



PERFORMANCE AGREEMENT

BETWEEN

Secretary and Director

**DEPARTMENT OF LOCAL GOVERNANCE
MINISTRY OF HOME & CULTURAL AFFAIRS**

(July 1, 2021 – June 30, 2022)

Preamble

The Performance Agreement is entered into between the Secretary and Director, Department Of Local Governance.

The objectives of this Performance Agreement are:

- a) To establish clarity and consensus about annual priorities for the Department Of Local Governance consistent with the 11th Five Year Plan of the Ministry, and Government's other priorities;
- b) To provide an objective and fair basis for evaluating the overall performance of the Department Of Local Governance at the end of the financial 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:

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Section 1: Vision, Mission and Objectives

Vision

Democratic and accountable Local Governments built on the principles of good governance for quality public services

Mission

To coordinate development of system and capacity of the LGs;
To deepen decentralization process in the Dzongkhags and Gewogs;
To promote systems of transparency and accountability among the LGs;
To provide common LG platforms at the national level to discuss and resolve LG issues;
and
To promote research, documentation and evidence-based decision-making by the LGs.

Objectives

- 1) To strengthen Decentralization and Good Governance
- 2) To strengthen coordination mechanism between central and Local Governments.
- 3) To enhance the performance of Local Governments through capacity building initiatives.

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 Decentralization and Good Governance	45	Strengthen Citizen engagement in decision making process at various levels.	Citizen engagement in decision making process at various levels strengthened.	Number	10	205	150	100	50	20
			Gewogs and Chiwogs identified in 20 Dzongkhags for CEP	Number	5	40	30	20	10	5
		Streamline and strengthen Local Governance System.	LGRR revised	Status of Work	17	Work completed	Initiated	-	-	Not completed
		Enhance Local Governments sessions through enforcement of Local Government Protocol.	Sensitize LG members on Protocol on LG proceeding .	Number	6	20	15	10	5	0
To strengthen coordination mechanism between central and Local Governments .	20	Enhance Public service delivery through better coordination mechanism.	Conduct virtual meetings for better coordination mechanism .	Number	20	3	2	1	0	0
To enhance the performance	35	Develop Capacity of Youth and	Capacity for Youth and	Number	11	20	15	10	5	0

of Local Governments through capacity building initiatives.	Women for taking Economic activities for employment.	Women Developed							
	Sensitize on GECDP	Local MRG members sensitized on GECDP	Number	7	2 Dzongkhangs	1 Dzongkhag	0	0	0

Section 3: Trend values of success indicators

Objective	Action	Success Indicator ¹	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 enhance the performance of Local Governments through capacity building initiatives.	Develop Capacity of Youth and Women for taking Economic activities for employment.	Capacity for Youth and Women Developed	Number			65	85	
	Sensitize on GECDP	Local MRG members sensitized on GECDP	Number				2	
To strengthen coordination mechanism between central and Local Governments.	Enhance Public service delivery through better coordination mechanism.	Conduct virtual meetings for better coordination mechanism.	Number	-	-	-	3	-
To strengthen Decentralization and Good Governance	Enhance Local Governments sessions through enforcement of Local Government Protocol.	Sensitize LG members on Protocol on LG proceeding.	Number			16	36	
	Streamline and strengthen Local Governance System.	LGRR revised	Status of Work				Work completed	
	Strengthen Citizen engagement in decision making process at various levels.	Citizen engagement in decision making process at various levels strengthened.	Number	-	-	-	205	-
Number					26	66		
		Gewogs and Chiwogs identified in	Number			26	66	

		20 Dzongkhags for CEP							
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Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Citizen engagement in decision making process at various levels strengthened.	The SI defines the number of Chiwog Zomdu formalized and implemented.	report	Annually	DLG
Sensitize LG members on Protocol on LG proceeding.	The SI defines the number of LG functionaries sensitized on Protocol on LG Proceedings.	report	Annually	DLG and LGs
LGRR revised	The SI measures the status of work whereby the LGRR is revised by merging of Thromde rules.	Report	Annually	DLG
Gewogs and Chiwogs identified in 20 Dzongkhags for CEP	The SI defines the number of Gewogs and Chiwogs identified for CEP in 20 Dzongkhags	Report	Annually	DLG and LGs
Department's website enhanced	The SI defines the timeline by which the Department's website is enhanced with inclusion of HR system and incorporation of LG functionaries data-base.	Report	Annually	DLG
Capacity for Youth and Women Developed		Report	Annually	DLG
Local MRG members sensitized on GECDP	The SI defines the number Local MRG members sensitized in two Dzongkhags on GECDP	Report	Annually	DLG
Timeline by which the capacity development program/curriculum is institutionalized.	The SI defines the timeline by which the capacity development program/curriculum is completed. The curriculum is being developed in collaboration with Royal Institute of Management.	Report	Annually	DLG
Conduct virtual meetings for better coordination mechanism.	The SI defines the number of virtual meetings conducted with central agencies and Local Governments to improve coordination, cooperation and collaboration. The virtual meetings are conducted to discuss and resolve issues that hinder	report	Annually	report

	smooth implementation planned activities and other cross cutting issues that have implications to our current policies and programmes and governance.			
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Section 5: Requirements from other Departments & Secretariat Divisions

Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
SECRETARIAT	Conduct virtual meetings for better coordination mechanism.	support	support required to carry out the activity	full support	failure is carrying out the activity
All Dzongkhags	Conduct virtual meetings for better coordination mechanism.	support	support required to carry out the activity	full support	failure is carrying out the activity
All Ministeries	Conduct virtual meetings for better coordination mechanism.	support	support required to carry out the activity	full support	failure is carrying out the activity
All Dzongkhags	Sensitize LG members on Protocol on LG proceeding.	Support	Provide administrative support to DT Thrizins and DT Secretariate	Depute dedicated officials	outcome not achieved as expected.

Whereas,

I, the Director, Department Of Local Governance, commit to the Secretary and the Minister, Ministry Of Home & Cultural Affairs to deliver the results described in this Annual Performance Agreement.

I, the Secretary, commit to the Director, Department Of Local Governance to provide necessary support for the delivery of results described in this Annual Performance Agreement.

SIGNED:

Secretary

Date

Kado Zangpo
Director

Date