

**PARO DZONGKHAG
LGKRA 1**

Sl. No.	NKRA	LGKRA	KPI	Description	Unit	Baseline (Year)	Target	Data Source	Data Collection Method	Remarks
1	1. Macroeconomic stability ensured, 2. Economic Diversity and productivity enhanced, 3. Poverty eradicated and inequality reduced, 11. Productive and gainful employment created	1. Gainful Employment created and local economy enhanced	Number of CSMI (farm)	This indicator measures creation of CSMI such as agro-based industries, livestock and poultry farms and businesses etc. The CSMI can be in clusters, Business Incubation Centre or stand alone industries	Number	NA	Track	Regional Trade Office; Thimphu/Administrative Data, Dzongkhag	Administrative record/ record maintained by Regional Trade Office	
2			Number of CSMI (Non-farm)	This indicator measures creation of cottage, small & medium industries both farm and non-farm example: Hotels, legal firms, workshops, IT& electronic shops, cobbler & saloon, dry cleaning, Internet café, agro-based industries, handicrafts house, clothing & textiles house, furniture house, tourism firms & agents, mining & water related firms etc. The CSMI can be in clusters, Business Incubation Centre or stand alone industries.	Number	1041 (2014)	1241	Administrative Data, Dzongkhag	Administrative record/ record maintained by Regional Trade Office	
3			Number of new/value added products, goods and services (farm and non-farm)	This indicator measures products (goods & services) which has undergone changes/transformation/innovation thereby adding value, brand creation, certification etc. Example: strawberries to jam & marmalade, chili/fruits to pickles, corn to corn flakes, eggs to mayonnaise, honey to beauty products, timber to building parts such as doors and windows, sugar from coconut, etc.	Number	NA	Track	RNR Sector & DTIO report	Administrative record	
4			Income generated from sale of local farm products	This indicator measures total income from sale of local farm products (agriculture, horticulture and livestock products)	Nu. (in Million)	245 (2012)	Track	Annual Agriculture Statistics and Annual Livestock Statistics, MoAF/Administrative data	Administrative Record, RNR Sectors record	
5			Income generated from sale of local non-farm products	This indicator measures total income from sale of local non-farm products example: cottage, small & medium industries, Hotels, legal firms, workshops, IT& electronic shops, cobbler & saloon, dry cleaning, Internet café, handicrafts house, clothing & textiles house, furniture house, tourism firms & agents, mining & water related firms etc.	Nu. (in Million)	NA	Track	Administrative Data, Dzongkhag	Administrative Record, RNR Sectors record	
6			Tourist arrivals by bed nights	This indicator measures night spent by a tourist in a Dzongkhag segregated by domestic and international	Number	61337(2016)	70000	Annual TCB Report/ Administrative Data, Dzongkhag	Administrative record/ record maintained by TCB	
7			Proportion of resident population with Bank Accounts	This indicator measures number of people including those residing in rural areas who have bank accounts in any banks in their respective names.	%	1017 (2016)	2000	Administrative Data, Dzongkhag	Records maintained by Banks	
8			Proportion of credit to priority sectors (Agri, tourism & CSMI)	The indicator measures the proportion of total credit disbursed to priority sectors of Agriculture, Tourism, and CSMI to total credit by financial institutions in the Dzongkhag.	%	NA	Track	Administrative Data, Dzongkhag	Records maintained by Banks	
9			Number of jobs created (farm and non-farm)	This indicator measures jobs (farm and non-farm) created within the Dzongkhag. A job is defined as a profession or a work earning cash or payment. The number of jobs created to be distinguished by 1) jobs created solely by Dzongkhag's plan interventions, 2) jobs created through partnership of Dzongkhag & central agencies and 3) jobs created by private entities with support/facilitation from Dzongkhag.	Number	283 (2016)	300	Administrative Data, Dzongkhag	Administrative record, Dzongkhag	(125 : Male, 158: Female)
10			Number of people unemployed by gender	This indicator measures people 1) without work 2) currently available for work and 3) seeking work	Number	Male:205 Female: 326 (2015)	Male: 195 Female: 309	LFS Report/ Administrative Data, Dzongkhag	LFS Report/ Dzongkhag LFS report	Target is to reduce by 5%
11			Gungtongs	This indicator measures number of registered houses left empty without any member of the household living in the house more than one year	Number	174 (2016)	150	Administrative Data, Dzongkhag	Administrative Record	

LGKRA 2

Sl. No	NKRA	LGKRA	KPI	Description	Unit	Baseline (Year)	Target	Data Source	Data Collection Method	Remarks
1	8. Water, food and nutrition security ensured, 3. Poverty eradicated and inequality reduced	2. Food and nutrition security enhanced	Milk production	This indicator measures the amount of milk produced in the dzongkhag in one year.	MT	1931	2529	Livestock Statistics, DoL/Dzongkhag Livestock Statistic	Annual Survey	
2			Egg Production	This indicator measures the amount of eggs produced by the dzongkhag in one year	Million	3.94	5	Livestock Statistics, DoL/Dzongkhag Livestock Statistic	Annual Survey	
3			Meat Production	This indicator measures the total meat production of: 1. Pork 2. Chevon 3. Chicken 4. Fish	MT	23	37	Livestock Statistics, DoL/Dzongkhag Livestock Statistic	Annual Survey	
4			Paddy Production	This indicator measures the tota paddy production	MT	8820	9000	RNR Stats/Dzongkhag Agriculture Statistics	Annual Survey	
5			Vegetable Production	This indicator measures the amount of vegetables grown in the dzongkhag by types such as cabbages and potatoes	MT	3700	4500	RNR Stats/Dzongkhag Agriculture Stats	Annual Survey	
6			Area under organic agriculture	This indicator measures area under organic agriculture without use of pesticides, chemicals, fertilizers to the crop but cultivated in the field where chemicals had been applied to the previous crop.	Acres	75	125	RNR Stats/Dzongkhag Agriculture Stats	Administrative record	
7			Paddy field without access to assured irrigation water	This indicator measures area of paddy field without access to proper and reliable irrigation water.	Acres	NA	Track	RNR Stats/Dzongkhag Agriculture Stats		
8			Area of agriculture land left fallow	This indicator measures area of total land left uncultivated due to various factors and reasons such as HWC, Gungtongs and lack of water.	Acres	68	30	RNR Stats/Dzongkhag Agriculture Stats		
9			Proportion of vegetable requirement met from SAP for school feeding	This indicator measures the production of vegetables, meat, eggs, milk by schools to total food requirement of the school from SAP	%	5	10	Administrative Data, Dzongkhag Education Sector	Administrative record	
10			Percentage of HHs with kitchen garden having at least 3 varieties of vegetables	This indicator measures the percentage of HHs growing at least three varieties of vegetables at any point in time excluding chilli	%	75.3(2015)	80	Statistical Yearbook of Bhutan/	Administrative record	
11			Proportion of schools with integrated School Agriculture Program	This indicator measures percentage of schools in the Dzongkhag with integrated School Agriculture Program. This indicator will contribute to improve nutrition status of students.	%	35	50	Administrative Data, Dzongkhag Education Sector	Administrative record	
	Number of initiatives to promote intake of adequate healthy balanced diets and lifestyle	This indicator measures percentage of households receiving nutritional supplements such as protein, multi-vitamin and iron tablets.	Number			Administrative Data, Dzongkhag Health Sector	Administrative record			

LGKRA 3

Sl. No.	NKRA	LGKRA	KPI	Description	Unit	Baseline (Year)	Target	Data Source	Data Collection Method	Remarks
1	14. Healthy and caring society enhanced; 8. Water, food and nutrition security ensured; 10. Gender equality promoted, women and girls empowered; 3. Poverty eradicated and inequality reduced	3. Community health enhanced and water security ensured	Immunization coverage	This indicator measures the total live birth baby immunized with PENTA 3rd dose within 1 year of age.	%	96 (2014-2016 mean value)	100	Annual Health Bulletin, MoH Report/Administrative Data, Dzongkhag Health Sector	Annual survey	
2			Incidence of Infant Mortality (IM)	This indicator measures death of a baby before his or her first birth day due to disease(s) but not because of congenital abnormality or accident (preventable deaths).	Number	15 (2014-2016 mean value)	0	Annual Health Survey, Dzongkhag Health Sector.	Annual survey	Target is to reduce by 25%
3			Neonatal Deaths	This indicator measures the total number of infant deaths within 29 days after birth during the plan period	Number	8 (2014-2016 mean value)	6	Annual Health Survey, Dzongkhag Health Sector.	Annual survey	Target is to reduce by 30%
4			Incidence of Maternal Mortality (MM)	This indicator measures the death of a woman while pregnant or within 42 days of termination of pregnancy, irrespective of the duration & site of pregnancy from any cause related to or aggravated by pregnancy or its management but not from accidental or incidental causes (preventable deaths).	Number	0(2016)	0	Death Investigation and Annual Health Survey, Dzongkhag Health Sector.	Annual survey	
5			Incidence of U5 Mortality	This indicator measures the death of a child 0-5 years due to disease(s) but not because of congenital abnormality or accident (preventable deaths).	Number	13(2016)	10	Annual Health Survey, Dzongkhag Health Sector.		Target is to reduce by 30%
6			Institutional Delivery rate	This indicator measures the percent of deliveries at health facilities as percent to total deliveries	%	90% (2014-2016 mean value)	>90%			
7			Doctor to Patient Ratio	This indicator measures the number of doctors to total patient	Ratio	1:14 (2014-2016 mean value)		Administrative data	Administrative record	Could not set targets. After consultation with MoH, they have advised to exclude these indicators as it is not under Dzongkhag's control.
8			Nurses to Bed ratio	This indicator measures the number of nurses to total bed in a medical facility such as as BHU and Hospital	Ratio	1:02		Administrative data	Administrative record	
9			Specialist Doctors as per requirement	This indicator measures number of specialized doctors such as Gynae, Dental, Ortho, Ophthalmologist, Drungtsho per 10,000 people	Number	NA		Administrative data	Administrative record	
10			Households without proper sanitation (PF toilet)	This indicator measures HHs without improved sanitation facilities [Pour Flush Toilet]	%	34 (2015)	20	Annual Health Bulletin, MoH Report/Administrative Data, Dzongkhag Health Sector	Annual survey	
11			Households without access to 24*7 safe clean water supply	This indicator measures number of households without access to 24X7 clean drinking water at door step or indoor whichever is feasible.	%	5 (2016)	<3	Administrative Data, Dzongkhag Health Sector	Annual survey	
12			Incidence of Alcohol Death		Number	4(2016)	0	Administrative Data, Dzongkhag Health Sector	Record maintained by RBP/ Health facilities	
13			Initiatives for alcohol harm reduction activities	This aims to measure the number of sensitization and awareness programs initiated on harmful use of alcohol and to reduce from alcohol misuse.	Number	10	40			
14			Incidence of Suicide		Number	3(2016)	0	Administrative Data, Dzongkhag Health Sector	Record maintained by RBP/ Health facilities	
15			Initiatives for Suicide prevention activities	This aims to measure the number of initiatives undertaken to create awareness on the social impacts of suicide and its preventive measures	Number	5	40	Administrative Data, Dzongkhag Health Sector	Record maintained by Health facilities	

Sl. No.	NKRA	LGKRA	KPI	Description	Unit	Baseline (Year)	Target	Data Source	Data Collection Method	Remarks
16			Initiatives to prevent HIV & AIDS	This indicator measures the number of initiatives to prevent HIV & AIDS	Number	10	30	Administrative Data, Dzongkhag Health Sector	Records maintained by Dzongkhag Health Sector	
17			Initiative to prevent Non-communicable Diseases(NCD)	This indicator aims to measure the number of programs initiated to prevent NCDs	Number	15	40	Administrative Data, Dzongkhag Health Sector	Annual survey	
18			Initiatives to prevent Air & Waterborne diseases	This indicator measures the initiatives to prevent air and water born diseases such as awareness programs and other initiatives	Number	20	50	Administrative Data, Dzongkhag Health Sector	Annual survey	
19			Initiatives to reduce drugs and substance abuse cases	This indicator measures the initiatives to reduce number of substance and drug use cases such as awareness programs, recreational facilities and managing bars and drayangs	Number	NA	30	RBP/Administrative data	Record maintained by RBP	
20			Intra Dzongkhag and Inter Gewogs Sporting events		Number	4	5	Administrative Data, Dzongkhag		
21			HHs covered Special Health Services	Special Health Services is defined as specific programs targeted towards particular Group (Elder, youth, children, People With Disability etc.)	Number	NA	50	Administrative Data, Dzongkhag		
22			Initiatives to promote adequate, healthy and balanced diet	This indicator measures the number of initiatives such as healthy and balanced diet to promote nutrition	%	52 (2016)	>70	Administrative Data, Dzongkhag Health Sector	Administrative record	

LGKRA 4

Sl. No.	NKRA	LGKRA	KPI	Description	Unit	Baseline (Year)	Target	Data Source	Data Collection Methodology	Remarks
1	7. Quality of education and skills improved; 10. gender equality, women and girls empowered; 3. Poverty eradicated and inequality reduced	4. Quality of education and skills improved	Out of School children (including special needs) (aged 6-12 years)	This indicator measures children aged 6-12 including special needs children not attending school out of the total resident population	Number	5	0	Annual Education Stats/Dzongkhag Education Stats	Record maintained by Schools and Dz. Education Sector	
2			Shortage of teachers by subject	This indicator measures teacher shortage against approved teacher strength subject wise	Number	0	0	Annual Education Stats/Dzongkhag Education Stats	Record maintained by Schools and Dz. Education Sector	
3			Schools meeting class size targets	The indicator measures proportion of schools with class size of 24 in primary and 30 in secondary schools.	Ratio	1:32	1:25	Annual Education Stats/Dzongkhag Education Stats	Record maintained by Schools and Dz. Education Sector	
4			Students scoring above 60% in STEM subjects in BCSE examination by gender	This indicator measures students scoring above 69% in STEM subjects (Science, IT and Mathematics), Dzongkha and English in BCSE examination	%	M-50 F-40	M-60 F-50	Administrative Data, Dzongkhag Education Stats	Record maintained by Schools and Dz. Education Sector	
5			Enrollment rate for ECCD by gender	The indicator measures the participation of 3-5 years old children in ECCD out of total resident 3-5 years old	%	M-20 F-30	M-40 F-50	Annual Education Stats/Dzongkhag Education Stats	Record maintained by Schools and Dz. Education Sector	
6			NFE completion rate by gender	The indicator measures the completion rate of NFE Learners	%	M-10 F 40	M-15 F-60	Administrative Data, Dzongkhag/Dzongkhag Education Stats	Record maintained by Schools and Dz. Education Sector	
7			Students performance in Class VI by gender	The indicator measures the percentage of students who score at least 60 percent in Maths, Science, English and Dzongkha	%	M-50 F-50	M-60 F-60	Administrative Data, Dzongkhag/Dzongkhag Education Stats	Record maintained by Schools and Dz. Education Sector	
8			Proportion of schools with vocational clubs	This indicator measures the percentage of schools with vocational clubs such as culture, agriculture, horticulture, arts & Crafts, literary, democracy, science and technology, reading and culinary	%	5	10	Annual Education Stats/Dzongkhag Education Stats	Record maintained by Schools and Dz. Education Sector	
9			Number of students in informal boarding	This indicator measures the number of students who live in makeshift or rented houses	Number	20	5	Annual Education Stats/Dzongkhag Education Stats	Record maintained by Schools and Dz. Education Sector	
10			HHs covered under special Education Services	This indicator measures number of people covered under special education services which is defined as specific programs targeted towards a particular group (Elder, youth, children, people with disability)	Number	96	>100	Administrative Data, Dzongkhag/Dzongkhag Education Stats	Record maintained by Schools and Dz. Education Sector	

LGKRA 5

Sl. No.	NKRA	LGKRA	KPI	Description	Unit	Baseline (Year)	Target	Data Source	Data Collection Method	Remarks
1	1. Culture and traditions preserved and promoted; 2. Quality of education and skills enhanced; 3. Poverty eradicated and inequality reduced; 4. Productive and gainful employment created	5. Culture and traditions preserved and promoted	Participants in Zhungdra and Boedra Competition in National level competition	This indicator measures participants from the Dzongkhag in national level Zhungdra and Boedra competition.	Number	NA	Track	Administrative Data, Dzongkhag Religion and Culture Sector	Administrative record maintained by Dzongkhag Religion and Culture Sector	
2			Activities undertaken through community volunteers (without cash and kind)	This indicator measures number of activities taken through community volunteers such as farm road, lhakhangs, cleaning campaign and irrigation	Number	NA	Track	Administrative data, Dzongkhag	Administrative record maintained by relevant sector such as environment, health, culture, disaster, sports	
3			Folk stories, Oral histories, local songs and dances, local festivals, local dialects revived and documented	This indicator measures the number of folk stories, oral histories and local festivals documented both in print and digital format	Number	NA	Track	Administrative Data, Dzongkhag Religion and Culture Sector	Administrative record maintained with the culture sector of the dzongkhag	
4			Unique features and originality of settlements/villages preserved and promoted	This indicator measures the types of unique features of a village/settlement such as house structure and patterns preserved and promoted	Number	NA	Track	Administrative Data		
5			Initiatives to promote and safeguard indigenous games and sports	This indicator measures the number of clubs, programs, events etc., initiated and conducted to preserve and promote indigenous games and sports	Number	NA	Track			
6			Religious Infrastructure renovated	This indicator measures the number of religious infrastructure renovated/maintained/reconstructed	Number	40	53	Administrative Data, Dzongkhag Religion and Culture Sector		

LGKRA 6

Sl. No	NKRA	LGKRA	KPI	Description	Unit	Baseline (Year)	Target	Data Source	Data Collection Method	Remarks	
1	15. Liveability, safety and sustainbilty of human settlements improved; 10. Gender equality promoted, women and girls empowered; 3. Poverty eradicated and inequality reduced; 9. Infrastructure, communication and public service delivery improved	6. Liveability, safety and sustainbilty of human settlements improved	Amount of solid waste disposed to landfill	This indicator measures total amount of waste disposed to landfill (household, clinical and hazardous waste)	Truck load per day	12	10	Administrative Data, Dzongkhag	Record maintained by Dzongkhag Engineering Sector		
2			Waste recycled	This indicator measures proportion of waste recycled from total waste [household, clinical and hazardous waste] produced in Dzongkhag through use of modern as well as natural/environmental technology and methods	MT	NA	Track	Administrative Data, Dzongkhag	Record maintained by Dzongkhag Engineering Sector		
			HHs segregating waste at source			%	30	60	Administrative Data, Dzongkhag	Record maintained by Dzongkhag Engineering Sector	
3			Households connected to integrated waste/sewer management infrastructure and collection system in Dzongkhag Throm and Yenlag Throm	This indicator measures percentage of HHs connected to integrated waste and sewer management infrastrucur in Dzongkhag Throm and Yenlag Throm. This indicator will also measure reduction of nos. of raw sewer and household waste water going or spilling directly into the river, streams and any other water bodies	%	0	100	Administrative Data, Dzongkhag	Record maintained by Dzongkhag Engineering Sector		
4			Area of vehicle parking (public areas) in Dzongkhag Throm and Yenlag Throm			Sq m	6563	Track	Administrative Data, Dzongkhag	Record maintained by Dzongkhag Engineering Sector	
5			Green area/public space in Dzongkhag Throm and Yenlag Throm	This indicator measures public recreational open space and green area as % of total area		%	2	Track	Administrative Data, Dzongkhag	Record maintained by Dzongkhag Engineering Sector	
6			Proper traffic/safety signage and facilities on the road	This indicator measures zebra crossings, traffic signs, speed breakers etc		Number	30	Track	Administrative Data, Dzongkhag	Record maintained by Dzongkhag Engineering Sector	
8			Recreational amenities (Dzongkhag & Yenleg Throms)	This indicator measures amenities of commercial and cultural recreation for community activities, life and vitality such as cinema, theatre, children park, sports facilities, library, health clubs, wifi connectivity etc		Number	3	4	Administrative Data, Dzongkhag	Record maintained by Dzongkhag Engineering Sector	
9			Length of pedestrain footpath to length of Dzongkhag & Yenlag Throm urban road	This indicator measures length of road side footpath to total urban road. Off street footpath may also be initiated		%	32	Track	Administrative Data, Dzongkhag	Record maintained by Dzongkhag Engineering Sector	
10			Number of gender friendly public toilets in Dzongkhag Throm and Yenlag Throm			Number	0	1	Administrative Data, Dzongkhag	Record maintained by Dzongkhag Engineering Sector	

Sl. No	NKRA	LGKRA	KPI	Description	Unit	Baseline (Year)	Target	Data Source	Data Collection Method	Remarks
11			Approved Local Area Plans with proper roads in Dzongkhag Throm and Yenlag Throm	This indicator measures blacktopped urban roads with drainage etc.	%	100	100	Administrative Data, Dzongkhag	Administrative record	
12			Street light coverage in Dzonkhag Throm and Yenlag Throm Area		%	100	100	Administrative Data, Dzongkhag	Administrative record	
13			Number of smart town initiatives	This indicator measures smart city initiatives taken up such as promoting tourism and other living attractions, promoting efficient use of water and energy, reducing demand side of services and resources, energy and waste disposal, car sharing, guaranteed ride to home by public transport, free wifi, online information on city bus services, using technology to provide efficient and equal services etc.	Number	NA	Track	Administrative Data, Dzongkhag	Administrative record	
14			Villages with proper footpath, drainage and pavement of existing alleys	This indicator measures percentage of villages with proper footpath, drainage and pavement of alleys using stones, concrete, bricks, mud etc.	%	40	Track	Administrative Data, Dzongkhag	Administrative record	
15			Villages with improved roads in and within	This indicator measures percentage of villages with improved roads inside and within village	Km	39	Track	Administrative Data, Dzongkhag	Administrative record	
16			Households living without proper dwelling	This indicator measures people living without Proper Dwelling which is defined as dwelling of any permanent or semi-permanent housing structure which is better than Make-Shift Hut and also not dilapidated.	Number	53	20	Administrative Data, Dzongkhag	Administrative record	
17			Number of public housing	This indicator measures low income housing for low income public and civil servants developed with interventions from NHDC, RICB, NPPF and private promoters	Number	0	Track			

LGKRA 7

Sl. No.	NKRA	LGKRA	KPI	Description	Unit	Baseline (Year)	Target	Data Source	Data Collection Methodology	Remarks	
1	9. Infrastructure, Communication and Public Services Improved; 13. Democracy and decentralization strengthened; 14. Corruption reduced;	7. Transparent, effective and efficient public service delivery enhanced	Annual GPMS Score	This indicator measures percentage score obtained in APA Score as per GPMS	%	96.08 (2015-16)	>90	Administrative Data, Dzongkhag	Administrative record		
2			Service Delivery Standards with SOPs for Dzongkhag public service delivery developed and operationalized		Date	NA	Track	Administrative Data, Dzongkhag			
3			Important positions not filled	This indicator measures staff positions approved but not filled or left empty due to transfer, superannuation, longterm studies, EOL etc. It excludes doctors, nurses and teachers annually	Number	0	0		Administrative record		
4			Proportion of commonly availed services delivered as per TAT		%	NA	100	Administrative Data, Dzongkhag			
5			Proportion of critical roads open to traffic at all times	This indicator measures the proportion of roads (District roads, GC Roads and farm roads) that are all weather accessible throughout the year	%	NA	100	Administrative Data, Dzongkhag			
6			Number of Gewogs accessible by public transport (Bus)		Number	6	Track	Administrative Data			
7			Electricity coverage				100	100			
8			Electricity downtime hours in 24 hrs in a year	This indicator measures electricity downtime in a year with intervention from MoEA and BPC	Hrs	NA	Track	Administrative Data, Dzongkhag	Administrative record		
9			Mobile service downtime hours in 24 hrs in a year	This indicator measures mobile downtime in a year with intervention from MoIC, BT and Tcell	Hrs	NA	Track	Administrative Data, Dzongkhag	Administrative record		
10			Internet downtime hours in 24 hrs in a year	This indicator measures internet downtime in a year with intervention from MoIC, BT and TashiCell	Hrs	NA	Track	Administrative Data, Dzongkhag	Administrative record		
11				Dzongkhag level Integrity Score		Score	NA	Track	ACC Report		
12				Dzongkhag Corruption perception index		Score	NA	Track	ACC Report		
13				Complaints reported to ACC against the LGs (Dzongkhag and Gewogs)		Numbers	18	10	ACC Report & Administrative record		
14				Action taken against public officials on administrative lapses	This indicator measures the percentage of total number of actions taken against the public officials vis-a-vis the number of administrative lapses occurred in an agency.	Percentage	NA	Increase by 50	RCSC / DHI / MoF / MoEA / ACC	Administrative data & Annually	
15				Integrity vetting for managerial positions	This indicator measures the timeline by which agencies implement integrity vetting in human resource management to promote ethical leadership.	Timeline	NA	2022	RCSC / DHI / ACC	Administrative data & Annually	
16				AD performance score	This indicator measures the percentage of performance score achieved by the agency in administration and management of Asset Declaration (AD) based on the standard criteria prescribed by the ACC.	Percentage	NA	95	Online AD System of the ACC	Administrative data & Annually	

17		Work and integrity culture index	This indicator measures the integrity promotion initiatives implemented in the agencies at individual, systemic and organizational levels.	Score	8.1 (2017)	8.5	NIA Report by the ACC	Survey and Every third year	
18		Corruption, transparency and accountability index	This indicator measures the level of transparency and accountability measures being implemented to prevent corruption in an organization.	Score	7.89 (2017)	8.5	NIA Report by the ACC	Survey and Every third year	
19		Oversight mechanism to address administrative grievances	This indicator measures the timeline by which mechanism/s: 1) in all the agencies to handle internal & external grievances and 2) Ombudsman at national level established	Timeline	NA	By 2020	All Agencies and ACC	Administrative data & end of plan period	

LGKRA 8

Sl. No.	NKRA	LGKRA	KPI	Description	Unit	Baseline (Year)	Target	Data Source	Data Collection Methodology	Remarks
1	13. Democracy, decentralization strengthened; 10. Gender equality promoted, women and girls empowered; 16. justice services and institutions strengthened;	8. Democracy and decentralization strengthened	Zomdu attendance by gender	This indicator measures percentage of people attending in any meetings conducted by Gewog/Dzongkhag disaggregated by gender	%	54	60	Administrative Data, Dzongkhag	Administrative record	
2			Number of zomdues/ public forum on local development plan in a year	This indicator measures number of zomdues/public forum on local development plan at least once in a year	Number	2	4	Administrative Data, Dzongkhag	Administrative record	
3			Number of functional user groups, self help groups, local committees and cooperatives	This indicator measures number of groups and committees such as farm road user groups, water user groups, irrigation, CFMG etc.	Number	10	20	Administrative Data, Dzongkhag	Administrative record	
4			Grievances redressal mechanism developed and operationalized	This indicator measures timeline by which mechanisms such as complaints system, redressal and response mechanisms for citizen's grievances developed and operationalized	Date	NA	Jan-19	Administrative Data, Dzongkhag	Administrative record	
5			Community satisfaction score	This indicator measures community's satisfaction on LG's service delivery using Community Report Card tool at least once a year which assess the quality of public services such as agriculture, livestock, roads, water and sanitation, education etc and other aspects from the user's (people's) perspectives.	Annual Score	NA	Track	Administrative Data, Dzongkhag	Citizen's Report Card	

LGKRA 9

Sl. No.	NKRA	LGKRA	KPI	Description	Unit	Baseline (Year)	Target	Data Source	Data Collection Methodology	Remarks
1	5. Healthy ecosystem services maintained; 6. Carbon neutral, climate and disaster resilient development enhanced; 9. Infrastructure, communication and public service delivery improved; 3. Poverty eradicated and inequality reduced	9. Carbon neutral, climate and disaster resilient development enhanced	HHs with biogas plants	This indicator measures percentage of households using alternative renewable energy- Biogas	%	30	250	Administrative Data, Dzongkhag Livestock	Record maintained by Livestock Sector	
2			Critical public infrastructures (schools, hospitals and roads) climate/disaster proofed	The indicator measures all critical public infrastructures (schools, hospitals/BHUs and roads) are climate and disaster proofed by ensuring all climate and disaster resilient engineering components, safeguards and standards, quality and strength are included in the respective drawings and designs by Dzonkhags and retrofited	%	0	100	Administrative Data, Dzongkhag	Administrative record	
3			Economic loss due to disasters	This indicator measures economic loss in monetary terms due to disasters	Nu (in Million)	NA	Track	Administrative Data, Dzongkhag		
4			Length of proper storm water drainage in dzongkhag Throm & Yenla Throm		km	0.615	Track	Administrative Data, Dzongkhag Engineering Sector	Administrative record	
5			Number of tapped water sources drying	This indicator measures number of tapped water source both for drinking and irrigation such as Streams, lakes, ponds etc. drying	Number	3	0	Administrative Data, Dzongkhag		

LGKRA 10

Sl. No.	NKRA	LGKRA	KPI	Description	Unit	Baseline (Year)	Target	Data Source	Data Collection Methodology	Remarks
1	10. Gender equality promoted, women and girls empowered; 7. Quality of education and skills improved	10. Gender equality promoted, women and girls empowered	Proportion of female NFE learners	This indicator measures female NFE learners against total NFE learners	%	90	100	Administrative Data, Dzongkhag/Dzongkhag Education Stats	Record maintained by Schools and Dz. Education Sector	
2			Women representatives in user groups, self-help groups, local committees and cooperatives		%	10	50	Administrative Data, Dzongkhag	Record maintained by RNR Sector	
3			Parents with access to functional day care creches	This indicator measures percentage of parents working in local govt and regional offices having access to day care creches	%	0	100			
4			Number of girls in leadership position in schools	This indicator measures number of girls in leadership position in schools in various extra-curricular activities, clubs etc.	Number	56	100	Administrative Data, Dzongkhag	Record maintained by Schools and Dz. Education Sector	
5			Proportion of female availing skills/entrepreneurship trainings	This indicator measures percentage of female availing skills/entrepreneurship trainings for productive livelihood, economic and income enhancement	%	NA	Track			
6			Women, men and children covered by sensitization/awareness programs on elimination of VAW, VAM and VAC	This indicator measures percentage of women, men and children covered by sensitization/awareness programs on elimination of VAW, VAM and VAC segregated in numbers by women, men and children covered	%	NA	Track			

LGKRA 11

NKRA	LGKRA	KPI	KPI Descripton	Unit	Baseline	Target	Data Source	Data Collection Method	Remarks
15. Liveability, safety and sustainbilty of human settlements improved; 3. Poverty eradicated	11. Improved and sustained livelihood of the highlanders	Number of Yak herders		Number	45	48	Administrative Data, Dzongkhag	Record maintained by Dzongkhag Livestock Sector	
		Number of Highland Enterprise		Number	0	2	Administrative Data, Dzongkhag	Record maintained by Dzongkhag Livestock Sector	
		Number of Yak		Number	3186	3500	Administrative Data, Dzongkhag	Record maintained by Dzongkhag Livestock Sector	

—