



PERFORMANCE AGREEMENT

BETWEEN

PRIME MINISTER AND PARO DZONGDAG

Paro Dzongkhag Administration

(July 1, 2017 – June 30, 2018)

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Preamble

The Performance Agreement is entered into between the Prime Minister and Paro Dzongdag, Paro Dzongkhag Administration.

The objectives of this Performance Agreement are:

a) To establish clarity and consensus about annual priorities for the Paro Dzongkhag Administration consistent with the 11th Five Year Plan , and Governments other priorities;

b) To make the Paro Dzongkhag Administration fully responsible for driving implementation and delivering the results against the annual priorities;

c) To provide an objective and fair basis for evaluating the Dzongkhag's 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 and self reliant community with good governance, rich culture and pristine nature

Mission

To deliver prompt and quality services through committed professionals pursuing a well balanced socio-economic development to meet the needs and fulfill the aspirations of people in the Dzongkhag

Objectives

- 1) Enhanced rural household income and food grain sufficiency
- 2) To improve quality of urban life
- 3) To improve health status of the community
- 4) To enhance adult literacy, develop adequate infrastructure and facilities for better learning outcomes
- 5) To enhance food and nutrition security
- 6) To promote and preserve traditional and cultural heritage of the Dzongkhag
- 7) To enhance and strengthen local economy
- 8) To provide effective and efficient public service delivery
- 9) To ensure full budget utilization
- 10) To ensure availability of timely, relevant and reliable data/information at the Dzongkhag level
- 11) To enable effective and efficient ICT Service delivery
- 12) To implement National Integrity and Anti- Corruption Strategy (NIACS)
- 13) Create a conducive environment for gender equality

Section 2: Objectives, Success Indicators & Target

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
Enhanced rural household income and food grain sufficiency	22	Enhance paddy production	Paddy production	MT	2	>8537	>8000	>7500	>7000	<7000
		Protect crop from wild animals damage	Length of electric fencing installed	KM	4	>14	10	8	6	<4
		Develop/maintain Agri-infrastructures	Number of irrigation channel renovated	Number	3	20	15	10	7	<7
			Number of existing farm roads maintained	Number	3	24	20	15	10	<10
		Enhance rural household income through cash crop production	Vegetable Production	MT	5	>8800	8000	7500	7000	<7000
			Fruit Production	MT	5	>3099	2500	2000	1800	<1800
To improve quality of urban life	15	Develop urban infrastructure and facilities	Number of Urban water supply maintained	Number	3	6	5	4	3	2
			Timeline by which urban drainage are maintained	Date	3	30/06/2018	7/07/2018	14/07/2018	21/07/2018	28/07/2018
			Number of waste management programs initiated	Number	6	2	-	-	-	1
			Timeline by which streetlights are maintained	Date	3	30/06/18	7/07/18	14/07/18	21/07/18	28/07/18
To improve health status of the community	14	Conduct awareness/sensitization on suicide prevention and Non-communicable diseases	Number of People screened for NCDs	Number	2	16000	15000	14000	13000	<13000
			Percentage of suicide cases reduced	Percent	0.5	50	40	30	20	<20
		Sustain regular activities on maternal and child health promotion	Percentage of immunization coverage	Percent	2	>97	95	90	85	<85
			Incidence of maternal mortality	No Unit	0.5	0	1	2	3	>3
			Incidence of infant mortality	Number	0.5	0	1	2	3	>3
			Incidence of under-5 mortality	Number	0.5	0	1	2	3	>3

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]		
To enhance adult literacy, develop adequate infrastructure and facilities for better learning outcomes	14	Sustain collaborative activities on rural water supply and sanitation promotion	Percentage of rural households with access to improved sanitation	Percent	2	100	95	90	85	<85		
			Percentage of rural households with garbage pit	Percent	2	>85	70	65	60	<60		
			Percentage of rural households with access to water supply	Percent	2	100	93	91	89	<87		
To enhance adult literacy, develop adequate infrastructure and facilities for better learning outcomes	14	Establish and strengthen ECCD programmes	Number of Students enrolled in ECCD	Number	2	45	40	35	30	25		
			Improving nutrition in schools	Number of schools with School Agriculture Program	Number	2	5	4	3	2	<2	
				Incidence of Peripheral Neuropathy reduced	Percent	1	0	1	2	3	4	
			Promote Scouting Program	%	% of schools with scouting program	Percent	2	90	80	70	60	<60
					Number of students enrolled in scouting program	Number	2	2000	1900	1800	1700	<1700
					Improve learning outcomes (Eng/Maths/Dzo/EVS)	Learning outcomes in class III (Eng/Maths/Dzo/EVS)	Number	1	Eng:66 mat:62 Dzo:70 EVS:71	Eng:60 mat:61 Dzo:63 EVS:65	Eng:55 mat:54 Dzo:60 EVS:60	Eng:50 mat:50 Dzo:55 EVS:55
			Learning outcomes in class VI (Eng/Maths/Dzo/Sci)	Percent		1	Eng:60 Maths:60 Dzo:67 Sci:62	Eng:60 Maths:60 Dzo:67 Sci:62	Eng:60 Maths:60 Dzo:67 Sci:62	Eng:60 Maths:60 Dzo:67 Sci:62		

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
To enhance adult literacy, develop adequate infrastructure and facilities	14	Improve learning outcomes	Learning outcomes in class X (Eng/Dzo/Maths/Sci)	Percent	1	60 for all subjects	55 for all subjects	50 for all subjects	45 for all subjects	<45 for all subjects
		Establish and sustain NFE centres	NFE Completion rate	Percent	2	90	80	70	60	50
		Increase milk production	Milk production	MT	2	2500	2400	2300	2200	<2200
		Increase pork production	Pork production	MT	2	25	20	15	10	<10
		Increase egg production	Egg production	Million	2	3333333	291666	250000	208333	<208333
To promote and preserve traditional and cultural heritage of the Dzongkhag	8	Deliver timely animal health services	Animal Health services provided	Percent	3	>90	80	70	60	<50
		Construct and re-construct religious infrastructure	Construct and re-construct religious infrastructure	Number	5	6	5	4	3	<2
		Promote local festivals	Number of festivals coordinated	Number	3	3	2	-	-	1
To enhance and strengthen local economy	6	Promote Local economy	Number of Jobs created	Number	1	100	90	80	70	<70
		Facilitate construction of GC roads	Number of local registered population with bank accounts	Number	1	500	450	400	350	<350
		Provide reliable communication and electricity services	Number of Tourist Arrival	Number	1	47000	45000	40000	30000	<30000
			Number of GC road black-topped	Number	1	6	5	4	3	2
			Percentage of Households with mobile connectivity	Percent	1	100	90	80	70	60
		Percentage of Households with electricity	Percent	1	100	90	80	70	60	

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
To provide effective and efficient public service delivery	2	Provide effective and efficient public services	Percentage of Service Delivery Standard implemented	Percent	2	100	90	80	70	60
To ensure full budget utilization	5	Ensure full budget utilization	Percentage of budget utilized	Percent	5	100	-	-	-	<100
To ensure availability of timely, relevant and reliable data/information at the Dzongkhag level	2	Collect compile and submit Dzongkhag level Socio-Economic Data/information to the NSB	1. Timeline by which the Monthly Consumer Price data is submitted to NSB. 2. Timeline by which the Quarterly Household Expenditure Survey is conducted and data is submitted to NSB	Date	0.5	25th of the reference month	30th of the reference month	1st week of the following month	2nd week of the following month	3rd week of the following month
			Timeline by which the Annual Dzongkhag Statistics and Dzongkhag at a Glance is published online and Data is submitted to NSB	Date	0.5	30th Oct 2017	30th Nov 2017	30th Dec 2017	30th Jan 2018	30th Feb 2018
			Timeline by which the Gewog level database is published online on the Dzongkhag website and data submitted to NSB	Date	0.5	30 Jan 2018	28 Feb 2018	30 March 2018	30 April 2018	Later than June 2018
			Timeline by which the Economic Census of Bhutan (ECoB) is conducted	Date	0.5	30 June 2018	-	-	-	Later than June 2018
To enable effective and efficient ICT Service delivery	1.5	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	0.5 0.5	50 1	45 1.5	40 2	35 2.5	30 >2.5

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
To enable effective and ef	1.5	Ensure compliance to e-GIF standards	Percentage compliance to e-GIF standards	Percent	0.5	100	-	-	-	<100
To implement National Integrity and Anti-Corruption Strategy (NIACS)	1	Conduct face to face sensitization program on Ethics and Integrity Tools by concerned TOT participants (Gift Rules & amp; its management, Asset Declaration Rules & its management, Conflicts of Interest Declaration & its management, Code of Conduct and Grievance Redress Mechanism)	Employees aware on the following Ethics and Integrity Management Tools- Gifts, Conflicts of Interest, Code of Conduct, Asset Declaration and Grievance Redress Mechanism	Percent	1	Above 90	89-80	79-70	69-60	59 and below
Create a conducive environment for gender equality	0.5	Institutionalize integration of gender equality	Timeline by which internal framework to address gender issues at the workplace developed	Days	0.5	28th February, 2018	30th March, 2018	31 April, 2018	30 May, 2018	30th June, 2018

Section 3: Trend values of success indicators

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Actual Values [FY 2015-16]	Actual Values [FY 2016-17]	Target Values [FY 2017-18]	
Enhanced rural household income and food grain sufficiency	Enhance paddy production	Paddy production	MT	-	7764	7500	8537	>8537	
	Protect crop from wild animals damage	Length of electric fencing installed	KM	-	-	7	22	14	
	Develop/maintain Agri-infrastructures	Number of irrigation channel renovated	Number	-	-	-	-	20	
		Number of existing farm roads maintained	Number	-	-	-	-	20	
	Enhance rural household income through cash crop production	Vegetable Production	Vegetable Production	MT	-	-	-	8800	>8800
		Fruit Production	Fruit Production	MT	-	-	-	3099	>3099
To improve quality of urban life	Develop urban infrastructure and facilities	Number of Urban water supply maintained	Number	-	-	-	-	6	
		Timeline by which urban drainage are maintained	Date	-	-	-	-	30/06/2018	
	Number of waste management programs initiated	Number	-	-	-	-	2		
	Timeline by which streetlights are maintained	Date	-	-	-	-	30/06/18		
To improve health status of the community	Sustain regular activities on maternal and child health promotion	Percentage of immunization coverage	Percent	85	96	>96	>97	>97	
		Incidence of maternal	No Unit	8	3	0	0	0	

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Actual Values [FY 2015-16]	Actual Values [FY 2016-17]	Target Values [FY 2017-18]
		mortality						
		Incidence of infant mortality	Number	1	0	0	0	0
		Incidence of under-5 mortality	Number	11	2	0	0	0
		Percentage of institutional delivery	Percent	90	95	>96	>96	>96
	Sustain collaborative activities on rural water supply and sanitation promotion	Percentage of rural households with access to improved sanitation	Percent	91	97	>97	>97	100
		Percentage of rural households with garbage pit	Percent	76	76	>76	>80	>85
		Percentage of rural households with access to water supply	Percent	-	87	>95	>96	100
	Conduct awareness/sensitization on suicide prevention and Non-communicable diseases	Number of People screened for NCDs	Number	-	-	-	-	16000
		Percentage of suicide cases reduced	Percent	-	-	-	-	50
To enhance adult literacy, develop adequate infrastructure and facilities for better learning outcomes	Establish and sustain NFE centres	NFE Completion rate	Percent	-	-	-	-	90
	Improving nutrition in schools	Incidence of Peripheral Neuropathy reduced	Percent	-	-	-	-	0
		Number of schools with School Agriculture Program	Number	-	-	-	5	-
	Improve learning outcomes	Learning outcomes in class X (Eng/Dzo/Maths/Sci)	Percent	-	-	-	-	60 for all subjects

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Actual Values [FY 2015-16]	Actual Values [FY 2016-17]	Target Values [FY 2017-18]
		Learning outcomes in class III (Eng/Maths/Dzo/EVS)	Number	-	-	-	Eng67 mat:63 Dzo:71EVS:72	-
		Learning outcomes in class VI (Eng/Maths/Dzo/Sci)	Percent	-	-	-	Eng:61 Maths:61 Dzo:68 Sci:63	-
		Number of Students enrolled in ECCD	Number	-	-	-	-	45
	Establish and strengthen ECCD programmes	Number of Students enrolled in ECCD	Number	-	-	-	-	-
	Promote Scouting Program	% of schools with scouting program	Percent	-	-	-	90	-
		Number of students enrolled in scouting program	Number	-	-	-	2000	-
To enhance food and nutrition security	Increase milk production	Milk production	MT	1750	1800	1900	2400	2500
	Increase pork production	Pork production	MT	22	20	>18	20	25
	Increase egg production	Egg production	Million	316666	325000	133333	166666	333333
To promote and preserve traditional and cultural heritage of the Dzongkhag	Deliver timely animal health services	Animal Health services provided	Percent	-	-	>90	>90	>90
	Construct and re-construct religious infrastructure	Construct and re-construct religious infrastructure	Number	-	-	-	-	5
	Promote local festivals	Number of festivals coordinated	Number	-	-	-	3	-
To enhance and strengthen local economy	Facilitate construction of GC roads	Number of GC road black-topped	Number	-	-	1	1	1
	Provide reliable	Percentage of	Percent	-	-	100	100	100

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Actual Values [FY 2015-16]	Actual Values [FY 2016-17]	Target Values [FY 2017-18]
	communication and electricity services	Households with mobile connectivity						
		Percentage of Households with electricity	Percent	-	-	100	100	100
	Promote Local economy	Number of local registered population with bank accounts	Number	-	-	300	300	500
		Number of Tourist Arrival	Number	-	-	-	46000	47000
		Number of Jobs created	Number	-	-	100	100	100
To provide effective and efficient public service delivery	Provide effective and efficient public services	Percentage of Service Delivery Standard implemented	Percent	-	-	-	-	100
To ensure full budget utilization	Ensure full budget utilization	Percentage of budget utilized	Percent	-	-	-	-	100
To ensure availability of timely, relevant and reliable data/information at the Dzongkhag level	Collect compile and submit Dzongkhag level Socio-Economic Data/information to the NSB	1. Timeline by which the Monthly Consumer Price data is submitted to NSB. 2. Timeline by which the Quarterly Household Expenditure Survey is conducted and data is submitted to NSB	Date	-	-	-	-	-
		Timeline by which the Annual Dzongkhag Statistics and Dzongkhag at a Glance is published online and Data is submitted to NSB	Date	-	-	-	15 Oct. 2016	30 Oct. 2017
		Timeline by which the	Date	-	-	-	-	30 Jan

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Actual Values [FY 2015-16]	Actual Values [FY 2016-17]	Target Values [FY 2017-18]
		Gewog level data-base is published online on the Dzongkhag website and data submitted to NSB						2018
		Timeline by which the Economic Census of Bhutan (ECoB) is conducted	Date	-	-	-	-	1
To enable effective and efficient ICT Service delivery	Enhance basic ICT skills of non-ICT staff members	Percentage of non-ICT staff trained	Percent	-	-	-	-	50
	Improve public service delivery through innovative ICT services/improve LAN and internet services	Acceptable downtime of LAN and internet connectivity per incidence	Days	-	-	-	-	1
	Ensure compliance to e-GIF standards	Percentage compliance to e-GIF standards	Percent	-	-	-	-	100
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 & amp; its management, Asset Declaration Rules & its management, Conflicts of Interest Declaration & its management, Code of Conduct and Grievance Redress Mechanism)	Employees aware on the following Ethics and Integrity Management Tools- Gifts, Conflicts of Interest, Code of Conduct, Asset Declaration and Grievance Redress Mechanism	Percent	-	50	70	80	Above 90
	Create a conducive	Timeline by which internal framework to	Days	-	-	-	-	31 March, 2018

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Actual Values [FY 2015-16]	Actual Values [FY 2016-17]	Target Values [FY 2017-18]
environment for gender equality	equality	address gender issues at the workplace developed						

Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Paddy production	Annual production of paddy	Annual Agriculture Sample survey	Annually	Department of Agriculture, MoAF
Length of electric fencing installed	Electric fencing in community fields	Real length	Annually	Dzongkhag Agriculture Sector
Vegetable Production	Annual production of all vegetables cultivated in the Dzongkhag	Annual Agriculture Sample survey	Annually	Department of Agriculture, MoAF
Fruit Production	Total production of fruits cultivated annually in the Dzongkhag	Annual Agriculture sample survey	Annually	Department of Agriculture, MoAF
Number of waste management programs initiated	The waste management programs that will be carried out are: 1. Timely waste collection by the municipality covering the urban area 2. Mass cleaning campaign of the town area	Records maintained by Paro Municipality	Annually	Dzongkhag Municipal Sector
Learning outcomes in class X (Eng/Dzo/Maths/Sci)	To measure the performance class X students in the STEM subjects.	Records maintained by BCSE	Annually	BCSE
Percentage of immunization coverage	The percentage of children under one year of age who have received Penta 3rd dose in a given year.	Monthly health activity reports	Annually	Dzongkhag Health Sector
Incidence of maternal mortality	Number of women deaths from any cause related to or aggravated by pregnancy or its management (excluding accidental or incidental causes) during pregnancy and child birth or within 42 days of termination of pregnancy, irrespective of the duration and site of the pregnancy for a specific year.	Reports of health centers	Annually	Dzongkhag Health Sector

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Incidence of infant mortality	Number of infant mortality is a child born in a specific year or period dying before reaching the age of one.	Annual household survey	Annually	Dzongkhag Health Sector
Incidence of under-5 mortality	Under 5 mortality is a child born in a specific year or period dying before reaching the age of five.	Annual household survey	Annually	Dzongkhag Health Sector
Percentage of institutional delivery	Proportion of births that are delivered in health facilities	Monthly activity and annual household survey reports	Monthly	Dzongkhag Health Sector
Percentage of rural households with access to improved sanitation	Improved sanitation facility is considered when household have usable latrine and latrine is in use.	Annual households survey	Annually	Dzongkhag Health sector
Percentage of rural households with access to water supply	Household is considered having access to RWSS within the radius of 100 meters from the tap stand even more than one household shared the water from the same tap stand.	Annual households' survey and data is authenticated by means of verification by Geog Administration.	Annually	Dzongkhag Health Sector
Milk production	Increase in milk production to contribute to reduction in milk and milk product imports	Monthly/quarterly progress report and biannual livestock population and production census	Biannually	Dzongkhag Livestock Sector
Pork production	Increase in pork production to enhance rural income meet daily consumption requirement	Monthly/quarterly progress report and biannual livestock population and production census	Quarterly	Dzongkhag Livestock Sector
Egg production	Increase in egg production to enhance rural income meet daily consumption requirement	Monthly/quarterly progress report and biannual livestock population and production census	Annually	Dzongkhag Livestock Sector
Animal Health services provided	The animal health services includes Clinical treatment, vaccination, deworming, and Sterilization	Records maintained by relevant offices	Annually	Dzongkhag Livestock Sector

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Construct and re-construct religious infrastructure	Maintenance of following lhakhangs: 1. Sangchoekhor lhakhang 2. Dzongdrakha lhakhang 3. Tsheda goenpa 4. Langma lhakhang 5. Tashidingkha lhakhang 6. Toilet and kitchen in Kyichu lhakhang	Physical /financial progress reports	Annually	Dzongkhag Culture Section
Number of GC road black-topped	To facilitate the baloktopping of Doteng GC road (Spill over)	Report from DoR	Annually	DoR and Gewogs Administrations
Percentage of Households with mobile connectivity	To measure the mobile connectivity in the Dzongkhag in percent	Reports from Bhutan Telecom and Tashi cell in the Dzongkhag	Annually	BT and Tashi cell office
Number of local registered population with bank accounts	To measure the number of local population with bank accounts	Reports compiled from financial institutions	Annually	Financial Institutions in Paro
Number of Tourist Arrival	Number of Tourist arrival in Paro	Records maintained by TCB	Annually	TCB
Percentage of Service Delivery Standard implemented	Percentage of Service delivery Standards implemented	Records maintained by relevant offices	Annually	Dzongkhag Administration
Percentage of budget utilized	This SI measures the variance between revised budget and expenditure of an agency for a fiscal year.	Through analysis of annual budget and expenditure	Annually	MYRB

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
<p>1. Timeline by which the Monthly Consumer Price data is submitted to NSB.</p> <p>2. Timeline by which the Quarterly Household Expenditure Survey is conducted and data is submitted to NSB</p>	<p>CPI refers to average change over time in prices of goods & services purchased by the households. It is a measure of average change over time in the prices of goods and services purchased by the households. It is used as a macro economic indicator of inflation, as tool for formulation of monetary and fiscal policy, and as deflator in national accounts</p>	<p>Use of mobile application tool to collect data and send directly to the database at the headquarter. Such measures are taken for timely publication and up to date information.</p>	<p>Monthly</p>	<p>A total of 438 items (goods and services) are included in the current CPI to make the sample more representative. Prices of sampled goods and services are collected from different shops and outlets in twenty Dzongkhags and two urban towns by the Dzongkhag Statistical Officer's (DSO) every month using mobile. (2). Sample selected households, representative of the country in all the 20 Dzongkhags.</p>
<p>Timeline by which the Annual Dzongkhag Statistics and Dzongkhag at a Glance is published online and Data is submitted to NSB</p>	<p>The respective Dzongkhag Statistical Officers should collect, compile, analyze and publish the ADS online in the Dzongkhag's website and submit the data to NSB</p>	<p>Primary and secondary data (survey & admin data)</p>	<p>Annually</p>	<p>Dzongkhag, Gewog and Thromde sectors, official publications (national, regional and local)</p>

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Timeline by which the Gewog level data-base is published online on the Dzongkhag website and data submitted to NSB	GLD contains all monthly, annual and terminal indicators to monitor APAs of the LG. It will be collected by GAOs and submitted to DSOs and DSOs will validate and submit to NSB and disseminate	Administrative secondary and terminal data	Annually	Gewog Sectors
Timeline by which the Economic Census of Bhutan (ECoB) is conducted	The ECoB will be coordinated and conducted by NSB and actual field data collection and coordination will be done by DSOs	Primary data collection	Annually	100 percent field enumeration from the field
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 Section	Administration records on training conducted	Biannually	Dzongkhag ICT Office
Acceptable downtime of LAN and internet connectivity per incidence	This success indicator measures the minimum downtime of LAN and internet connectivity in Dzongkhag administration office. If the downtime is caused by incidents which are out of ICT Section's control, ICT Section 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 to travel to gewogs/CC to rectify connectivity issues.	Dzongkhag records (ICT Section)	Monthly	Dzongkhag ICT Office
Percentage compliance to e-GIF standards	This success indicator measures and ensures that Dzongkhag comply to e-GIF standards in all ICT related activities	Records of e-GOV review meetings	Biannually	Dzongkhag ICT Office

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
<p>Employees aware on the following Ethics and Integrity Management Tools- 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 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: 1) No. of tools sensitized – 5 tools (10%); 2) Mode of Delivery - face to face sensitization program (10%);3) Duration - one day or more (10%); and 4) Percent of employees sensitized – 80 & above (10%). The agencies will report on the above weightage (40 percent) using the standard form developed by ACC.</p>	<p>1. Supporting documents from the agencies 2. Questionnaire based desk survey</p>	<p>Annually</p>	<p>All public agencies that sign APA</p>
<p>Timeline by which internal framework to address gender issues at the workplace developed</p>	<p>The indicator refers to development of an internal framework in each of the Dzongkhags to address gender issues faced by the employees within the Dzongkhags and provide conducive working environment for the female employees. The framework should</p>	<p>Dzongkhag report/record and GFP reports.</p>	<p>Annually</p>	<p>Consultations, Bilateral Meetings</p>

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
	<p>include the following areas:</p> <ul style="list-style-type: none"> - Mechanisms/procedures to report on harassment at work place including sexual harassment (should designate a focal person who will facilitate reporting of such issues to higher authorities) within the sector. - Provision of facilities like breastfeeding room for nursing mothers and customers (for office providing services to the public), separate toilets for male and female employees with basic amenities like sanitary bins in the female toilets - Inclusion of female representative in the important committees of the sector - Implementation of flexi timing to working mothers - Awareness for all the employees on gender and child protection issues <p>including sexual harassment and introducing a system where all new recruits/employees of the sector to be sensitized on basic concepts and issues related to gender and child protection.</p> <p>This indicator will be applicable to all the Dzongkhags. The National Commission for</p>			

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
	<p>Women and Children (NCWC) as the lead coordinating agency of the government on women and children will provide necessary guidance and technical assistance in developing the internal framework.</p>			

Section 5: Requirements from other Ministries, Agencies & Dzongkhags

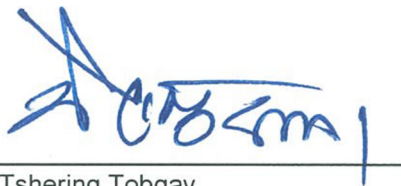
Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
MINISTRY OF HOME & CULTURAL AFFAIRS	Construct and re-construct religious infrastructure	Timely approval for carrying out the renovation works	Dzongkhag administration has to obtain approval from the Department of Culture to implement renovation and construction works of religious infrastructure	Approval/Clearance	Targets may not be achieved
MINISTRY OF WORKS AND HUMAN SETTLEMENT	Number of GC road black-topped	Blacktopping of Doteng GC road	Work is being implemented by DoR, Paro	5 Kms Doteng GC road blacktopped	Targets may not be met
TOURISM COUNCIL OF BHUTAN	Number of Tourist Arrival	Record and information	NA	Up to date information	NA
MINISTRY OF INFORMATION & COMMUNICATIONS	Percentage of Households with mobile connectivity	Interventions to ensure 100% mobile connectivity in the Dzongkhag	Both Bhutan Telecom and Tashi cell in the Dzongkhag is not administratively under Dzongkhag administration	Interventions to ensure 100% connectivity	Target for 100% connectivity may not be achieved
MINISTRY OF ECONOMIC AFFAIRS	Percentage of Households with electricity	Interventions to ensure 100% electricity coverage	BPC in the Dzongkhag is not administratively under Dzongkhag Administration	Interventions to ensure 100% electricity coverage	Target for 100% coverage may not be achieved

Whereas,

I, the Dzongdag, Paro Dzongkhag Administration, 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 Dzongdag, Paro Dzongkhag Administration, 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

29.8.17

Date



Tenzin Thinley
Paro Dzongdag

29/8/17

Date