)

Country	Scholarship by RGoB (Ex-country/In-country)
Australia	1
Bangladesh	1
Bhutan	667
Canada	2
India	119
Thailand	10
United States	6
Grand Total	806

Table 4: Graduates' Performance in PE (Institute wise)

Institutes	Above 50%	Below 50%
Shri Ramasamy Memorial (SRM) University, Sikkim	2	9
Acharya & BM Reddy College of Pharmacy, Bangalore	1	1
Acharya Bangalore Business School, Bangalore	0	1
Acharya Institute of Graduate Studies, Bangalore	1	2
Acharya Institute of Technology, Bangalore	2	0
Acharya N.G. Ranga Agricultural University, Hyderabad	1	0
Alpine Institute of Management & Technology, Dehradun	0	1
Amity Institute of Applied Sciences, Uttar Pradesh	3	0
Amity University, Haryana	1	0
Amritsar College of Engineering & Technology, Punjab	1	0
Anna University, Chennai	1	0
AP Goyal Shimla University, Himachal Pradesh	4	1
Asian University for Women	3	0
Assam Down Town University, Guwahati	1	6
Assumption University	0	1
Baba Farid Institute of Technology, Dehradun	1	2
Banaras Hindu University, Varanasi	0	1
Bangalore City College, Karnataka	1	0
Beehive College of Engg. & Technology, Dehradun	1	0
Bhagwant University, Rajasthan	1	2
Bidhan Chandra Krishi Viswa Vidyalaya, Nadia	1	0
Bundelkhand University, Uttar Pradesh	1	0
Centurion University of Technology and Management, Odisha	0	1
Chandigarh University, Punjab	10	13
Chitkara University, Punjab	2	2
Christian University of Thailand	1	0
Civil Aviation Training Center, Thailand	0	1
Cluny Women's College, Kalimpong	0	1
CMJ University, Shillong	0	1
CMR Institute of Technology, Bangalore	1	0
CMS College of Science & Commerce, Coimbatore	0	1
College of Language & Cultural Studies, Royal University of Bhutan	309	259
College of Natural Resources, Royal University of Bhutan	249	66
College of Science & Technology, Royal University of Bhutan	135	13
Curtin University	1	0
Damber Singh College, Sikkim	0	1
Delhi Institute of Pharmaceutical Sciences and Research, New Delhi	2	1
Delhi Technological University, Delhi	3	1
Dewan Institute of Management Studies	0	1

Institutes	Above 50%	Below 50%
Dhaka Dental College, University of Dhaka	1	0
Dolphin (PG) Institute of Biomedical & Natural Sciences, Uttarakhand	1	0
Dr. M.G.R. Medical University, Tamil Nadu	1	1
Dr. NTR University of Health Sciences, Andhra Pradesh	0	1
Dr. Yashwant Singh Parmar University of Horticulture and Forestry, HP	2	0
East Institute for Intergrated Learning in Management (EILM), Sikkim	1	1
Forest Research Institute Deemed University, Uttarakhand	2	0
Gaden Jangtse Thoesam Norling Institute for Higher Monastic Stuides	0	1
Gaeddu College of Business Studies, Royal University of Bhutan	321	146
Gangtey Shedra Do-Nga Thoesum Rabgyeling	0	6
Garden City College, Bangalore	0	1
Geeta Engineering College, Harayana	0	1
Ghandi Institite of Technology and Management	2	4
Ghoom-Jorebunglow Degree College, Darjeeling	1	0
GNA University, Punjab	1	1
Goa College of Pharmacy, Goa	3	0
Government Law College, Mumbai	2	0
Gujarat Technological University, Gujarat	3	0
Gyalpozhing College of Information Technology	31	22
I.K. Gujral Punjab Technical University	0	4
Indian Academy Degree College, Bangalore	0	1
Indian Institute of Legal Studies, West Bengal	0	2
Indo Asian Academy Degree College, Bangalore	5	3
Institute of Chartered Financial Analysts of India (ICFAI) Univerisity	2	8
Institute of Science of Mind	26	49
Integral University	0	2
IPS College of Technology & Management, Madhya Pradesh	0	1
J B Institute of Technology, Dehradun, Uttarakhand Technical Uni.	2	0
Jain University, Bangalore	11	16
Jawaharlal Nehru Krishi Vishwa Vidyalaya, Jabalpur	0	1
Jaypee University of Information Technology, Himachal Pradesh	8	0
Jigme Namgyel Engineering College, Royal University of Bhutan	26	5
Jigme Singye Wangchuck School of Law	15	0
Jogesh Chandra Chaudhuri College, Kolkata	1	0
K.S. Hegde Medical Academy, Karnataka	6	2
Kalimpong College, West Bengal	3	11
Kalinga Institute of Industrial Technology, Odisha	4	11
Kamdhenu University	2	0
Kanglung Shedra	0	5
Khesar Gyalpo University of Medical Sciences of Bhutan	27	7

Institutes	Above 50%	Below 50%
Krupanidhi College of Nursing, Bangalore, Karnataka	0	1
Kurukshetra University, Harayana	2	1
Lala Lajpat Rai University of Veterinary and Animal Sciences, Haryana	2	0
Lhodra Kharchu Shedra, Bumthang	0	2
Lovely Professional University, Punjab	26	19
Madras Christian College, Tamil Nadu	0	1
Mae Fah Luang University, Chiang Rai	2	1
Maharishi Markandeshwar University, Haryana	7	8
Manipal University, Karnataka	2	0
Marwadi University ,Rajkot	5	2
Maya Institute of Technology& Management, Dehradun	0	1
Nalanda University	3	2
National Institute of Technology, Karnataka	4	0
National Institute of Technology, Rourkela	1	1
National Institute of Technology, Tamil Nadu	3	0
National Institute of Technology, Warangal,Telangana	2	0
National Institute of Traditional Medicine	8	2
Navodaya College of Nursing, Karnataka	0	4
NEF Law College, Assam	0	1
Nexgen Institute of Business and Technology, Kolkata	1	0
Ngagyur Drodhul Tshangchen School, Samdrupjongkhar	0	2
Ngagyur Nyingma Institute, Mysore	0	6
Ngajur Nyingma Institute, Sikkim	0	1
NIILM University, Haryana	5	6
Nitte Institute of Physiotherapy, Deralakatte	1	0
NITTE USHA INSTITUTE OF NURSING SCIENCES	2	0
Norbuling Rigter College, Paro	52	98
Pandit Deendayal Energy University, Gujarat	1	3
Paro College of Education, Royal University of Bhutan	0	1
Parul University, Gujarat	6	7
Phonics Group of Institutions, Roorkee	2	1
PSNA College of Engineering and Technology, Tamil Nadu	2	0
Raid Laban College, North Eastern Hill University, Shillong	0	1
Rajamangala University of Technology	3	1
Rajiv Gandhi University of Health Sciences, Karnataka	5	7
Rangsit University	4	0
Rashtriya Raksha University	1	0
Rathinam College of Arts & Science, Coimbatore	1	1
Rathinavel Subramaniam College of Arts & Science, Coimbatore	0	2
Rockvale Management College, Kalimppong	0	3

Institutes	Above 50%	Below 50%
Royal Institute of Health Sciences	2	0
Royal Thimphu College, Royal University of Bhutan	126	161
RVS College of Arts & Science, Coimbatore	0	2
Sam Higginbottom University of Agriculture, Technology and Sciences, Utar Pradesh	3	0
Sampurnanand Sanskrit Vishwavidyalaya, Varanasi		2
Samtse College of Education, Royal University of Bhutan	19	5
Sangchen Chokhor Buddhist College, Paro	0	4
Sardar Vallabhbhai National Institute of Technology, Surat, Gujarat	1	0
Seshadripuram First Grade College, Bangalore	1	0
Shaheed Bhagat Singh polytechnic and pharmacy college, Punjab	3	2
Sharda University, Delhi	12	4
Sherubtse College, Royal University of Bhutan	435	207
Sikkim Central University, Gangtok	0	1
Sikkim University, Tadong, Gangtok	0	2
Siksha 'O' Anusandhan	0	2
Smt. Nagarathamma College of Nursing, Bangalore	2	0
Sona College of Technology, Tamil Nadu	1	1
South Asian University, Delhi	4	2
Sree Ramu College of Arts & Science, Tamil Nadu	0	1
Sri Venkateswara College, New Delhi	1	0
Sri Venkateswara Veterinary University, Andhra Pradesh	2	0
St Joseph's College, Darjeeling	1	1
St. Xavier's College, University of North Bengal	1	1
Swami Devi Dyal Law College, Haryana	0	1
Swami Vivekanad Subharti University, Uttar Pradesh	2	2
Symbiosis International University, Pune	1	1
Tak-Tsey Nyingma Institute, Sikkim	0	3
Tango Buddhist College	1	25
Thai-Nichi Institute of Technology, Thailand	1	0
Thammasat University	2	1
The Assam Kaziranga University	1	1
The University of Guelph	1	0
The University of Texas at El Paso	6	0
Ubon Ratchathani University	1	0
University Dental College & Hospital	1	0
University of Agriculture Science, Bangalore	2	0
University of Calcutta, West Bengal	0	2
University of Horticultural Sciences, Karnataka	4	0
University of New Brunswick	2	0

Institutes	Above 50%	Below 50%
University of Petroleum and Energy Studies, Dehradun	1	0
Uttaranchal University, Dehradun	2	0
Vellore Institute of Technology, Tamil Nadu	3	0
Grand Total	2048	1322

2. Main Examination



I) Background

The Main Examination (ME) tests the candidate's core competencies and subject/general knowledge for final selection. Candidates appearing in the ME are grouped under the following categories:

- a. General Category (Administrative Services, Finance Services, and PGDE);
- b. B.Ed Category;
- c. Technical Category; and
- d. Dzongkha Category.

The final selection of the graduates to be recruited into the civil service shall be computed as follows:

Component	AS/FS/TS/PGDE	B.Ed
Part I: Academic Achievement	10%	20%
Part II: Written Examination	70%	60%
Part III: Viva -Voce	20%	20%

a) General Category

The ME for general graduates opting for the Administrative Service (AS), Finance Service (FS), and Education Service (ES) for PGDE, shall appear for examinations according to eligibility. The written examination shall comprise of the following three papers for a duration of three hours each. Each paper shall carry equal weightage and be evaluated out of 100 marks and the aggregate of the three papers shall be converted to 70% to obtain the total marks for the WE.

Paper I : Dzongkha;
Paper II : English and General Knowledge; and
Paper III : Bhutan and its (i) Socio-Political Institutions and (ii) Socio-Economic Development.

b) B.Ed (Dzongkha and General - Two Categories)

The ME for B.Ed. graduates opting for Education Services shall comprise the following three papers. Each paper shall carry equal weightage and be evaluated out of 100 marks and the aggregate of the three papers shall be converted to 60% to obtain the total marks for the WE.

In the B.Ed Category, two subjects need to have a separate question paper in accordance with their subject (Dzongkha/General) specialization. However, Paper III is standard for all.

Paper I : English Language;
Paper II : Dzongkha Language; and
Paper III : Teacher Aptitude Test.

c) Technical

The ME for technical graduates, including law graduates opting for the Technical Service shall comprise the following three papers. Each paper shall be evaluated out of 100 marks and converted to the respective scale of 20% for Paper I, 15% for Paper II, and 35% for Paper III, and then added to obtain the total marks for the WE.

Paper I : Language and General Knowledge (Common Paper - 20%);
Paper II : General Subject Knowledge (Common Paper for each professional group-15%);
Paper III : Subject Specialisation Paper (Subject specific – 35%).

d) Dzongkha

The ME for Dzongkha graduates (TS) opting for appointment in positions requiring Dzongkha specialization and Education Service shall comprise of the following three papers. Each paper shall be evaluated out of 100 marks and converted to the respective scale of 20% for Paper I, 15% for Paper II, and 35% for Paper III and then added to obtain the total marks for the WE.

Paper I : Dzongkha Language and General Knowledge (20%);
Paper II : English Language and Current Affairs (15%); and
Paper III : Buddhist Studies (35%).

2.1 Performance of Graduates in Main Examination 2023



Table 5: Number of graduates who appeared ME

Category	No. of Graduates
Administrative Services	454
B.Ed	322
Dzongkha	213
Finance Services	263
Teaching (PGDE)	249
Technical	513
Grand Total	2014

Table 6: Overall pass percentage for each category

Category	Below 50%	Above 50%	Pass %	Grand Total
Administrative Services	224	230	50.66%	454
B.Ed	0	322	100.00%	322
Dzongkha	12	201	94.37%	213
Finance Services	153	110	41.83%	263
Teaching (PGDE)	142	107	42.98%	249
Technical	34	479	93.37%	513
Grand Total	565	1449	71.95%	2014

Table 7: Graduate performance (College of study)

Name of Institute	ME Score >50%	ME Score <50%	TOTAL
Shri Ramasamy Memorial (SRM) University, Sikkim	2	0	2
Acharya & BM Reddy College of Pharmacy, Bangalore	1	0	1
Acharya Institute of Graduate Studies, Bangalore	1	0	1
Acharya Institute of Technology, Bangalore	1	0	1
All India Institute of Medical Sciences, New Delhi	4	0	4
Amity Institute of Applied Sciences, Uttar Pradesh	2	0	2
Amity University, Haryana	1	0	1
Andhra Pradesh Fisheries University	2	0	2
Anna University, Chennai	1	0	1
AP Goyal Shimla University, Himachal Pradesh	2	0	2

Name of Institute	ME Score >50%	ME Score <50%	TOTAL
Armed Forces Medical College, Bangladesh University of Professionals, Dhaka	1	0	1
Asian University for Women	2	1	3
Assam Down Town University, Guwahati	1	0	1
Baba Farid Institute of Technology, Dehradun	1	0	1
Bangalore City College, Karnataka	0	1	1
Beehive College of Engg. & Technology, Dehradun	1	0	1
Bhagwant University, Rajasthan	0	1	1
Bidhan Chandra Krishi Viswa Vidyalaya, Nadia	1	0	1
Bundelkhand University, Uttar Pradesh	1	0	1
Chandigarh University, Punjab	2	5	7
Chitkara University, Punjab	0	1	1
CMR Institute of Technology, Bangalore	1	1	2
College of Language & Cultural Studies, Royal University of Bhutan	211	78	289
College of Natural Resources, Royal University of Bhutan	167	30	197
College of Science & Technology, Royal University of Bhutan	97	5	102
Curtin University	1	0	1
Delhi Institute of Pharmaceutical Sciences and Research, New Delhi	2	0	2
Delhi Technological University, Delhi	2	0	2
Dhaka Dental College, University of Dhaka	1	0	1
Dhaka Medical College, Dhaka	1	0	1
Dolphin (PG) Institute of Biomedical & Natural Sciences, Uttarakhand	1	0	1
Dr. M.G.R. Medical University, Tamil Nadu	1	0	1
Dr. Yashwant Singh Parmar University of Horticulture and Forestry, Himachal Pradesh	2	0	2
East Institute for Intergrated Learning in Management (EILM), Sikkim	0	1	1
Facultad de Ciencias Medicas, Latin American School of Medicine	1	0	1
Forest Research Institute Deemed University, Uttarakhand	2	0	2
Gaeddu College of Business Studies, Royal University of Bhutan	97	119	216
General Sir John Kotelawala Defence University, Sri Lanka	1	0	1
Ghandi Institite of Technology and Management	1	0	1
Ghoom-Jorebunglow Degree College, Darjeeling	1	0	1
GNA University, Punjab		1	1
Goa College of Pharmacy, Goa	3	0	3
Gujarat Technological University, Gujarat	3	0	3
Gyalpozhing College of Information Technology	17	0	17

Name of Institute	ME Score >50%	ME Score <50%	TOTAL
Indo Asian Academy Degree College, Bangalore	3	0	3
Institute of Chartered Financial Analysts of India (ICFAI) University, Sikkim	0	2	2
Institute of Science of Mind	21	3	24
J B Institute of Technology, Dehradun, Uttarakhand Technical University	1	0	1
Jain University, Bangalore	6	4	10
Jaypee University of Information Technology, Himachal Pradesh	4	1	5
Jigme Namgyel Engineering College, Royal University of Bhutan	12	5	17
K.S. Hegde Medical Academy, Karnataka	6		6
Kalimpong College, West Bengal		2	2
Kalinga Institute of Industrial Technology, Odisha	2	1	3
Kamdhenu University	2	0	2
Khesar Gyalpo University of Medical Sciences of Bhutan	26	0	26
Kurukshetra University, Haryana	1	1	2
Lala Lajpat Rai University of Veterinary and Animal Sciences, Haryana	2	0	2
Lovely Professional University, Punjab	8	6	14
Mae Fah Luang University, Chiang Rai	2	0	2
Maharishi Markandeshwar University, Haryana	6	0	6
Manipal University, Karnataka	2	0	2
Marwadi University, Rajkot	1	0	1
National Institute of Technology, Karnataka	1	0	1
National Institute of Technology, Warangal, Telangana	1	0	1
National Institute of Traditional Medicine	8	0	8
Nexgen Institute of Business and Technology, Kolkata	1	0	1
NIILM University, Haryana	3	1	4
Nitte Institute of Physiotherapy, Deralakatte	1	0	1
NITTE USHA INSTITUTE OF NURSING SCIENCES	2	0	2
Norbuling Rigter College, Paro	15	31	46
Pandit Deendayal Energy University, Gujarat	1	0	1
Paro College of Education, Royal University of Bhutan	213	0	213
Parul University, Gujarat	4	2	6
Peradeniya University	6	0	6
Phonics Group of Institutions, Roorkee		2	2
Professor Jayashankar Telangana State Agricultural University	1	0	1
PSNA College of Engineering and Technology, Tamil Nadu	2	0	2
Rajamangala University of Technology	1	1	2
Rajiv Gandhi University of Health Sciences, Karnataka	3	0	3
Rangsit University	3	1	4

Name of Institute	ME Score >50%	ME Score <50%	TOTAL
Rashtriya Raksha University		1	1
Rathinam College of Arts & Science, Coimbatore	1	0	1
Royal Institute of Health Sciences	1	0	1
Royal Thimphu College, Royal University of Bhutan	57	60	117
Sam Higginbottom University of Agriculture, Technology and Sciences, Utar Pradesh	3	0	3
Samtse College of Education, Royal University of Bhutan	117	7	124
Sardar Vallabhbhai National Institute of Technology, Surat, Gujarat	1	0	1
Seshadripuram First Grade College, Bangalore	0	1	1
Shaheed Bhagat Singh polytechnic and pharmacy college, Punjab	0	3	3
Shajalal University of Science & Technology	2	0	2
Sharda University, Delhi	9	2	11
Sherubtse College, Royal University of Bhutan	214	178	392
Sir Salimullah Medical College	1	0	1
Smt. Nagarathamma College of Nursing, Bangalore	1	0	1
South Asian University, Delhi	1	0	1
Sri Venkateswara College, New Delhi	0	1	1
St. Xavier's College, University of North Bengal	0	1	1
Swami Vivekanad Subharti University, Uttar Pradesh	1	0	1
Symbiosis International University, Pune	0	1	1
Tango Buddhist College	1	0	1
Thammasat University	0	2	2
The Assam Kaziranga University	0	1	1
The University of Guelph	1	0	1
The University of Texas at El Paso	6	0	6
Ubon Ratchathani University	1	0	1
University of Agriculture Science, Bangalore	2	0	2
University of Colombo	3	0	3
University of Horticultural Sciences, Karnataka	4	0	4
University of Kelaniya	6	0	6
University of New Brunswick	2	0	2
University of Petroleum and Energy Studies, Dehradun	1	0	1
Uttaranchal University, Dehradun	1	0	1
Visvesvaraya Technological University, Karnataka	1	0	1
Grand Total	1449	565	2014

Table 8: Graduate performance (country of study wise)

Country	ME Score >50%	ME Score <50%	TOTAL
Australia	1	0	1
Bangladesh	8	1	9
Bhutan	1274	516	1790
Canada	3	0	3
Cuba	1	0	1
India	133	44	177
Sri Lanka	16	0	16
Thailand	7	4	11
United States	6	0	6
Grand Total	1449	565	2014

Table 8: Graduate performance (Institute within Bhutan)

Name of Institute	ME Score >50%	ME Score <50%	TOTAL
College of Language & Cultural Studies	211	78	289
College of Natural Resources	167	30	197
College of Science & Technology	97	5	102
Gaeddu College of Business Studies	97	119	216
Gyalpozhing College of Information Technology	17	0	17
Institute of Science of Mind	21	3	24
Jigme Namgyel Engineering College	12	5	17
KGU of Medical Sciences of Bhutan	26	0	26
National Institute of Traditional Medicine	8	0	8
Norbuling Rigter College	15	31	46
Paro College of Education	213	0	213
Royal Institute of Health Sciences	1		1
Royal Thimphu College	57	60	117
Samtse College of Education, Royal University of Bhutan	117	7	124
Sherubtse College, Royal University of Bhutan	214	178	392
Tango Buddhist College	1		1
Grand Total	1274	516	1790

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