



PERFORMANCE AGREEMENT

BETWEEN

**MINISTER, MINISTRY OF WORKS AND HUMAN
SETTLEMENT**

AND

**SECRETARY, MINISTRY OF WORKS AND HUMAN
SETTLEMENT**

(July 1, 2016 – June 30, 2017)

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Preamble

The Performance Agreement is entered into between the Prime Minister and Minister, Ministry Of Works And Human Settlement.

The objectives of this Performance Agreement are:

- a) To establish clarity and consensus about annual priorities for the Ministry Of Works And Human Settlement consistent with the 11th Five Year Plan , and Government's other priorities;
- b) To make the Ministry Of Works And Human Settlement fully responsible for driving implementation and delivering the results against the annual priorities;
- c) To provide an objective and fair basis for evaluating the Ministry'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 Leading organization in the region in infrastructure development for human settlement and transportation.

Mission

To provide safe, reliable and sustainable infrastructure for human settlement and transportation towards balanced development embodying the Bhutanese values.

Objectives

- 1) To facilitate and prepare human settlement plans for liveable, environmentally sustainable and regionally balanced development.
- 2) To double lane North East West Highway
- 3) To strengthen the country's construction industry through development of quality regulations, professional capacity of contractors and curbing corruption
- 4) To develop and maintain road networks including bridges.
- 5) To black top Gewog Center Roads
- 6) To provide effective and efficient engineering services and technical backstopping in all infrastructure development
- 7) To develop and promote, through R&D, new construction technologies including disaster resilient construction technologies to reduce and prevent natural disaster impacts (earthquake, cyclone, flood, fire, etc)
- 8) To ensure access to adequate potable water supply and sustainable sanitation facilities in all Thromdes and Dzongkhag Throms in collaboration with Local Governments.
- 9) To coordinate and support effective implementation of Human Settlement Plans and DCRs for planned development and sound urban governance.
- 10) To construct, maintain and replace bridges in the country.
- 11) To enhance efficiency and effectiveness of G2C services
- 12) To improve Ease of Doing Business Ranking
- 13) To create a conducive environment for gender equality and child protection
- 14) To prevent corruption

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 facilitate and prepare human settlement plans for liveable, environmentally sustainable and regionally balanced development.	15	Facilitate preparation of human settlement planning and development.	Number of geo-technical studies carried out for settlement planning and development.	Number	1	3	-	2	-	1
			Number of Topographic survey and geo-technical studies carried out for settlement planning and development.	Number	2	3	-	2	-	1
		Carry out compliance and development review of settlements and study of settlements.	Number of compliance and development review of settlements and study of settlements carried out.	Number	3	4	3	2	-	1
		Carry out stakeholder consultation, review and finalization of Act/Standards/Strategies.	Number of Acts/Standards/Strategies finalized.	Number	2	3	-	2	-	1
		Prepare for the formulation of comprehensive development plan.	Timeline by which formulation of comprehensive development plan prepared.	Date	6	05/22/2017	06/04/2017	06/11/2017	06/18/2017	06/25/2017
		Develop geo-database.	Timeline by which data standardised for human settlements.	Date	1	05/04/2017	06/04/2017	06/11/2017	06/18/2017	06/25/2017
To double lane North East West Highway	14	Double Lanning of North East-West Highway	Kilometer of North East West Highway double lanned (Formation Cutting).	KM	14	133	119.70	106.40	93.10	79.80
To strengthen	10	Facilitate registration/ renewal	TAT for	Days	2	1	2	3	4	5

the country's construction industry through development of quality regulations, professional capacity of contractors and curbing corruption		of contractors/consultant/architects/specialized trade certificates.	Registration/Renewal of certificates for contractors, consultants, Architects and Specialized trade issued.							
		Establish Construction Arbitration Facilitation Centre (CAFC).	Timeline by which Construction Arbitration Facilitation Center (CAFC) established.	Date	2	October 2016	-	November 2016	-	December 2016
		Conduct Regulatory Impact Assessment and formulate Rules and Regulations.	Timeline by which RIA conducted and Rules and Regulations published.	Date	2	May 2017	-	-	-	June 2017
		Promote mechanization in the construction industry.	Number of mechanization in potential areas promoted.	Number	2	5	4	3	2	1
		Conduct site inspections of construction sites to monitor contractors' commitments.	Number of site inspections conducted (Dzongkhag wise)	Number	2	20	15	10	5	<5
To develop and maintain road networks including bridges.	10	Construct Primary National Highway.	Kilometer of PNH upgraded/improved.	KM	1	31.90	25.52	25.52	22.33	19.14
		Construct national highways (dzongkhag and inter-dzongkhag roads)	kilometer of secondary national highway constructed.	KM	1	36.08	32.47	28.86	25.26	21.65
		Construct Hydro power project roads	kilometer of HPP roads constructed.	KM	1	1.5	1.35	1.20	1.05	0.90
		construct gewog center roads.	Kilometer of GC roads constructed.	KM	1	40	36	32	28	24
		up-grade/ improve national highways.	kilometer of national highway improved/upgraded.	KM	1	10	9	8	7	6
		upgrade hydro-power project roads.	kilometer of hydropower project road improved/upgraded.	KM	1	17	15.30	13.60	11.90	10.20
		Up-grade/ Improve Dzongkhag roads.	Kilometer of dzongkhag road improved/	KM	1	4.20	3.78	3.36	2.94	2.52

			upgraded.							
		Carry out routine maintenance.	Kilometer of all roads maintained	KM	1	4493.14	4043.83	3594.51	3145.20	2695.88
		Restore monsoon damages.	Kilometer of monsoon damages restored.	KM	1	4493.14	4043.83	3594.51	3145.20	2695.88
		Resurfacing of Primary National Highway	Kilometers of PNH resurfaced.	KM	1	223.20	200.98	178.56	156.24	133.92
To black top Gewog Center Roads	8	Blacktop GC roads.	KM of GC roads blacktopped.	KM	8	645.459	580.19	516.36	451.82	387.27
To provide effective and efficient engineering services and technical backstopping in all infrastructure development	7	Review and approve building drawing and design proposals	TAT for review and approval of building drawings	Days	0.5	14	17	20	23	26
			Percentage of Building drawing and designs reviewed and approved	Percent	1	100	80	60	40	20
	Construction of Double Lane RCC Bridge	Timeline by which Design and Drawings will be forwarded to Dzongkhag.	Date	0.5	October 2016	November 2016	December 2016	January 2017	February 2017	
	Establish basic lab/testing facilities and equipments.	Number of Dzo engineering cells equipped with basic testing facilities.	Number	0.5	7	5	4	3	1	
	Unplanned professional engineering services (Command works and important national projects)	Percentage of Professional engineering services provided to unplanned projects	Percent	0.5	100	80	60	40	<20	
	Review and update labour and material coefficient (LMC) for BSR	10 Percentage of BSR-LMC updated	Percent	0.5	10	8	6	5	<5	
	Construct Integrated Check posts	% of work completed at Rinchening Checkpoint	Percent	1	55	50	40	30	20	
	% of work completed at Bumpagang Checkpoint	Percent	1	80	60	50	40	30		

		Construction of Approach Road and Bridge at P/ling	Percentage of bridge and approach road construction in Pling Thromde completed.	Percent	0.5	100	80	60	40	<20
		Construction of Wangdicholing Resort- Jakar Lhakhang Urban Road	Percentage of Wangdicholing Resort- Jakar Lhakhang urban Road constructed.	Percent	0.5	100	80	60	40	20
		Construction and Improvement of Bathpalathang road	Percentage of Bathpalathang road constructed and improved	Percent	0.5	100	80	60	40	20
To develop and promote, through R&D, new construction technologies including disaster resilient construction technologies to reduce and prevent natural disaster impacts (earthquake, cyclone, flood, fire, etc)	7	Promote local construction materials and domestic construction industries.	No. of local constructions materials promoted (CSEB/CLC/CB).	Number	0.75	3	0	2	0	1
		Study appropriate construction technology for adaptation & adoption.	Number of appropriate construction technology identified and documented	Number	0.75	3	0	2	0	1
		Technology Transfer of appropriate technologies identified	Number of thermal performance/measurement tools and equipment established	Number	0.75	4	3	2	-	1
		Develop checklist on quality assurance in building construction	No of checklists developed	Number	0.5	4	3	2	-	1
		Pilot appropriate retrofitting techniques for different building typologies	Number of building typologies piloted	Number	0.75	2	-	-	-	1
		Develop Preliminary Settlement Flood Hazard Mapping.	Number of flood prone areas with preliminary Settlement Flood Hazard Mapping developed.	Number	0.75	5	4	3	2	1
		Develop National spatial Data on Flood Prone Areas in GIS	Number of Dzongkhags with inventory of flood	Number	0.75	5	4	3	2	1

		Environment.	prone areas.							
		Revive good traditional construction technology	Timeline by which traditional construction studied and documented	Date	0.5	06/01/2017	07/01/2017	07/08/2017	07/15/2017	07/22/2017
		Study on Green and sustainable Construction Technology	Timeline by which green and sustainable construction technology study is conducted	Date	0.75	May 2017	-	-	-	June 2017
		Pilot Project Execution using local materials.	Timeline by which pilot building using local materials is constructed	Date	0.75	May 2017	-	-	-	June 2017
To ensure access to adequate potable water supply and sustainable sanitation facilities in all Thromdes and Dzongkhag Throms in collaboration with Local Governments.	6	Monitor and evaluate Water Safety Plan.	Number of Monitoring and Evaluation Report Prepared.	Number	0.5	4	3	2	-	1
		Design and implementation of recommended technical option for waste water.	Number of towns with recommended technical option implemented.	Number	0.5	2	-	-	-	1
		Construction of Water Supply System for S/Jongkhar Thromde ADB	30 percentage of Construction of Water Treatment Plant (WTP) and water works in S/Jongkhar Thromde completed by June 2017.	Percent	0.5	30	-	20	-	10
		Construction of water supply system for Thimphu Thromde (WB)	For construction of intake transmission main from Dodena to Taba and distribution reservoirs work awarded and construction started.	Percent	0.5	100	80	60	40	<20
		Construction of Central water Treatment Plant for Thimphu Thromde (WB)	Design, estimate completed and works awarded for construction of Central Water Treatment Plant of 7.5 MLD capacity	Percent	0.5	100	80	60	40	<20
		Construction of Water Supply	1. Award of work for the	Percent	0.5	100	80	60	40	<20

		Scheme at Kanglung (PTA GoI)	design to the consultancy firm. 2. Award of actual construction works to the contractors							
		Construction of Water Supply Scheme Nganglam (PTA GoI)	1. Award of work for the design to the consultancy firm. 2. Award of actual construction works to the contractor.	Percent	0.5	100	80	60	40	<20
		Construction of (DBOT) waste water treatment plant at Babesa ADB	10 % of work completed for waste water treatment plant at Babesa.	Percent	0.5	10	-	-	-	5
		Construction of Sewerage Treatment Plant at Taba (WB).	% of Construction of Sewerage Treatment Plant at Taba completed	Percent	0.5	20	15	10	5	<5
		Construction of 0.6 MLD Sewerage treatment plant at Langjophakha LAP (WB).	Construction of 0.6 MLD sewerage treatment plant at Langjophakha completed	Percent	0.5	100	80	60	40	<20
		Construct service reservoirs and distribution network.	Percentage of new distribution network laid and service reservoir constructed for Tsirang	Percent	0.5	70	60	50	40	<40
			Percentage of new distribution network laid and service reservoir constructed for Mongar.	Percent	0.5	60	50	40	30	<30
To coordinate and support effective implementation of Human Settlement Plans and DCRs for	5	Human Settlement In-charges made aware on Development Control Regulations.	Percentage of Human In-charges made aware on Development Control Regulations.	Percent	1.5	80	70	60	50	<50
		Issues pertaining to Thromdes discussed and resolved.	Percentage of Issues discussed and resolved.	Percent	1	80	70	60	50	<50
		Coordinate with local	Technical backstopping	Numbe	2.5	24	20	16	12	8

planned development and sound urban governance.		governments to ensure effective enforcement of rules and regulations, circulars, executive orders on Human Settlement planning and DCR.	to local government provided.	r						
To construct, maintain and replace bridges in the country.	3	Provide technical backstopping services including surveying, designing, preparation of drawings and cost estimates etc (Trail bridges, vehicular bridges and bazams)	Technical backstopping provided.	Number	0.5	3	-	2	-	1
		Construct Bazams.	Number of Bazams constructed.	Number	0.5	3	-	2	-	1
		Construct motorable bridges	Number of motorable bridges completed	Number	0.5	5	4	3	2	1
			Number of motorable Bridge construction initiated	Number	0.5	25	20	15	10	5
			Number of motor-able bridge replaced.	Number	0.5	12	10	8	6	<6
		Maintain Bridge	Number of Bridges maintained	Number	0.5	263	240	220	210	200
To enhance efficiency and effectiveness of G2C services	5	Resolve citizens grievances	Percentage of grievances redressed	Percent	1	100	97	95	93	90
		Provide G2C services effectively	Percentage of services not delivered on time for the 16 G2C services under MoWHS	Percent	2	3	3.5	4	4.5	5
		Provide G2C services through mobile	Timeline by which 1 Mobile apps/services operationalised and functional	Status of Work	2	Yes	-	-	-	No
To improve Ease of Doing	5	Implement action plan to improve the Ease of Doing	Timeline by which electronic registry of	Date	5	September 2016	November 2016	January 2017	March 2017	May 2017

Business Ranking		Business ranking as developed by MoEA	building permits is introduced							
To create a conducive environment for gender equality and child protection	3	Institutionalize integration of gender equality and child protection concerns	Timeline by which Childcare center (crèche) for the employees is provided	Date	1.5	April 30th, 2017	-	May 30th, 2017	-	June 30th, 2017
			Timeline by which internal framework to address gender related issues faced by the employee within the sector concerned is developed	Date	1.5	May 31st, 2017	-	-	-	June 30th, 2017
To prevent corruption	2	Implement action plan adopted after the conduct of Integrity Diagnostic Test	Percentage of IDT recommendations implemented	Percent	2	91-100	81-90	71-80	61-70	<60

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 facilitate and prepare human settlement plans for liveable, environmentally sustainable and regionally balanced development.	Carry out stakeholder consultation, review and finalization of Act/Standards/Strategies.	Number of Acts/Standards/Strategies finalized.	Number	-	-	-	3	-
	Prepare for the formulation of comprehensive development plan.	Timeline by which formulation of comprehensive development plan prepared.	Date	05/22/2014	05/22/2015	05/22/2016	05/22/2017	05/22/2018
	Facilitate preparation of human settlement planning and development.	Number of geo-technical studies carried out for settlement planning and development.	Number	-	-	-	3	-
			Number of Topographic	Number	12	11	8	3

		survey and geo-technical studies carried out for settlement planning and development.						
	Carry out compliance and development review of settlements and study of settlements.	Number of compliance and development review of settlements and study of settlements carried out.	Number	8	4	4	4	4
	Develop geo-database.	Timeline by which data standardised for human settlements.	Date	05/04/2014	05/04/2015	05/04/2016	05/04/2017	05/04/2018
To double lane North East West Highway	Double Lanning of North East-West Highway	Kilometer of North East West Highway double lanned (Formation Cutting).	KM	0	0	166	133	86
To strengthen the country's construction industry through development of quality regulations, professional capacity of contractors and curbing corruption	Promote mechanization in the construction industry.	Number of mechanization in potential areas promoted.	Number	-	-	-	5	-
	Conduct site inspections of construction sites to monitor contractors' commitments.	Number of site inspections conducted (Dzongkhag wise)	Number	0	26	20	20	20
	Establish Construction Arbitration Facilitation Centre (CAFC).	Timeline by which Construction Arbitration Facilitation Center (CAFC) established.	Date	-	-	-	October 2016	-
	Conduct Regulatory Impact Assessment and formulate Rules and Regulations.	Timeline by which RIA conducted and Rules and Regulations published.	Date	-	-	-	Before June 2017	-
	Facilitate registration/ renewal of contractors/ consultant/architects/specialized trade certificates.	TAT for Registration/Renewal of certificates for contractors, consultants, Architects and Specialized trade issued.	Days	0	1	1	1	1
To develop and maintain road	Construct Primary National Highway.	Kilometer of PNH upgraded/improved.	KM	-	121	58	31.90	29.88

networks including bridges.	Construct national highways (dzongkhag and inter-dzongkhag roads)	kilometer of secondary national highway constructed.	KM	-	90	68.10	36.08	-
	Construct Hydro power project roads	kilometer of HPP roads constructed.	KM	-	16	17.94	1.5	-
	construct gewog center roads.	Kilometer of GC roads constructed.	KM	-	68	70	40	-
	up-grade/ improve national highways.	kilometer of national highway improved/ upgraded.	KM	-	71.10	13	10	9
	upgrade hydro-power project roads.	kilometer of hydropower project road improved/ upgraded.	KM	-	16.70	22.67	17	-
	Up-grade/ Improve Dzongkhag roads.	Kilometer of dzongkhag road improved/ upgraded.	KM	-	5.50	22	4.20	-
	Carry out routine maintenance.	Kilometer of all roads maintained	KM	-	4476.53	4476.53	4493.14	4493.14
	Restore monsoon damages.	Kilometer of monsoon damages restored.	KM	-	-	-	4493.14	-
	Resurfacing of Primary National Highway	Kilometers of PNH resurfaced.	KM	-	-	-	223.20	-
To black top Gewog Center Roads	Blacktop GC roads.	KM of GC roads blacktopped.	KM	0	89	79.75	645.459	203.55
To provide effective and efficient engineering services and technical backstopping in all infrastructure development	Review and approve building drawing and design proposals	Percentage of Building drawing and designs reviewed and approved	Percent	0	100	100	100	100
		TAT for review and approval of building drawings	Days	0	0	14	14	14
	Unplanned professional engineering services (Command works and important national projects)	Percentage of Professional engineering services provided to unplanned projects	Percent	100	100	100	100	100

	Review and update labour and material coefficient (LMC) for BSR	10 Percentage of BSR-LMC updated	Percent	-	-	-	10	-
	Construct Integrated Check posts	% of work completed at Rinchening Checkpoint	Percent	0	0	20	55	100
		% of work completed at Bumpagang Checkpoint	Percent	0	0	50	80	100
	Construction of Approach Road and Bridge at P/ling	Percentage of bridge and approach road construction in Pling Thromde completed.	Percent	0	0	0	100	0
	Construction of Wangdicholing Resort- Jakar Lhakhang Urban Road	Percentage of Wangdicholing Resort- Jakar Lhakhang urban Road constructed.	Percent	0	0	0	100	0
	Construction and Improvement of Bathpalathang road	Percentage of Bathpalathang road constructed and improved	Percent	0	0	0	100	0
	Construction of Double Lane RCC Bridge	Timeline by which Design and Drawings will be forwarded to Dzongkhag.	Date	0	0	October 2016	Complete	0
	Establish basic lab/testing facilities and equipments.	Number of Dzo engineering cells equipped with basic testing facilities.	Number	0	0	7	7	6
To develop and promote, through R&D, new construction technologies including disaster resilient construction technologies to reduce and prevent	Pilot appropriate retrofitting techniques for different building typologies	Number of building typologies piloted	Number	0	0	2	1	1
	Develop Preliminary Settlement Flood Hazard Mapping.	Number of flood prone areas with preliminary Settlement Flood Hazard Mapping developed.	Number	0	5	5	5	5
	Develop National spatial Data on Flood Prone Areas in GIS Environment.	Number of Dzongkhags with inventory of flood prone areas.	Number	0	5	5	5	5

natural disaster impacts (earthquake, cyclone, flood, fire, etc)	Promote local construction materials and domestic construction industries.	No. of local constructions materials promoted (CSEB/CLC/CB).	Number	0	0	1	3	1
	Study appropriate construction technology for adaptation & adoption.	Number of appropriate construction technology identified and documented	Number	0	0	3	2	1
	Technology Transfer of appropriate technologies identified	Number of thermal performance/measurement tools and equipment established	Number	0	0	4	4	3
	Develop checklist on quality assurance in building construction	No of checklists developed	Number	0	0	6	4	3
	Revive good traditional construction technology	Timeline by which traditional construction studied and documented	Date	0	0	0	06/01/2017	0
	Study on Green and sustainable Construction Technology	Timeline by which green and sustainable construction technology study is conducted	Date	-	-	-	Before June 2017	-
	Pilot Project Execution using local materials.	Timeline by which pilot building using local materials is constructed	Date	0	0	0	1	1
To ensure access to adequate potable water supply and sustainable sanitation facilities in all Thromdes and Dzongkhag Throms in collaboration with Local Governments.	Construction of Water Supply System for S/Jongkhar Thromde ADB	30 percentage of Construction of Water Treatment Plant (WTP) and water works in S/Jongkhar Thromde completed by June 2017.	Percent	0	0	0	30	100
	Construction of water supply system for Thimphu Thromde (WB)	For construction of intake transmission main from Dodena to Taba and distribution reservoirs work awarded and construction started.	Percent	0	0	0	100	0
	Construction of Central water	Design, estimate	Percent	0	0	0	100	0

Treatment Plant for Thimphu Thromde (WB)	completed and works awarded for construction of Central Water Treatment Plant of 7.5 MLD capacity						
Construction of Water Supply Scheme at Kanglung (PTA GoI)	1. Award of work for the design to the consultancy firm. 2. Award of actual construction works to the contractors	Percent	0	0	0	100	0
Construction of Water Supply Scheme Nganglam (PTA GoI)	1. Award of work for the design to the consultancy firm. 2. Award of actual construction works to the contractor.	Percent	0	0	0	100	0
Construction of (DBOT) waste water treatment plant at Babesa ADB	10 % of work completed for waste water treatment plant at Babesa.	Percent	0	0	0	10	10
Construction of Sewerage Treatment Plant at Taba (WB).	% of Construction of Sewerage Treatment Plant at Taba completed	Percent	0	0	0	20	0
Construction of 0.6 MLD Sewerage treatment plant at Langjophakha LAP (WB).	Construction of 0.6 MLD sewerage treatment plant at Langjophakha completed	Percent	0	0	0	100	0
Construct service reservoirs and distribution network.	Percentage of new distribution network laid and service reservoir constructed for Tsirang	Percent	0	0	0	70	100
	Percentage of new distribution network laid and service reservoir constructed for Mongar.	Percent	0	0	0	60	100
Monitor and evaluate Water	Number of Monitoring	Number	0	0	4	4	4

	Safety Plan.	and Evaluation Report Prepared.						
	Design and implementation of recommended technical option for waste water.	Number of towns with recommended technical option implemented.	Number	0	0	0	2	0
To coordinate and support effective implementation of Human Settlement Plans and DCRs for planned development and sound urban governance.	Coordinate with local governments to ensure effective enforcement of rules and regulations, circulars, executive orders on Human Settlement planning and DCR.	Technical backstopping to local government provided.	Number	24	24	24	24	24
	Human Settlement In-charges made aware on Development Control Regulations.	Percentage of Human In-charges made aware on Development Control Regulations.	Percent	0	0	0	80	0
	Issues pertaining to Thromdes discussed and resolved.	Percentage of Issues discussed and resolved.	Percent	0	0	0	80	0
To construct, maintain and replace bridges in the country.	Provide technical backstopping services including surveying, designing, preparation of drawings and cost estimates etc (Trail bridges, vehicular bridges and bazams)	Technical backstopping provided.	Number	-	-	-	3	2
	Construct Bazams.	Number of Bazams constructed.	Number	-	-	-	3	-
	Construct motorable bridges	Number of motorable bridges completed	Number	0	5	5	5	4
		Number of motorable Bridge construction initiated	Number	-	14	-	25	-
		Number of motor-able bridge replaced.	Number	-	-	-	12	-
Maintain Bridge	Number of Bridges maintained	Number	-	257	257	263	257	
To enhance	Provide G2C services through	Timeline by which 1	Status of	-	-	-	-	-

efficiency and effectiveness of G2C services	mobile	Mobile apps/services operationalised and functional	Work					
	Resolve citizens grievances	Percentage of grievances redressed	Percent	-	-	-	100	100
	Provide G2C services effectively	Percentage of services not delivered on time for the 16 G2C services under MoWHS	Percent	-	-	-	-	-
To improve Ease of Doing Business Ranking	Implement action plan to improve the Ease of Doing Business ranking as developed by MoEA	Timeline by which electronic registry of building permits is introduced	Date	-	-	-	-	-
To create a conducive environment for gender equality and child protection	Institutionalize integration of gender equality and child protection concerns	Timeline by which Childcare center (crèche) for the employees is provided	Date	-	-	-	April 30th, 2017	-
		Timeline by which internal framework to address gender related issues faced by the employee within the sector concerned is developed	Date	-	-	-	May 31st, 2017	-
To prevent corruption	Implement action plan adopted after the conduct of Integrity Diagnostic Test	Percentage of IDT recommendations implemented	Percent	-	-	-	100	100

Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
TAT for Registration/Renewal of	Registration and renewal is to	Feedback survey	Annually	Primary data collection.

certificates for contractors, consultants, Architects and Specialized trade issued.	ensure promotion of good construction practices and penalise defaulters.			
Number of site inspections conducted (Dzongkhag wise)	Inspection of construction sites all over Bhutan on compliance to the submission in the bidding document.	Site visit report	Biannually	Primary data source.
Percentage of services not delivered on time for the 16 G2C services under MoWHS	Percentage to be derived from PM'seDesk	Percentage to be derived from PM'seDesk	Monthly	PM's e-Desk
Timeline by which 1 Mobile apps/services operationalised and functional	The developed systems/ services need to be operationalized and implemented	system login and testing @ www.citizenservices.gov.bt	Annually	system login and testing @ www.citizenservices.gov.bt
Percentage of grievances redressed	The percentage will be derived from the e-KaaSel	The percentage will be derived from the e-KaaSel	Annually	eKaaSel
Timeline by which Childcare center (crèche) for the employees is provided	This includes setting up of childcare centers in their respective offices (or centrally located centers where there are many offices together).	Agency data/record and reports by Gender (GFP) and Child focal points of the different sectors.	Annually	Physical Verification or Gender Monitoring System.
Timeline by which internal framework to address gender related issues faced by the employee within the sector concerned is developed	The indicator refers to development of an internal framework within each sector to address gender issues faced by the employees within the sector and provide conducive working environment for the female employees. The framework should include the following areas: - 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	Agency report/record and GFP reports.	Annually	Consultations, Bilateral Meetings

	<p>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</p> <ul style="list-style-type: none">- 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 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>This indicator will be applicable to all Ministries and Autonomous Agencies of the government. The Ministry of Labour and Human Resources will be required to include provisions on establishment of reporting mechanism on sexual harassment at workplace in place in addition to the above areas while developing the internal framework.</p> <p>The National Commission for 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>			
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Percentage of IDT recommendations implemented	To track implementation of IDT recommendations	Regular reporting by ACC focal in the Ministry	Annually	Administrative Records
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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)
NATIONAL LAND COMMISSION	Timeline by which formulation of comprehensive development plan prepared.	Coordination and provision of land records and cadastral information	If complete land records are not made available planning cannot be undertaken	Land records and cadastral information should be made available prior to plan preparation	Planning cannot be undertaken and targets may not be achieved fully
All Dzongkhags	Number of Topographic survey and geo-technical studies carried out for settlement planning and development.	Coordination and implementation of relevant actions in respective Dzongkhags and Thromdes in annual PA	Activities are mostly focused on various settlements (rural and urban)	Include the MoWHS priority objectives in the respective Dzongkhag/Thromde's annual PA	The targets may not be achieved fully
All Dzongkhags	Number of compliance and development review of settlements and study of settlements carried out.	Coordination and implementation of relevant actions in respective Dzongkhags and Thromdes in annual PA	Activities are mostly focused on various settlements (rural and urban)	Include the MoWHS priority objectives in the respective Dzongkhag/Thromde's annual PA	The targets may not be achieved fully
All Dzongkhags	Number of Acts/Standards/Strategies finalized.	Coordination and implementation of relevant actions in respective Dzongkhags and Thromdes in annual PA	Activities are mostly focused on various settlements (rural and urban)	Include the MoWHS priority objectives in the respective Dzongkhag/Thromde's annual PA	The targets may not be achieved fully
All Dzongkhags	Technical backstopping to local government provided.	Coordination and implementation of relevant actions in respective Dzongkhags and Thromdes in annual PA	Activities are mostly focused on various settlements (rural and urban)	Include the MoWHS priority objectives in the respective Dzongkhag/Thromde's annual PA	The targets may not be achieved fully

ROYAL CIVIL SERVICE COMMISSION	TAT for Registration/Renewal of certificates for contractors, consultants, Architects and Specialized trade issued.	Access to these agencies databases.	Access is required for live verification of registration/ renewable services.	na	Verification process will be hampered.
MINISTRY OF HOME & CULTURAL AFFAIRS	% of work completed at Rinchending Checkpoint	Land acquisition and registration	Owner ship of the project	na	Project cannot be executed
MINISTRY OF HOME & CULTURAL AFFAIRS	% of work completed at Bumpagang Checkpoint	Land acquisition and registration	Owner ship of the project	na	Project cannot be executed
MINISTRY OF ECONOMIC AFFAIRS	Timeline by which pilot building using local materials is constructed	Fast track licensing, business financial assistance and certifications for local prospective business in construction materials	Local material industries promoted through CSM Industries and Certification	na	Delay in establishment of local construction material manufacturers
BHUTAN STANDARD BUREAU	Timeline by which pilot building using local materials is constructed	Fast track licensing, business financial assistance and certifications for local prospective business in construction materials	Local material industries promoted through CSM Industries and Certification	na	Delay in establishment of local construction material manufacturers
NATIONAL LAND COMMISSION	Number of flood prone areas with preliminary Settlement Flood Hazard Mapping developed.	Settlement and other relevant GIS Data Hydrological and Meteorological Data	Needed for flood modelling	na	Delay the preparation of Flood Hazard Map.
NATIONAL STATISTICS BUREAU	Number of flood prone areas with preliminary Settlement Flood Hazard Mapping developed.	GIS based settlement data	Needed for flood modelling	na	Delay the preparation of Flood Hazard Map.
MINISTRY OF ECONOMIC AFFAIRS	Number of flood prone areas with preliminary Settlement Flood Hazard Mapping developed.	Settlement and other relevant GIS Data Hydrological and Meteorological Data	Needed for flood modelling	na	Delay the preparation of Flood Hazard Map.
MINISTRY OF FINANCE	Kilometer of PNH upgraded/improved.	Budget	Need to complete many capital intensive activities.	Budget proposal for 2016-17 FY exceeds the ceiling for the ministry.	If MoF does not approve the budget as proposed the

					targets need to be scaled down.
All Dzongkhags	kilometer of secondary national highway constructed.	Forestry clearance and dzongkhag administrative approval.	The concerned dzongkhag should issue the clearance and approval on time to expedite the construction.	Provide forestry clearance administrative approval on time.	It will delay the project or the construction cannot be started at all in its absence.
NATIONAL ENVIRONMENT COMMISSION	kilometer of secondary national highway constructed.	Environmental Clearance	Environmental clearance should be sanctioned to the department on time.	Provide environment clearance on time	It will delay the project or the project cannot be started at all.
All Dzongkhags	Kilometer of PNH upgraded/improved.	Forestry clearance and dzongkhag administrative approval.	the concerned dzongkhag should issue the clearance and approval on time to expedite the constructions.	Provide forestry clearance and dzongkhag administrative approval on time.	It will delay the project or the project cannot be started at all in its absence.
NATIONAL ENVIRONMENT COMMISSION	Kilometer of North East West Highway double lanned (Formation Cutting).	Environmental clearance	Environment clearance should be sanctioned to department on time.	Provide environment clearance on time.	It will delay the project or the project cannot be started at all.
BUMTHANG	Kilometer of North East West Highway double lanned (Formation Cutting).	Forestry clearance and dzongkhag administrative approval.	The concerned dzongkhag should issue the clearance on time to expedite the construction.	Provide forestry clearance and dzongkhag administrative approval on time.	It will delay the project or the project cannot be started at all in its absence.
LHUENTSE	Kilometer of North East West Highway double lanned (Formation Cutting).	Forestry clearance and dzongkhag administrative approval.	The concerned dzongkhag should issue the clearance on time to expedite the construction.	Provide forestry clearance and dzongkhag administrative approval on time.	It will delay the project or the project cannot be started at all in its absence.
MONGAR DZ	Kilometer of North East West Highway double lanned (Formation Cutting).	Forestry clearance and dzongkhag administrative approval.	The concerned dzongkhag should issue the clearance on time to expedite the construction.	Provide forestry clearance and dzongkhag administrative approval on time.	It will delay the project or the project cannot be started at all in its absence.

PUNAKHA	Kilometer of North East West Highway double lanned (Formation Cutting).	Forestry clearance and dzongkhag administrative approval.	The concerned dzongkhag should issue the clearance on time to expedite the construction.	Provide forestry clearance and dzongkhag administrative approval on time.	It will delay the project or the project cannot be started at all in its absence.
TRASHIGANG	Kilometer of North East West Highway double lanned (Formation Cutting).	Forestry clearance and dzongkhag administrative approval.	The concerned dzongkhag should issue the clearance on time to expedite the construction.	Provide forestry clearance and dzongkhag administrative approval on time.	It will delay the project or the project cannot be started at all in its absence.
TRASHIYANGTSE	Kilometer of North East West Highway double lanned (Formation Cutting).	Forestry clearance and dzongkhag administrative approval.	The concerned dzongkhag should issue the clearance on time to expedite the construction.	Provide forestry clearance and dzongkhag administrative approval on time.	It will delay the project or the project cannot be started at all in its absence.
TRONGSA	Kilometer of North East West Highway double lanned (Formation Cutting).	Forestry clearance and dzongkhag administrative approval.	The concerned dzongkhag should issue the clearance on time to expedite the construction.	Provide forestry clearance and dzongkhag administrative approval on time.	It will delay the project or the project cannot be started at all in its absence.
WANGDUE PHODRANG	Kilometer of North East West Highway double lanned (Formation Cutting).	Forestry clearance and dzongkhag administrative approval.	The concerned dzongkhag should issue the clearance on time to expedite the construction.	Provide forestry clearance and dzongkhag administrative approval on time.	It will delay the project or the project cannot be started at all in its absence.

Whereas,

I, the **Secretary**, commit to the **Minister, the government and the people of Bhutan** to deliver the results described in this Annual Performance Agreement.

I, the **Minister**, commit to the **Secretary on behalf of the government and the people of Bhutan** to provide necessary support for the delivery of results described in this Annual Performance Agreement.

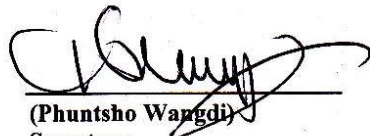
SIGNED:



(Dorji Choden)
Minister
Ministry of Works and
Human Settlement

18 July 2016

Date



(Phuntsho Wangdi)
Secretary
Ministry of Works and
Human Settlement

18-7-2016

Date