



**PERFORMANCE AGREEMENT**  
**BETWEEN**  
**PRIME MINISTER AND DIRECTOR, NCWC**

**(July 1, 2017 – June 30, 2018)**



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**Preamble**

The Performance Agreement is entered into between the Prime Minister and , .

The objectives of this Performance Agreement are:

- a) To establish clarity and consensus about annual priorities for the consistent with the 11th Five Year Plan , and Government's other priorities;
- b) To make the fully responsible for driving implementation and delivering the results against the annual priorities;
- c) To provide an objective and fair basis for evaluating the overall performance at the end of the year;

The Performance Agreement represents an important accountability mechanism for inculcating a performance based culture at all levels of government.

**THEREFORE**, the parties hereto agree as follows:

## **Section 1: Vision, Mission and Objectives**

### **Vision**

A happy nation of children, women and men living in harmony with equality and respect in all spheres of life

### **Mission**

1. Protect and promote the rights of women through gender-responsive interventions.
2. Protect and promote the rights of children through child-responsive interventions.

### **Objectives**

- 1) To strengthen institutional and coordination mechanisms to promote gender equality and child protection
- 2) To strengthen knowledge management on women empowerment and child protection issues to enhance awareness, evidence based policy, planning and programming
- 3) To strengthen legal and policy environment for women and children's participation in all spheres.
- 4) To provide effective and efficient operational and direction services
- 5) To ensure full utilization of budget
- 6) To enable effective and efficient ICT Service delivery
- 7) To implement National Integrity and Anti-Corruption Strategy (NIACS)

**Section 2: Objectives, Success Indicators & Target**

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
To strengthen institutional and coordination mechanisms to promote gender equality and child protection	32	Implement the SoP on Management and Referral of Cases related to Women and Children in Difficult Circumstances	Number of agencies implementing the SOP on management and referral of cases related to women and children in difficult circumstances	Number	2	4	3	2	-	1
		Review sectoral strategies, reports, guidelines	Time taken to review each strategy/report/guideline	Days	2	< 7 working days	7-10 working days	10-12 working days	12-14 working days	> 14 working days
		Render legal services to women and children in need	Proportion of cases reported to NCWC successfully resolved	Percent	2	90	80	70	60	50
			Percentage of post-adoption monitoring and evaluation conducted	Percent	2	90	85	80	75	70
			Time taken to process pre-adoption applications that have fulfilled all the required documents	Days	2	Within 5 working days	6-8 working days	9-11 working days	12-14 working days	> 14 working days
		Establish Toll free Helpline	Percent progress in the establishment of toll free helpline	Percent	4	80	70	60	55	50
		Establish Woman and Child Welfare Committee (WCWC)	No. of Woman and Child Welfare Committee established	Number	3	3	2	1	-	0
		Develop strategies for gender and child protection	Review and update National Plan of Action for Child Protection	Date	1	April 30, 2018	May 15, 2018	May 31, 2018	June 15, 2018	June 30, 2018
			Development of interim strategy and action plan for child protection and Gender Equality	Number	1	2	1	-	-	0





Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]	
To strengthen knowledge management on women empowerment and child protection issues to enhance awareness, evidence based policy, planning and programming	30	Strengthen generation and use of sex-disaggregated data	No. of awareness programs	Number	3	2	-	-	1	0	
		Follow up on the concluding comments from the relevant UN Committees	No. of awareness on concluding observations from CEDAW and CRC	Number	2	3	2	1	-	0	
		Conduct studies, surveys and assessments on gender and child protection issues	Draft report on Prevalence of Violence Against Women	Date	2	April 30, 2018	May 15, 2018	May 31, 2018	June 30, 2018	After June, 2018	
			Study on the 'Situation Analysis of the Employees of Drayangs'	Date	2	December 30, 2017	January 30, 2018	February 28, 2018	March 31, 2018	April 30, 2018	
			Study on Cohabitation and marriage practices in Bhutan	Date	2	April 30, 2018	May 15, 2018	May 31, 2018	June 15, 2018	June 30, 2018	
			Thematic study on Child Protection	Date	2	April 30, 2018	May 30, 2018	June 15, 2018	June 30, 2018	After June 30, 2018	
			Study on monetary valuation of unpaid household care work	Date	2	April 30, 2018	May 15, 2018	May 31, 2018	June 15, 2018	June 30, 2018	
			Develop Central Management Information System (CIMS) for women and child protection issues	Percent progress in the development of Central Management Information System (CIMS) for women and child protection	Percent	4	100	90	80	70	60
			Conduct capacity building programs on gender, child protection and related laws and legislations	No. of capacity building programs conducted	Number	3	4	3	-	-	2
				No. of International Days observed	Number	4	2	-	-	-	1

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]	
To strengthen knowledge management on women empowerment	30	Prepare and submit reports related to gender, child protection and rights of women and children to the Cabinet	Number of reports prepared and submitted	Number	4	1	-	-	-	0	
	15	Review and formulate policy documents from gender and child protection perspective	Time taken to review each document	Days	3	< 7 working days	7-10 working days	10-12 working days	12-14 working days	> 14 working days	
To strengthen legal and policy environment for women and children's participation in all spheres.		Draft and review legislations from gender and child protection perspective	Timeline by which draft Gender Equality Policy developed	Date	2	February 28, 2018	March 31, 2018	April 30, 2018	May 31, 2018	June 30, 2018	
			Time taken to review each legislations	Days	3	< 10 working days	10-12 working days	12-14 working days	14-16 Working days	> 16 working days	
			Alternative Care Guideline developed	Date	1	April 30, 2018	May 15, 2018	May 31, 2018	June 15, 2018	June 30, 2018	
			Translate Media Guidelines for reporting on women and children	Timeline by which Media Guideline translated	Date	3	March 31, 2018	April 30, 2018	May 31, 2018	June 15, 2018	June 30, 2018
			Translate Guidelines for Accreditation and Management of Shelter home for women and Children Difficult Circumstances	Timeline by which Guideline for Accreditation and Management of Shelter Home for Women and Children in Difficult Circumstances translated	Date	3	March 31, 2018	April 30, 2018	May 31, 2018	June 15, 2018	June 30, 2018
To provide effective and efficient operational and direction services	13	Plan and prepare annual budget, evaluate and monitor approved/revised budget	Timeline by which annual budget proposal and mid-year budget review report is prepared and submitted	Days	4	On or before the dateline	Delay by 1-3 working days	Delay by 5 working days	Delay by 7 working days	Delay by more than 7 working days	

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
To provide effective and efficient operational and direction services	13	Ensure sustainable use of resources Render timely administrative and support services	Percentage of paper usage reduced TAT for administrative and support services	Percent Days	4 5	5 3 working days	4 4-7 working days	3 8-10 working days	2 11-14 working days	1 More than 14 working days
To ensure full utilization of budget	5	Ensure full budget utilization	Percentage of budget utilization	Percent	5	100	-	-	-	<100
To enable effective and efficient ICT Service delivery	3	Enhance basic ICT skills of non ICT staff members Improve public service delivery through innovative ICT services/improve LAN and internet services	Percentage of non ICT staff trained. Acceptable downtime of LAN and internet connectivity per incidence	Percent Days	1 1	50 1	45 1.5	40 2	35 2.5	30 >2.5
To implement National Integrity and Anti-Corruption Strategy (NIACS)	2	Ensure compliance to e-GIF standards Conduct face to face sensitization program on Ethics and Integrity Tools by concerned TOT participants (Gift Rules & its management, Asset Declaration Rules & its management, Conflicts of Interest Declaration & its management, Code of Conduct and Grievance Redress Mechanism)	Percentage compliance to e-GIF standards Level of Employees. Awareness on: - Gifts, Conflicts of Interest, Code of Conduct, Asset Declaration and Grievance Redress Mechanism	Percent Percent	1 2	100 Above 90	- 89-80	- 79-70	- 69-60	0 59 and below

**Section 3: Trend values of success indicators**

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Target Values [FY 2015-16]	Projected Values [FY 2016-17]	Projected Values [FY 2017-18]
To strengthen institutional and coordination mechanisms to promote gender equality and child protection	Implement the SoP on Management and Referral of Cases related to Women and Children in Difficult Circumstances	Number of agencies implementing the SOP on management and referral of cases related to women and children in difficult circumstances	Number	N/A	N/A	N/A	N/A	4
	Review sectoral strategies, reports, guidelines	Time taken to review each strategy/report/guide line	Days	N/A	N/A	N/A	< 7 working days	< 7 working days
	Render legal services to women and children in need	Proportion of cases reported to NCWC successfully resolved	Percent	100	98	94	90	90
		Percentage of post-adoption monitoring and evaluation conducted	Percent	N/A	N/A	N/A	90	90
		Time taken to process pre-adoption applications that have fulfilled all the required documents	Days	N/A	N/A	N/A	Within 5 working days	Within 5 working days
	Establish Toll free Helpline	Percent progress in the establishment of toll free helpline	Percent	N/A	N/A	N/A	50	80
	Establish Woman and Child Welfare Committee (WCWC)	No. of Woman and Child Welfare Committee established	Number	N/A	N/A	N/A	N/A	3



Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Target Values [FY 2015-16]	Projected Values [FY 2016-17]	Projected Values [FY 2017-18]
To strengthen institutional and coordination mechanisms to promote gender equality and child protection	Coordinate with sectors and agencies (including CSOs) to implement and monitor gender and child protection actions	No. of agencies/sectors implementing gender and child protection actions	Number	N/A	N/A	N/A	11	16
	Conduct studies, surveys and assessments on gender and child protection issues	Study on the 'Situation Analysis of the Employees of Drayangs'	Date	N/A	N/A	N/A	N/A	December 30, 2017
To strengthen knowledge management on women empowerment and child protection issues to enhance awareness, evidence based policy, planning and programming		Study on Cohabitation and marriage practices in Bhutan	Date	N/A	N/A	N/A	N/A	April 30, 2018
		Draft report on Prevalence of Violence Against Women	Date	N/A	N/A	N/A	N/A	April 30, 2018
		Thematic study on Child Protection	Date	N/A	N/A	N/A	N/A	April 30, 2018
		Study on monetary valuation of unpaid household care work	Date	N/A	N/A	N/A	N/A	April 30, 2018
	Strengthen generation and use of sex-disaggregated data	No. of awareness programs	Number	N/A	N/A	N/A	1	3
Follow up on the concluding comments from the relevant UN Committees	No. of awareness on concluding observations from CEDAW and CRC	Number	N/A	N/A	N/A	N/A	3	

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Target Values [FY 2015-16]	Projected Values [FY 2016-17]	Projected Values [FY 2017-18]
To strengthen knowledge management on women empowerment and child protection issues to enhance awareness, evidence based policy, planning and programming	Develop Central Management Information System (CIMS) for women and child protection issues	Percent progress in the development of Central Management Information System (CIMS) for women and child protection	Percent	N/A	N/A	N/A	60	100
	Conduct capacity building programs on gender, child protection and related laws and legislations	No. of capacity building programs conducted	Number	9	22	32	36	40
	Prepare and submit reports related to gender, child protection and rights of women and children to the to the Cabinet	No. of International Days observed	Number	3	6	9	12	14
	Review and formulate policy documents from gender and child protection perspective	Number of reports prepared and submitted	Number	2	7	9	11	12
To strengthen legal and policy environment for women and children's participation in all spheres.	Review and formulate policy documents from gender and child protection perspective	Time taken to review each document	Days	N/A	N/A	N/A	< 7 working days	< 7 working days
	Draft and review legislations from gender and child protection perspective	Timeline by which draft Gender Equality Policy developed	Date	N/A	N/A	N/A	N/A	February 28, 2018
	Translate Media Guidelines for reporting on women and children	Alternative Care Guideline developed	Date	N/A	N/A	N/A	N/A	April 30, 2018
		Time taken to review each legislations	Days	N/A	N/A	N/A	< 7 working days	< 10 working days
		Timeline by which Media Guideline translated	Date	N/A	N/A	N/A	N/A	March 31, 2018

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Target Values [FY 2015-16]	Projected Values [FY 2016-17]	Projected Values [FY 2017-18]
To strengthen legal and policy environment for women and children's participation in all spheres.	Translate Guidelines for Accreditation and Management of Shelter home for women and Children Difficult Circumstances	Timeline by which Guideline for Accreditation and Management of Shelter Home for Women and Children in Difficult Circumstances translated	Date	N/A	N/A	N/A	N/A	March 31, 2018
To provide effective and efficient operational and direction services	Plan and prepare annual budget, evaluate and monitor approved/revised budget	Timeline by which annual budget proposal and mid-year budget review report is prepared and submitted	Days	N/A	N/A	N/A	On or before deadline	On or before deadline
	Ensure sustainable use of resources	Percentage of paper usage reduced	Percent	N/A	N/A	N/A	5	5
	Render timely administrative and support services	TAT for administrative and support services	Days	N/A	N/A	N/A	3 working days	3 working days
To ensure full utilization of budget	Ensure full budget utilization	Percentage of budget utilization	Percent	NA	NA	NA	NA	100
To enable effective and efficient ICT Service delivery	Enhance basic ICT skills of non ICT staff members	Percentage of non ICT staff trained.	Percent	NA	NA	NA	NA	50
	Improve public service delivery through innovative ICT services/improve LAN and internet services	Acceptable downtime of LAN and internet connectivity per incidence	Days	NA	NA	NA	NA	1
	Ensure compliance to e-GIF standards	Percentage compliance to e-GIF standards	Percent	NA	NA	NA	NA	100



Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Target Values [FY 2015-16]	Projected Values [FY 2016-17]	Projected Values [FY 2017-18]
To implement National Integrity and Anti-Corruption Strategy (NIACS)	Conduct face to face sensitization program on Ethics and Integrity Tools by concerned TOT participants (Gift Rules & its management, Asset Declaration Rules & its management, Conflicts of Interest Declaration & its management, Code of Conduct and Grievance Redress Mechanism)	Level of Employees. Awareness on: - Gifts, Conflicts of Interest, Code of Conduct, Asset Declaration and Grievance Redress Mechanism	Percent	NA	50	70	80	Above 90

#### Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Number of agencies implementing the SOP on management and referral of cases related to women and children in difficult circumstances	To ensure effective implementation of the SOP by relevant agencies included in the SoP.	Monitoring reports, consultations	Annually	Monitoring reports/agency reports
Time taken to review each strategy/report/guideline	To integrate gender and child protection perspectives in relevant sectoral strategies, reports/guidelines. This includes number of days taken by the NCWC to review each strategy, report/guideline from the day the NCWC receives them	Discussion	Annually	Sectorial reports/NCWC reports
Proportion of cases reported to NCWC successfully resolved	To ensure effective and timely service provision by the NCWC and other relevant sectors to women and children in need	Consultation	Annually	Case Report
Percentage of post-adoption monitoring and evaluation conducted	To ensure the safety, well-being and protection of the rights of adopted children. This includes conducting post monitoring of adoptions processed from ....	Monitoring visits, assessments	Annually	Monitoring visit report, assessment report
Time taken to process pre-adoption applications that have fulfilled all the required documents	To ensure provision of adoption services as per the Child Adoption Act of Bhutan 2012 and Child Adoption Rules and Regulations 2015. This includes time taken by the NCWC to review all the necessary documents and provide services to the applicants once they submit all the necessary documents.	Reviews, consultation, discussion	Annually	Case record
Percent progress in the establishment of toll free helpline	To complete the activities in establishing the toll free helpline for women and children.	Consultation, bilateral meetings	Annually	NCWC report

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
No. of Woman and Child Welfare Committee established	Establishment of WCWC is to be carried out as per section 55 of the CCPA 2011. The committee shall function as per section 57 of the CCPA.	Consultation, workshops	Annually	NCWC reports
Review and update National Plan of Action for Child Protection	Review and Update NPACP 2012	Consultation WORKshop	Annually	NCWC Report
Number of coordination meetings conducted	To strengthen coordination mechanism between the NCWC and partner agencies	Bilateral meetings, Consultation	Annually	Meeting reports, Memorandum of Understanding
Number of workplaces with functional childcare centers	To support working parents in bringing up their children and ensure protection of children	consultation, assessment, Physical verification	Annually	NCWC report, Report from GFPs
No. of agencies/sectors implementing gender and child protection actions	To monitor the implementation of gender and child protection actions by the sectors. This includes any interventions/activities related to gender and child protection carried out by the sectors.	Discussions/assessments	Annually	Sector reports
No. of Self Help Groups (SHGs) with majority female member	To ensure women economic participation	Discussion, Cosultations	Annually	NCWC reports
Development of interim strategy and action plan for child protection and Gender Equality	The interim strategy for child protection and Gender Equality will be developed for internal guidance until the formal ones are approved.	Consultation	Annually	NCWC report
A concept note on policy for children will be developed and submitted	A concept note for child protection will be developed and submitted	Consultations	Annually	NCWC report
C4D strategy for children will be developed	A comprehensive communication for development strategy for children will be developed	Desk review, consultations	Annually	NCWC report

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Communication strategy for Gender equality based on thematic issues developed	The strategy is to provide a roadmap for the NCWC to design, implement, and monitor a series of interconnected interventions aimed at enhancing knowledge and awareness of the various sections of the society on gender concepts and practices integrating equality in every aspect and in all spheres of life. Furthermore, the strategy is intended to increase the visibility of Gender Mainstreaming policy and program interventions of the NCWC.	Desk review, consultations	Annually	NCWC report
Development of Child Care (creche) Guideline	To maintain standard and provide quality creche services, the NCWC will develop a guideline for establishing creche in the agencies. It will also ensure proper monitoring of the services.	Consultations	Annually	NCWC report
No. of awareness programs	To highlight the importance of the sex disaggregated data and gender statistics in gender mainstreaming. This also includes training of statistical officers on the gender indicator handbook.	Workshop	Annually	NCWC record
No. of awareness on concluding observations from CEDAW and CRC	The awareness programs will be targeted towards parliamentarians, sector partners, community leaders and media houses on the concluding observations from CEDAW and CRC.	Workshops	Annually	NCWC record
Draft report on Prevalence of Violence Against Women	A survey on VAW will be conducted. The study will provide comprehensive information on type, extent and prevalence of violence against women.	Survey, consultation	Annually	NCWC report

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Study on the 'Situation Analysis of the Employees of Drayangs'	The study aims to generate data on the situation of the employees of the drayangs. The findings will help relevant agencies to develop plans and programs in supporting the employees of drayangs.	Structured questionnaire administered to all the employees of drayangs in Thimphu, Paro and Phuntsholing.	Annually	NCWC report
Study on Cohabitation and marriage practices in Bhutan	The study aims to provide....	The study will use qualitative technique of data collection. The main objectives of the study are; <ul style="list-style-type: none"> <li>To understand the marriage and cohabitation practice in Bhutan.</li> <li>To understand the trends and changing patterns</li> <li>To understand the effect and consequences of different types of marriage practices.</li> <li>To understand perceptions and attitudes towards marriage/cohabitation at young age (under 18) vs marriage/cohabitation later.</li> <li>To understand the issues and challenges and inform policies and programmes.</li> </ul>	Annually	NCWC Report
Thematic study on Child Protection	Conduct thematic analysis on Child Protection issues	Use of secondary data	Annually	NCWC report
Study on monetary valuation of unpaid household care work	The study is inline with target 5.4 of the SDGs. Basically the study will try to estimate a cost for unpaid household care works. There are two basic approaches to valuation of non-market work: 1) replacement cost and 2) opportunity cost. The two approaches are treated by some researchers as lower- and upper-bounds, respectively, but they are conceptually different. We will try to do both.	Desk review, interviews, consultation	Annually	NCWC report

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Percent progress in the development of Central Management Information System (CMIS) for women and child protection	The Central Management Information System (CMIS) is established to house all information related to women and children.	Consultations, bilateral meetings	Annually	NCWC reports
No. of capacity building programs conducted	To enhance understanding on gender and child protection by the policy makers, implementer and general public.	Workshops, awareness programs	Annually	Workshop reports
No. of International Days observed	To recognize the importance of women, girls and children. This is also to acknowledge their contribution in the society and nation building. The celebration of the International days is also aimed at creating awareness on the rights of women, children and girls.	Consultations	Annually	NCWC reports
Number of reports prepared and submitted	To prepare and submit reports on status of women and children to the Cabinet and if need be to the International Treaty Bodies.	Consultations, meetings	Annually	National reports, NCWC reports
Time taken to review each document	To ensure mainstreaming of gender and child protection issues in the policy document	Meetings	Annually	Reports
Time taken to review each legislations	To ensure mainstreaming of gender and child protection issues into the laws and legislations	Meetings	Annually	Reports
Timeline by which Media Guideline translated	The media guideline has been developed in the last financial year. Therefore, for the this FY, NCWC will translate the guideline into Dzongkha.	Consultation meeting	Annually	NCWC
Timeline by which Guideline for Accreditation and Management of Shelter Home for Women and Children in Difficult Circumstances translated	The guideline will be translated into Dzongkha.	Consultation meeting	Annually	NCWC

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Timeline by which draft Gender Equality Policy developed	The Gender Equality Policy will institutionalize a coherent strategic policy framework for the promotion of gender equality in the country. The policy will advocate and promote gender equality as an important factor to ensure sustainable democratic development of society with rule of law. The draft gender equality policy will be developed within the target set for the APA 2017-18.	Desk review, consultation, etc	Annually	NCWC report
Alternative Care Guideline developed	The guideline for alternative care will be developed in accordance with the CCPA 2011. It will help delivering the service of alternative care as per legal provisions effectively.	Consultation	Annually	NCWC report
Timeline by which annual budget proposal and mid-year budget review report is prepared and submitted	To ensure timely submission of budget proposal and review for timely implementation of related activities by the NCWC Secretariat.	Review meetings, budget meetings	Annually	Budget reports, MYRB
Percentage of paper usage reduced	To ensure sustainable use of resources. This includes reducing use of papers, saving energy, etc	Verification	Annually	Office record
TAT for administrative and support services	To ensure provision of timely administrative and support services (procurement, human resources) and other necessary services to the director, divisions and units.	Meetings, Evaluations	Annually	Reports
Percentage of budget utilization	This Success Indicator measures the amount variation between revised budget and expenditure of an agency for a fiscal year	Through analysis of annual budget and expenditure	Biannually	MYRB

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Percentage of non ICT staff trained.	This success indicator measures the percentage of staffs other than ICT professional provided with training on basic ICT skills. This will reduce the turn around time of providing basic troubleshooting services. The training will be provided by ICT Division	Admin records on trainings conducted	Biannually	Ministries/Age ncies/Thromdes/Dzongkhags
Acceptable downtime of LAN and internet connectivity per incidence	This success indicator measures the minimum downtime of LAN and internet connectivity in Ministries/Agences/Thromde/Dzongkhag administration office. If the downtime is caused by incidents which are out of ICT Division's control, ICT Division should maintain a record of such incidences and provide periodic report to DITT. This downtime does not include the travel time for ICT officers working in Dzongkhag need to travel to gewogs/CC to rectify connectivity issues.	Ministries/Agencies/Thromdes/Dzongkhag records	Monthly	Ministries/Age ncies/Thromdes/Dzongkhags
Percentage compliance to e-GIF standards	This success indicator measures and ensures that Ministries/Agencies/Thromdes/dzongkhags comply to e-GIF standards in all ICT related activities	Records of e-GOV review meetings	Biannually	Ministries/Age ncies/Thromdes/Dzongkhags



Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
<p>Level of Employees. Awareness on:            - Gifts, Conflicts of Interest, Code of Conduct, Asset Declaration and Grievance Redress Mechanism</p>	<p>This indicator will measure the proportion of employees sensitized through face to face sensitization program on the above mentioned Ethics and Integrity Management Tools. The concerned TOT participants who have attended 2nd round of Ethics &amp; Integrity Management training from 12 – 22 June 2017 at Phuntsholing are expected to conduct the sensitization program. The indicator will assess both the proportion of employees sensitized and the level of awareness created among the employees on the tools. Of the total weightage (100 percent), 40 percent is assigned on the delivery part and 60 percent on the level of awareness created. Further 40 percent weightage is apportioned as:</p> <ol style="list-style-type: none"> <li>1) No. of tools sensitized – 5 tools (10%);</li> <li>2) Mode of Delivery - face to face sensitization program (10%);</li> <li>3) Duration - one day or more (10%); and</li> <li>4) Percent of employees sensitized – 80 &amp; above (10%).</li> </ol> <p>The agencies will report on the above weightage (40 percent) using the standard form developed by ACC.</p> <p>To assess the level of employees' awareness on the above tools, ACC will circulate a standard questionnaire at later stage.</p>	<ul style="list-style-type: none"> <li>• Supporting documents from the agencies</li> <li>• Questionnaire based desk survey</li> </ul>	<p>Annually</p>	<p>Admin. Data</p>

**Section 5: Requirements from other Ministries, Agencies & Dzongkhags**

Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
JUDICIARY	Number of agencies implementing the SOP on management and referral of cases related to women and children in difficult circumstances	Implement the SoPs provision related to agencies mandate	Given the crosscutting nature of gender and child protection issues it requires support participation and ownership from all sectors.	Implement provisions related to their agency	The implementation of the SoP will not be achieved.
MINISTRY OF LABOUR & HUMAN RESOURCES	Number of agencies implementing the SOP on management and referral of cases related to women and children in difficult circumstances	Implement SoPs provision related to their ministry and agency	Given the crosscutting nature of gender and child protection issues, it requires support participation from and ownership from all ministries and agencies	Implement Provisions related to their ministry	Implementation of the SoP will not be achieved
MINISTRY OF EDUCATION	Number of agencies implementing the SOP on management and referral of cases related to women and children in difficult circumstances	Implement SoPs provision related to the agencies mandate	Given the crosscutting nature of gender and child protection issues it requires support participation and ownership from all ministries and agencies	Implement provisions related to their ministry	Implementation of the SoP will not be achieved
JIGME DORJI WANGCHUCK NATIONAL REFERRAL HOSPITAL	Number of agencies implementing the SOP on management and referral of cases related to women and children in difficult circumstances	Implement the SoPs provision related to agencies mandate	Given the crosscutting nature of gender and child protection issues it requires support participation and ownership from all sectors	Implement provisions related to their agency	Implementation of the SoP will not be achieved

Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
MINISTRY OF EDUCATION	Number of coordination meetings conducted	Take part in the bilateral coordination meetings/consultations and development of a coordination mechanism	Given the limited coordination between the agencies working on women and children, it is important for all relevant agencies to take part in the coordination meeting to set up a sustainable coordination mechanism between different agencies.	Support and participation in the meetings	This will affect the development of a sustainable coordination mechanism for women and children.
BHUTAN INFORMATION COMMUNICATION MEDIA AUTHORITY	Number of agencies implementing the SOP on management and referral of children in difficult circumstances	Implement the SoPs Provision related to agencies mandate	Given the Crosscutting nature of gender and child protection issues it required support participation and ownership from all ministries and agencies	Implement provisions related to their mandate	Implementation of the SoP will not be achieved
ELECTION COMMISSION OF BHUTAN	Number of coordination meetings conducted	To take part in bilateral coordination meetings/consultations and development of a coordination mechanism.	Given the limited coordination between the agencies working on women and children, it is important for all relevant agencies to take part in the coordination meeting to set up a sustainable coordination mechanism between different agencies.	Support and participation in the meetings.	This will affect the development of a sustainable coordination mechanism for women and children

Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
ROYAL CIVIL SERVICE COMMISSION	Number of coordination meetings conducted	To take part in the bilateral coordination meetings/consultations and development of a coordination mechanism.	Given the limited coordination between the agencies working on women and children, it is important for all relevant agencies to take part in the coordination meeting to set up a sustainable coordination mechanism between different agencies.	Support and participate in the meetings.	This will affect the development of a sustainable coordination mechanism for women and children.
MINISTRY OF HOME & CULTURAL AFFAIRS	Number of coordination meetings conducted	Department of Disaster Management to take part in bilateral coordination meetings/consultations and development of a coordination mechanism	Given the limited coordination between the agencies working on women and children, it is important for all relevant agencies to take part in the coordination meeting to set up a sustainable coordination mechanism between different agencies.	Support and participate in the meetings	This will affect the development of a sustainable coordination mechanism for women and children.
CIVIL SOCIETY ORGANIZATION AUTHORITY	Number of coordination meetings conducted	RENEW to take part in the bilateral coordination meetings/consultations and development of a coordination mechanism.	Given the limited coordination between the agencies working on women and children, it is important for all relevant agencies to take part in the coordination meeting to set up a sustainable coordination mechanism between different agencies.	Support and participation in the meetings.	This will affect the development of a sustainable coordination mechanism for women and children.

Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
MINISTRY OF HOME & CULTURAL AFFAIRS	No. of agencies/sectors implementing gender and child protection actions	Implement gender and child protection actions/activities in their respective sectors	Given that gender and child protection is a cross cutting issue, every ministry and agency has a role and stake in addressing issues related to women and children. It is, therefore, imperative for all the sectors to participate actively and responsibly in addressing such issues in their respective sectors	Implement Gender and child protection actions in their respective sectors. Participation and information sharing	11th FYP's objective to mainstream gender and child protection into sectoral plans, policies and programs will not be achieved
CIVIL SOCIETY ORGANIZATION AUTHORITY	No. of agencies/sectors implementing gender and child protection actions	Implement gender and child protection actions/activities in their respective sectors	Given that gender and child protection is a cross cutting issue, every ministry and agency has a role and stake in addressing issues related to women and children. It is, therefore, imperative for all the sectors to participate actively and responsibly in addressing such issues in their respective sectors	Implement Gender and child protection actions in their respective sectors. Participation and information sharing	11th FYP's objective to mainstream gender and child protection into sectoral plans, policies and programs will not be achieved

Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
ELECTION COMMISSION OF BHUTAN	No. of agencies/sectors implementing gender and child protection actions	Implement gender and child protection actions/activities in their respective sectors	Given that gender and child protection is a cross cutting issue, every ministry and agency has a role and stake in addressing issues related to women and children. It is, therefore, imperative for all the sectors to participate actively and responsibly in addressing such issues in their respective sectors	Implement Gender and child protection actions in their respective sectors. Participation and information sharing	11th FYP's objective to mainstream gender and child protection into sectoral plans, policies and programs will not be achieved
All Ministries	Review and update National Plan of Action for Child Protection	Some of the key ministries to participate as the task force member and others to review and submit their input for updating the National Plan of Action for Child Protection (NPACP).	Given the cross cutting nature of child protection issues, it requires support and inputs from all the ministries and agencies.	Participation as a taskforce member and incorporating agencies concerns in the NPACP.	The NPACP will not be comprehensive to cover all the concerns.
BHUTAN NATIONAL LEGAL INSTITUTE	Review and update National Plan of Action for Child Protection	Some of the key agencies to participate as the task force member and others to review and submit their input for updating the National Plan of Action for Child Protection (NPACP).	Given the cross cutting nature of child protection issues, it requires support and inputs from all the ministries and agencies.	Participation as a taskforce member and incorporating agencies concerns in the NPACP.	The NPACP will not be comprehensive to cover all the concerns.

Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
CIVIL SOCIETY ORGANIZATION AUTHORITY	Review and update National Plan of Action for Child Protection	Some of the key agencies to participate as the task force member and others to review and submit their input for updating the National Plan of Action for Child Protection (NPACP).	Given the cross cutting nature of child protection issues, it requires support and inputs from all the ministries and agencies.	Participation as a taskforce member and incorporating agencies concerns in the NPACP.	The NPACP will not be comprehensive to cover all the concerns.
COUNCIL FOR RELIGIOUS AFFAIRS	Review and update National Plan of Action for Child Protection	Some of the key agencies to participate as the task force member and others to review and submit their input for updating the National Plan of Action for Child Protection (NPACP).	Given the cross cutting nature of child protection issues, it requires support and inputs from all the ministries and agencies.	Participation as a taskforce member and incorporating agencies concerns in the NPACP.	The NPACP will not be comprehensive to cover all the concerns.
GROSS NATIONAL HAPPINESS COMMISSION	Review and update National Plan of Action for Child Protection	Some of the key agencies to participate as the task force member and others to review and submit their input for updating the National Plan of Action for Child Protection (NPACP).	Given the cross cutting nature of child protection issues, it requires support and inputs from all the ministries and agencies.	Participation as a taskforce member and incorporating agencies concerns in the NPACP.	The NPACP will not be comprehensive to cover all the concerns.
JIGME DORJI WANGCHUCK NATIONAL REFERRAL HOSPITAL	Review and update National Plan of Action for Child Protection	Some of the key agencies to participate as the task force member and others to review and submit their input for updating the National Plan of Action for Child Protection (NPACP).	Given the cross cutting nature of child protection issues, it requires support and inputs from all the ministries and agencies.	Participation as a taskforce member and incorporating agencies concerns in the NPACP.	The NPACP will not be comprehensive to cover all the concerns.

Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
JUDICIARY	Review and update National Plan of Action for Child Protection	Some of the key agencies to participate as the task force member and others to review and submit their input for updating the National Plan of Action for Child Protection (NPACP).	Given the cross cutting nature of child protection issues, it requires support and inputs from all the ministries and agencies.	Participation as a taskforce member and incorporating agencies concerns in the NPACP.	The NPACP will not be comprehensive to cover all the concerns.
OFFICE OF THE ATTORNEY GENERAL	Review and update National Plan of Action for Child Protection	Some of the key agencies to participate as the task force member and others to review and submit their input for updating the National Plan of Action for Child Protection (NPACP).	Given the cross cutting nature of child protection issues, it requires support and inputs from all the ministries and agencies.	Participation as a taskforce member and incorporating agencies concerns in the NPACP.	The NPACP will not be comprehensive to cover all the concerns.
ROYAL CIVIL SERVICE COMMISSION	Review and update National Plan of Action for Child Protection	Some of the key agencies to participate as the task force member and others to review and submit their input for updating the National Plan of Action for Child Protection (NPACP).	Given the cross cutting nature of child protection issues, it requires support and inputs from all the ministries and agencies.	Participation as a taskforce member and incorporating agencies concerns in the NPACP.	The NPACP will not be comprehensive to cover all the concerns.



Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
COUNCIL FOR RELIGIOUS AFFAIRS	No. of agencies/sectors implementing gender and child protection actions	Implement gender and child protection actions/activities in their respective sectors	Given that gender and child protection is a cross cutting issue, every ministry and agency has a role and stake in addressing issues related to women and children. It is, therefore, imperative for all the sectors to participate actively and responsibly in addressing such issues in their respective sectors	Implement Gender and child protection actions in their respective sectors. Participation and information sharing	11th FYP's objective to mainstream gender and child protection into sectoral plans, policies and programs will not be achieved
JUDICIARY	No. of agencies/sectors implementing gender and child protection actions	Implement gender and child protection actions/activities in their respective sectors	Given that gender and child protection is a cross cutting issue, every ministry and agency has a role and stake in addressing issues related to women and children. It is, therefore, imperative for all the sectors to participate actively and responsibly in addressing such issues in their respective sectors	Implement Gender and child protection actions in their respective sectors. Participation and information sharing	11th FYP's objective to mainstream gender and child protection into sectoral plans, policies and programs will not be achieved
ROYAL CIVIL SERVICE COMMISSION	No. of Woman and Child Welfare Committee established	RCSC to provide human resource (Protection Officers) and Thromdeys and Dzongkhags to support formation of WCWC in their respective Thromdeys.	The formation of WCWC is in accordance with the CCPA and DVPA. Therefore, to successfully implement the provisions, it requires human resource and committees at Dzongkhag and Thromdeys.	Human resources.	The WCWC cannot be formed.

Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
THROMDEYS	No. of Woman and Child Welfare Committee established	Thromdeys to support formation of WCWC in their respective Thromdeys.	The formation of WCWC is in accordance with the CCPA and DVPA. Therefore, to successfully implement the provisions, it requires human resource and committees at Dzongkhag and Thromdeys.	Human resources.	The WCWC cannot be formed.
All Dzongkhags	No. of Woman and Child Welfare Committee established	Dzongkhags to support formation of WCWC in their respective Dzongkhags.	The formation of WCWC is in accordance with the CCPA and DVPA. Therefore, to successfully implement the provisions, it requires human resource and committees at Dzongkhag.	Human resources.	The WCWC cannot be formed.
BHUTAN NATIONAL LEGAL INSTITUTE	Percent progress in the establishment of toll free helpline	Collaborate and support establishing women and child toll free helpline	Recognizing that the women and children issues are crosscutting across agencies, it is important that all the relevant agencies provide required support	support in terms of Human resources, finance (sustainability), technical expertise	Establishment of toll free helpline will not be achieved.
CABINET SECRETARIAT	Percent progress in the establishment of toll free helpline	Collaborate and support establishing women and child toll free helpline	Recognizing that the women and children issues are crosscutting across agencies, it is important that all the relevant agencies provide required support	support in terms of Human resources, finance (sustainability), technical expertise	Establishment of toll free helpline will not be achieved.

Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
CIVIL SOCIETY ORGANIZATION AUTHOURITY	Percent progress in the establishment of toll free helpline	Collaborate and support establishing women and child toll free helpline	Recognizing that the women and children issues are crosscutting across agencies, it is important that all the relevant agencies provide required support	support in terms of Human resources, finance (sustainability), technical expertise	Establishment of toll free helpline will not be achieved.
GROSS NATIONAL HAPPINESS COMMISSION	Percent progress in the establishment of toll free helpline	Collaborate and support establishing women and child toll free helpline	Recognizing that the women and children issues are crosscutting across agencies, it is important that all the relevant agencies provide required support	support in terms of Human resources, finance (sustainability), technical expertise	Establishment of toll free helpline will not be achieved.
JIGME DORJI WANGCHUCK NATIONAL REFERRAL HOSPITAL	Percent progress in the establishment of toll free helpline	Collaborate and support establishing women and child toll free helpline	Recognizing that the women and children issues are crosscutting across agencies, it is important that all the relevant agencies provide required support	support in terms of Human resources, finance (sustainability), technical expertise	Establishment of toll free helpline will not be achieved.
JUDICIARY	Percent progress in the establishment of toll free helpline	Collaborate and support establishing women and child toll free helpline	Recognizing that the women and children issues are crosscutting across agencies, it is important that all the relevant agencies provide required support	support in terms of Human resources, finance (sustainability), technical expertise	Establishment of toll free helpline will not be achieved.
OFFICE OF THE ATTORNEY GENERAL	Percent progress in the establishment of toll free helpline	Collaborate and support establishing women and child toll free helpline	Recognizing that the women and children issues are crosscutting across agencies, it is important that all the relevant agencies provide required support	support in terms of Human resources, finance (sustainability), technical expertise	Establishment of toll free helpline will not be achieved.

Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
ROYAL CIVIL SERVICE COMMISSION	Percent progress in the establishment of toll free helpline	Collaborate and support establishing women and child toll free helpline	Recognizing that the women and children issues are crosscutting across agencies, it is important that all the relevant agencies provide required support	support in terms of Human resources, finance (sustainability), technical expertise	Establishment of toll free helpline will not be achieved.
All Ministeries	Percent progress in the establishment of toll free helpline	Collaborate and support NCWC in establishing woman and child toll free helpline.	Recognizing that the women and children issues are cross cutting across agencies, it is important that all the relevant agencies provide required support.	Support in terms of human resource, financial (sustainability), technical expertise.	Establishment of toll free helpline will not be achieved.
MINISTRY OF AGRICULTURE AND FORESTS	Number of workplaces with functional childcare centers	Support in establishing child care Market, Thimphu	Children can play and learn at the center at the Centenary Farmers center when the parents do shopping.	Technical expertise, caregivers and space	Child care center will not be established.
MINISTRY OF FINANCE	Number of workplaces with functional childcare centers	Finance to support the establishment of child care centers	Due to the importance and experience of help to the parents and children by the child care centers, it is important to establish more centers.	Financial support	Child care centers cannot be opened
MINISTRY OF AGRICULTURE AND FORESTS	No. of Self Help Groups (SHGs) with majority female member	Technical support	Since MoAF has experience of forming SHGs, we would like to seek their technical support.	Technical support	Affect the quality of SHGs

Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
NATIONAL STATISTICS BUREAU	Draft report on Prevalence of Violence Against Women	Technical support in conducting the VAW survey	NSB as the apex body for statistical purposes and with their experience in conducting surveys, we would like to seek their support in conducting the survey as per the established methodology.	Study methodology development and other statistical support.	The survey may be statistically flawed whereby the results will not be statistically acceptable.
MINISTRY OF EDUCATION	Draft report on Prevalence of Violence Against Women	Support in terms of being on the steering committee and core working group.	Since the study will be covering many aspects of life, it is important to have inputs from sectors to enhance the quality of the study.	Technical support.	The results of the study may not be acceptable to the users.
MINISTRY OF FINANCE	Draft report on Prevalence of Violence Against Women	Support in terms of being on the steering committee and core working group.	Since the study will be covering many aspects of life, it is important to have inputs from sectors to enhance the quality of the study.	Technical support.	The results of the study may not be acceptable to the users.
MINISTRY OF HEALTH	Draft report on Prevalence of Violence Against Women	Support in terms of being on the steering committee and core working group.	Since the study will be covering many aspects of life, it is important to have inputs from sectors to enhance the quality of the study.	Technical support.	The results of the study may not be acceptable to the users.
MINISTRY OF LABOUR & HUMAN RESOURCES	Draft report on Prevalence of Violence Against Women	Support in terms of being on the steering committee and core working group.	Since the study will be covering many aspects of life, it is important to have inputs from sectors to enhance the quality of the study.	Technical support.	The results of the study may not be acceptable to the users.

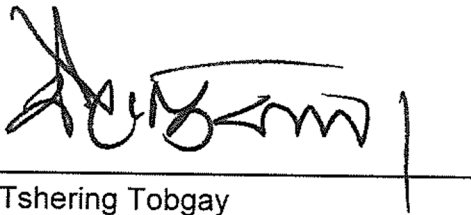
Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
MINISTRY OF LABOUR & HUMAN RESOURCES	Number of workplaces with functional childcare centers	initiate the establishment of creches /childcare centers by providing caregiver through their scheme	given that gender and child protection is a crosscutting issue every ministry and agency has a role and stake in addressing issues related to women and children. it is therefore, imperative for all the sector to participate actively and responsibly in addressing such issues in their respective sectors.	Caregivers, support and commitment	Establish of support services will be delayed

Whereas,

I, the , , commit to the Prime Minister, the Government and the people of Bhutan to deliver the results described in this Annual Performance Agreement.

I, the Prime Minister, commit to the , , on behalf of the Government and the people of Bhutan, to provide the necessary fund and resources for delivery of the results described in this Annual Performance Agreement.

SIGNED:



Tshering Tobgay  
Prime Minister of Bhutan

3.8.17

Date



Kunzang Lhamu  
Director, NCWC

3-08-17

Date