



THE SECRETARY

AND

DIRECTOR, DEPARTMENT OF CULTURE

MINISTRY OF HOME AND CULTURAL AFFAIRS

(July 1, 2016 – June 30, 2017)

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Preamble

The Performance Agreement is entered into between the Secretary and the Director, Department of Culture, Ministry of Home and Cultural Affairs.

The objectives of this Performance Agreement are:

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

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

NOW THEREFORE, the parties hereto agree as follows:

Section 1: Department's Vision, Mission and Objectives

Vision

To be a central agency for realization of a harmonious and progressive society through preservation, protection, development and promotion of the shared ideals & values and the unique cultural identity and its expressions.

Mission

1. Conserve, protect, develop and promote all tangible and intangible cultural heritage.
2. Support the continuity and development of significant cultural expressions.
3. Manage the diverse cultural resources and ensure their sustainable development.
4. Integrate cultural heritage into all areas of national development.
5. Support the promotion of research in culture.

Objectives

The following are the objectives of the Department:

1. *To preserve and promote tangible cultural heritage;*
2. *To preserve and promote intangible cultural heritage;*

Section 2: Objectives, Success Indicators & Target

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
	50	Renovate and maintain heritage sites	Trashigang Dzong consolidated and the ancillary structures constructed	Percent	6	20	18	16	14	<14
			Gasa Dzong consolidated and the ancillary structure constructed	Percent	5.5	20	18	16	14	<14
			Physical progress of Phajoding Gonpa renovation	Percent	3.5	25	20	15	10	<10
			Renovation of Wangdichoeling Palace carried out	Percent	2.5	10	8	6	4	2
			Physical progress of Tango Monastery	Percent	1.5	20	15	12	10	<10
		Physical progress of Chari Monastery	Percent	1.5	10	8	6	5	<5	
		Physical progress of Drugyel Dzong	Percent	2.5	15	12	10	8	<8	
		Physical progress of Wangditse Monastery	Percent	1.75	30	25	20	20	15	

	Formulate policy and guidelines for protection of heritage sites	Cultural Heritage bill endorsed by Parliament	Date	2	Dec 2016 (Winter session)	June 2017 (summer session)	Later	-	-
		Rules and regulations for Cultural Heritage sites formulated	Date	1.1	Dec, 2016	Jan, 2017	Feb, 2017	March, 2017	Later
		Number of dzongkhags where heritage buildings are inventorized and put in data base	Number	2	20	18	16	14	10
		Dateline in which the general guidelines for rammed earth buildings are formulated (PHRD)	Date	1	May 2017	June 2017	Later than June 2017	Later than June 2017	Later than June 2017
		Number of times the international competition of cultural landscape workshop is held	Number	0.5	1	0	0	0	0
		Build new Dzongs	Construction of Sarpang Dzong initiated	Percent	2.5	10	9	8	7
	Construction of Pemagatshel Dzong carried out		Percent	5.5	40	30	20	10	8
	Reconstruction of Wangduephodrang Dzong carried out		Percent	8	20	15	10	8	5

		Documentation, mapping and survey of Archaeology sites	The Do-choetey Goenpa archaeological site documented	Date	2.2	May 2016	June 2016	July 2016	Aug 2016	Sept 2016
			Monograph on Drapham Dzong and Chubjekha Dzong published	Date	0.5	Dec 2016	Jan 2017	Feb 2017	March 2017	April 2017
To preserve and promote intangible cultural heritage;	35	Conserve, restore and promote arts, objects and historical documents	Percentage in which the budget is used to purchased the rare art objects	Percent	0.5	100%	90%	80%	70%	50%
			Numbers of Museum artifacts conserved and documented	Number	1	50	45	40	35	30
			Date line in which the stone slabbing to be constructed	Date	0.5	Feb 2017-April 2017	Feb 2017-May 2017	Feb 2017-June 2017	Feb 2017-July 2017	Feb 2017-Aug 2017
			Numbers of Museum brochures printed	Number	1	50000	30000	20000	10000	0
			Dateline in which the 8th Colloquium is hosted	Date	1	Oct 2016	Nov 216	Dec 2016	Jan 2017	Feb 2017
			Date in which the Editing of the past colloquium (Dzongkha) is completed	Date	0.1	Jan 2017	March 2017	April 2017	May 2017	June 2017

		Number of special exhibitions hosted on selected theme	Number	1	1	0	0	0	0
		Numbers of student attended the educational programs	Number	0.2	1000	800	600	400	200
	Inventorize and document tangible and intangible cultural heritage	Literary heritage conserved and documented in dzongkhags	Number	1.5	4	3	2	1	0
		Cultural properties in lhakhangs documented	Number	2	200	180	160	140	120
		Nangtens documented in database	Number	0.5	1000	900	800	700	<700
		Cultural properties conserved	Number	1.2	26	20	15	10	5
		Dzongkhags from where caretakers are trained	Number	1	3	2	1	0	0
		Facelifting of Museum Shop and Museum Cafeteria and printing of Brochures	Museum Shop and Museum cafeteria face lifted	Date	0.5	June 2017	Later than June 2017	Later than June 2017	Later than June 2017
	Printing and distribution of museum brochures		Number	1	8000	6000	5000	4000	3000

		Curriculum for Royal Institute for Performing Arts developed	Date	0.9	March ,2017	April ,2017	May ,2017	June ,2017	July,2017
		Folk songs/Mask Dance standardized	Date	0.5	August 2016-March 2017	August 2016-April 2017	August 2016- May 2017	August 2016-June 2017	August 2016-July 2017
		Lozey and Tsangmo, Zhungdra and Boedra researched	Date	0.5	Aug 2016-March 2017	Aug 2016-April2017	Aug 2016-May2017	Aug 2016-June 2017	Aug 2016-July2017
		Establishment of RIPA .	Date	0.5	March ,2017	April,2017	May ,2017	June ,2017	July ,2017
	Choeshey Larim	Number of books (ཚེས་ལུ་འབྲུག་པའི་ལམ) printed	Number	0.5	3000	2500	2000	1500	1000
		Number of meeting for Choedey Lhentshog, Chairman and Nuns conducted	Number	0.5	4	3	2	1	0
		Number of times where Choeshey Larim to be conducted	Number	1.5	10	9	8	7	<7

		Number of accountants and secretaries of registered organizations trained	Number	0.5	30	20	10	5	<5
Preservation, Promotion & Conservation of Cultural Heritage(Traditional Handicraft & Skill)	National design competition conducted	Date	1	April-May 2017	April-June 2017	Later	Later	Later	
	Establishment of Yarn Bank	Date	2	11/01/2016	12/01/2016	01/01/2017	02/01/2017	Later	
	The textile artifacts acquired	Percent	1.5	100	90	80	70	60	
	Educational tours to textile heritage is organized for students	Number	0.1	8000	7500	7000	6500	6000	
	Brochures on textile museum for visitors printed	Number	0.4	10000	9000	8000	7000	6000	
	Textile artifacts conserved	Number	1	40	35	30	25	20	
	Thematic exhibition conducted	Date	1	May-June 2017	Later than June 2017	Later	Later	Later	
Preservation and Promotion of Driglam Namzha	Civil Servants trained in Driglam Namzha	Number	1.5	500	450	400	350	300	
	Driglam manual printed and distributed	Number	0.5	500	450	400	350	300	

		Research on Driglam Namzha conducted	Number	0.7	2	1	0	0	0
	Preservation, Conservation, documentation and Promotion of Literary heritage	International Archives Day and Library consortium workshop conducted.	Number	0.5	3	2	1	0	0
		Festivals title researched in one Dzongkhag	Number	0.5	3	2	1	0	0
		Library website upgraded	Percent	0.2	100	90	80	70	<60
		Literary heritage surveyed and documented in Dzongkhag.	Number	0.5	2	1	0	0	0
		Archival documents preserved and conserved (acquisition and wood block carving)	Number	1	9	8	7	6	0
		Percentage of budget utilized on books procurement	Percent	0.2	100	90	80	70	60

			Percentage of Library automation achieved	Percent	1	100	90	80	70	60
			Cultural elements researched and documented	Number	0.5	15	12	8	3	< 3
			Number of books published	Number	2.5	5	4	3	2	1
To prevent corruption	2	Implement action plan adopted after the conduct of Integrity Diagnostic test.	Percentage of Integrity Diagnostic Test.	Percent	2	91-100	81-90	71-80	61-70	<60
To provide effective and efficient operational and direction services.	10	Provide operational and direction services.	Keep the pool vehicles under running condition.	Percent	2.5	100	90	80	70	60
			Timeline by which monthly salary of employees are debited into individual accounts.	Days	4.5	27 days	28 days	29 days	30 days	>30 days
			Adequate stationary and equipment provided.	Percent	3	70	60	50	40	30
To create a conducive environment for gender equality and child protection	3	Institutionalize integration of gender equality and child protection concerns	Timeline by which internal framework to address gender related issues faced by the employee within	Date	1.5	31/05/2017	02/06/2017	15/06/2017	28/06/2017	30/06/2017

			the sector concerned is developed							
			Timeline by which Childcare center (Creche) for the employees is provided	Date	1.5	30/04/2017	15/05/2017	31/05/2017	15/06/2017	30/06/2017

Section 3: Trend values of success indicators

Objective	Action	Success Indicator1	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 create a conducive environment for gender equality and child protection	Institutionalize integration of gender equality and child protection concerns	Timeline by which Childcare center (Creche) for the employees is provided	Date	-	-	-	04/30/2017	-
		Timeline by which internal framework to address gender related issues faced by the employee within the sector concerned is developed	Date	-	-	-	07/04/2017	-
To preserve and promote intangible cultural heritage;	Choeshey Larim	Number of accountants and secretaries of registered organizations trained	Number	-	-	94	130	160
		Number of books (ཚོས་ ལྷ་འབྲུག་པའི་ལམ་) printed	Number	-	-	4000	7000	-
		Number of meeting for Choedey Lhentshog, Chairman and Nuns conducted	Number	4	8	12	16	20

	Number of times where Choeshey Larim to be conducted	Number	-	11	43	53	-
Conserve, restore and promote arts, objects and historical documents	Date in which the Editing of the past colloquium (Dzongkha) is completed	Date	-	-	-	Jan 2017	-
	Date line in which the stone slabbing to be constructed	Date	-	-	-	June 2017	-
	Dateline in which the 8th Colloquium is hosted	Date	-	-	-	Dec 2016	-
	Number of special exhibitions hosted on selected theme	Number	1	2	3	4	5
	Numbers of Museum artifacts conserved and documented	Number	-	-	25	75	175
	Numbers of Museum brochures printed	Number	-	-	30000	80000	150000
	Numbers of student attended the educational programs	Number			1000	2000	4500
	Percentage in which the budget is used to purchased the rare art objects	Percent	100	200	300	400	500

Face lifting of Museum Shop and Museum Cafeteria and printing of Brochures	Museum Shop and Museum cafeteria face lifted	Date	-	-	Jun 2016	Jun 2017	-
	Printing and distribution of museum brochures	Number	-	-	8000	16000	-
Inventorize and document tangible and intangible cultural heritage	Dzongkhags from where caretakers are trained	Number	-	-	3	6	9
	Cultural properties conserved	Number	114	179	205	230	255
	Cultural properties in lhakhangs documented	Number	200	400	686	886	-
	Literary heritage conserved and documented in dzongkhags	Number	-	13	16	20	
	Nangtens documented in database	Number	-	-	3333	6666	10000
Performing Arts, Social Practice, Tshechus and Festivals preserved and promoted	Establishment of RIPA	Date	-	-	-	February,2017	-
	Lozey and Tsangmo, Zhungdra and Boedra researched	Date	-	-	360	540	-

	Curriculum for Royal Institute for Performing Arts developed	Date	-	-	-	March ,2017	-
	Folk songs/Mask Dance standardized	Date	-	-	10	17	35
Preservation and Promotion of Driglam Namzha	Civil Servants trained in Driglam Namzha	Number	344	744	1244	1744	2244
	Driglam manual printed and distributed	Number	500	800	1800	2300	2800
	Research on Driglam Namzha conducted	Number	0	1	0	3	4
Preservation, Conservation, documentation and Promotion of Literary heritage	Archival documents preserved and conserved (acquisition and wood block carving)	Number	11	15	19	28	33
	Library website upgraded	Percent	-	-	-	100	-
	Cultural elements researched and documented	Number	-	-	30	40	-
	Literary heritage surveyed and documented in Dzongkhag	Number	3	6	9	11	12
	Festivals researched in one Dzongkhag	Number	-	0	0	3	0
	Number of books published	Number	3	9	11	16	

	Festivals researched in one Dzongkhag	Number	-	0	0	3	0
	Number of books published	Number	3	9	11	16	
	International Archives Day and Library consortium workshop conducted.	Number	-	-	1	4	-
	Percentage of budget utilized on books procurement	Percent	-	-	-	100	-
	Percentage of Library automation achieved	Percent	-	-	-	100	-
Preservation, Promotion & Conservation of Cultural Heritage (Traditional Handicraft & Skill)	Brochures on textile museum for visitors printed	Number	5000	15000	25000	35000	45000
	Educational tours to textile heritage is organized for students	Number	-	-	7500	15500	-
	The textile artifacts acquired	Percent	100	200	300	400	500
	Establishment of Yarn Bank	Date	-	-	-	01/11/2016	-
	National design competition conducted	Date	March-April 2014	March-April 2015	April 2016	April-May 2017	April 2018
	Textile artifacts conserved	Number	25	55	85	125	-
	Thematic exhibition conducted	Date	May-June 2014	June 2015	June 2016	May-June 2017	June 2018

To preserve and promote tangible cultural heritage;	Build new Dzongs	Construction of Pemagatshel Dzong carried out	Percent	-	-	20	35	55
		Construction of Sarpang Dzong initiated	Percent	-	-	5	10	20
		Reconstruction of Wangduephodrang Dzong carried out	Percent	-	-	20	40	60
	Documentation, mapping and survey of Archaeology sites	Monograph on Drapham Dzong and Chubjekha Dzong published	Date	-	-	-	Dec 2016	-
		The Do-choetey Goenpa archaeological site documented	Date	-	-	May 2016	-	-
	Formulate policy and guidelines for protection of heritage sites	Cultural Heritage bill endorsed by Parliament	Date	-	-	-	December 2017	-
		Dateline in which the general guidelines for rammed earth buildings are formulated(PHRD)	Date	-	-	-	May 2017	-

	Number of dzongkhags where heritage buildings are inventorized and put in data base	Number	-	-	-	20	-
	Number of times the international competition of cultural landscape workshop is held	Number	-	1	2	3	-
	Rules and regulations for Cultural Heritage sites formulated	Date	-	-	-	Dec 2016	-
Renovate and maintain heritage sites	Renovation of Wangdichoeling Palace carried out	Percent	-	-	-	20	40
	Gasa Dzong consolidated and the ancillary structure constructed	Percent	-	-	20	40	100
	Phajoding lhakhang and Tshamkhang consolidated, ancillary structures constructed and the ropeway for transportation of materials on site installed	Percent	-	-	40	65	100

		Trashigang Dzong consolidated and the ancillary structures constructed	Percent	-	-	20	40	100
		Chari Drupdey consolidated	Percent	-	-	-	10	30
		The Tango Monastery restored	Percent	-	-	30	50	70
		Wangditse Goenpa restored	Percent			40	50	100
To prevent corruption	Implement action plan adopted after the conduct of Integrity Diagnostic test.	Percentage of Integrity Diagnostic Test.	Percent	0	0	0	91-100	91-100
To provide effective and efficient operational and direction services.	Provide operational and direction services.	Adequate stationary and equipment provided.	Percent	0	0		70	80
		Keep the pool vehicles under running condition.	Percent	0	0	0	100	100
		Timeline by which monthly salary of employees deposited.	Days	0	0	0	27 days	27 days

Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Keep the pool vehicles under running condition.	The pool vehicles is in running conditions.	Vehicles record maintained by AFD, DoC	Annually	AFD, DoC
Timeline by which monthly salary of employees are debited into individual accounts.	Efficient disbursement of monthly salary of employees.	Record maintained by Finance Division.	Annually	AFD, DoC
Adequate stationary and equipment provided.	To provide adequate stationary and equipment to staff for efficient delivery of services.	Record maintained by Procurement Division.	Annually	Procurement Division, DoC
Number of dzongkhags where heritage buildings are inventorized and put in data base	Collection of information including historical accounts of the traditional structure. Assessment ,inventory and database of all heritage buildings(all temple and dzongs)	Field	Quarterly	DCHS

Dateline in which the general guidelines for rammed earth buildings are formulated(PHRD)	Study of typology of rammed earth building in 4 regions of the country. - Development of general guidelines for new construction of rammed earth buildings and strengthening of existing rammed earth buildings. -Build capacity of Bhutanese engineers through trainings on vulnerability assessment and implementation of general guidelines . Project a way forward for undertaking long term measures on testing the performance level of traditional rammed earth building	Field and office	Quarterly	DCHS
Number of times the international competition of cultural landscape workshop is held	Conducting workshop in Paro valley where national and international participants will attend.	Field and office	Annually	DCHS
Percentage in which the site development and construction of security wall around the National Conservation Laboratory is completed	After completion of the national conservation laboratory, there is a need to carry out site development and security wall	Field	Annually	DCHS
Cultural Heritage bill endorsed by Parliament	Cultural Heritage bill is endorsed by Parliament	Office	Monthly	DCHS

Rules and regulations for Cultural Heritage sites formulated	Rules and regulations for Cultural Heritage sites is formulated	Office	Monthly	DCHS
Trashigang Dzong consolidated and the ancillary structures constructed	To initiate conservation of old Dzongs in the light of preserving our culture	Quarter progress report as per the work plan	Monthly	DCHS
Gasa Dzong consolidated and the ancillary structure constructed	To initiate conservation of old Dzongs in the light of preserving our culture	Quarter progress report as per the work plan	Monthly	DCHS
Phajoding lhakhang and Tshamkhang consolidated, ancillary structures constructed and the ropeway for transportation of materials on site installed	To initiate conservation of old Dzongs in the light of preserving our culture	Quarter progress report as per the work plan	Monthly	DCHS
Renovation of Wangdichoeling Palace carried out	To initiate conservation of old Dzongs in the light of preserving our culture	Quarter progress report as per the work plan	Monthly	DCHS
Construction of Sarpang Dzong initiated	Mobilization of workers on site and materials - Project establishment (construction of workshed, workers camp, project office, staff quarters)	Quarter progress report as per the work plan	Monthly	DCHS
Construction of Pemagatshel Dzong carried out	construction of Utse and rabdey block	Quarter progress report as per the work plan	Monthly	DCHS

Reconstruction of Wangduephodrang Dzong carried out	construction of Utse and 1st courtyard	Quarter progress report as per the work plan	Monthly	DCHS
The Do-choetey Goenpa archaeological site documented		On Site	Annually	DCHS
Monograph on Drapham Dzong and Chubjekha Dzong published		On Site	Annually	DCHS
The Tango Monastery restored	To initiate conservation of old Dzongs in the light of preserving our culture	Quarter progress report as per the work plan	Monthly	DCHS
Wangditse Goenpa restored	To initiate conservation of old Dzongs in the light of preserving our culture	Quarter progress report as per the work plan	Monthly	DCHS
Chari Drupdey consolidated	To initiate conservation of old Dzongs in the light of preserving our culture	Quarter progress report as per the work plan	Monthly	DCHS
Civil Servants trained in Driglam Namzha	To Conduct Driglam Namzha Training to the Civil Servants under the ministries, Dzongkhags, Gewogs, Schools and other Agencies.	Field	Annually	Driglam Section
Driglam manual printed and distributed	printing of Driglam manual to be distributed during the training	Field and office	Biannually	Driglam Section
Research on Driglam Namzha conducted	Research on Zhudrel and Patangs	Field	Biannually	Driglam Section
The National Cultural Officers Conference conducted	National Culture Conference to be conducted	Field	Annually	Driglam Section

Thematic exhibition conducted	Organize a thematic exhibition	Museum and field	Annually	Curatorial Section, Textile Museum
National design competition conducted	Organize national design competition	Field	Annually	Administration Section, Textile Museum
Establishment of Yarn Bank	The establishment of yarn bank at Textile Museum for easy access of yarn to the local weavers.	Physical verification at the Textile Museum	Annually	Curatorial Section/Conservation Section, Textile Museum
The textile artifacts acquired	Purchase artifacts for the museum	Private collectors	Annually	Administration Section, Textile Museum
Educational tours to textile heritage is organized for students	educational tours on textile heritage	Museum	Biannually	Curatorial Section, Textile Museum
Brochures on textile museum for visitors printed	Brochures printed for visitors	Museum	Annually	Curatorial Section, Textile Museum
Textile artifacts conserved	Conservation of textile artifacts	Conservation lab	Biannually	Conservation Section, Textile Museum
Festivals title researched in one Dzongkhag	To research on festivals title in one dzongkhag.	Record with Research and Media Unit	Annually	NLB
Dzongkhags surveyed and documented for literary heritage	Documentation survey of religious text in 1 Dzongkhag and Archival survey in 1 dzongkhag	Field Visit	Annually	Library & Archives divisions, NLAB
Archival documents preserved and conserved (acquisition and wood block carving)	Preservation and conservation of archival documents		Annually	Archives Divisions, NLAB
Percentage of budget utilized on books procurement	To procure library books		Annually	Library Division, NLAB

Percentage of Library automation achieved	Installation of Library management system (koha)		Annually	Library Division, NLAB
Cultural elements researched and documented	Research and document the cultural elements in Cultural Heritage Research Database.	Field Visit	Annually	Research Division, NLAB
Library website upgraded	Upgradation of library website		Annually	NLAB
Editing equipment procured	Procurement of editing equipments		Annually	Research Division, NLAB
Number of special exhibitions hosted on selected theme	To preserve and promote tangible culture through exhibition	As per work plan	Annually	Curatorial Section,NMB,Paro
Number of books published	Publication of two volumes of 'Jam 'bum and National Bibliography by Library division & Bumthang festival, Biography of Terton Nawang Drakpa by Research division.		Annually	
Numbers of workshops on preservation / conservation, International Archives Day and Library consortium workshop conducted.	Training and awareness program for record holders on preservation and conservation at basic level and annual Library association symposium. Also mark the International Archives Day	Field visit	Annually	
Numbers of Museum brochures printed	Brochures for visitors	Museum	Annually	Curatorial Section,National Museum,Paro
Dateline in which the 8th Colloquium is hosted	One of the regular activities of the National Museum is dissemination of information on our tangible and intangible culture, which is done through exhibition of rare objects and hosting of colloquiums	Museum	Annually	Curator section/Administrative,National Museum,Paro

Date in which the Editing of the past colloquium (Dzongkha) is completed	Editing of the past colloquium (Dzongkha)	Museum	Annually	Research Section,National Museum,Paro
Percentage in which the budget is used to purchased the rare art objects	Purchase of rare art objects for Musuem	Curatorial Section/Administration Office,National MUseum,Paro	Annually	National Museum,Paro
Numbers of student attended the educational programs	Educational tours for students	Museum	Biannually	Curator section
Numbers of Museum artifacts conserved and documented	Conserve the artifacts from Museum collections	Museum collections	Daily	Conservation Section, National Musuem,Paro
Cultural properties in lhakhangs documented	To complete re-verification,computerizing, editing and printing of 200 lhakhangs of Bumthang and Punakha	Field visit and office	Monthly	Record Section,DCP
Nangtens documented in database	Input of 3333 nangtens with photographs in the Database	Field visit and office	Annually	Record Section
Cultural properties conserved	conservation of 1 wall painting,13 thangkas and 12 sculptures	Field visit and lab	Annually	Conservation Lab,DCP
Literary heritage conserved and documented in dzongkhags	Research and publication on Scared Neyigs of Gasa,Punakha,Wangduephodrang and Thimphu Dzongkhags	Field visit and work in office for publication	Annually	Research Section,DCP
Dzongkhags from where caretakers are trained	Training of caretakers of 3 dzongkhags	Field	Annually	Record Section,DCP
Museum Shop and Museum cafeteria facelifted	To black top the approach road to Ta-Dzong	Field visit	Biannually	Adm. section, RHM,Trongsa

Printing and distribution of museum brochures	To educate the visitors about the antique collections		Biannually	Adm. section & Curatorial Section, RHM
Folk songs/Mask Dance standardized	Standarization of 7 Folk songs/Mask Dance	Field trips	Biannually	Program Section,RAPA
Lozey and Tsangmo, Zhungdra and Boedra researched	Research on Lozey(60) and Tsangmo(70), Zhungdra(15)and Boedra(35)	Field study	Biannually	Research Section,RAPA
Land Acquisition for RIPA completed	Land acquisition to set up the Royal Institute of Performing Arts	Field study	Weekly	Administration Section, RAPA
Curriculum for Royal Institute for Performing Arts developed	To develop the curriculum for the RIPA	Office and field study	Daily	Research Section, RAPA
Construction of Boy's Dormitory completed	Construction of boy's dormitory	Field study	Biannually	Administration Section, RAPA
Number of accountants and secretaries of registered organizations trained	Such trainings are required as the auditing of Ros shall be carried out by RAA	Requisition put up by the Ros and field visit	Annually	Choeday Lhentshog
Number of books (ཚོས་ལུ་འབྲུག་པའི་ལམ་) printed	Printing of Choe Lu Jugpai Lam books	Requisition put up by the Ros and field visit	Annually	Choeday Lhengtsho

Number of meeting for Choedey Lhentshog, Chairman and Nuns conducted	Choedey Lhentshog meeting twice a year, Chairman meeting once a year and Nuns meeting once a year	As per the CRO act/ Manuals and when required	Annually	Choeday Lhengtsho
Number of times where Choeshey Larim to be conducted	In order to protect, preserve and further promote the state religion of our country	on-site	Annually	Choeday Lhengtsho
Date line in which the stone slab to be constructed	In order to make the ta-dzong and its surrounding look traditionally authentic and appealing, we intend to lay stone slabs near entrances of the Ta-dzong and the exhibition hall cum administrative building in the coming fiscal year 2016-2017	Museum	Annually	Administration Section, National Museum, Paro
Timeline by which Childcare center (Creche) 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).	Physical verification or Gender Monitoring System	Annually	Agency data/record and reports by Gender (GFP) and Child focal points of the different sectors.
Timeline by which internal framework to address gender related issues faced by the employee within the sector concerned is developed	This includes setting up childcare centers in their respective offices (or centrally located centers where there are many offices together).	Physical verification or Gender Monitoring System	Annually	Agency data/record and reports by Gender (GFP) and Child focal points of the different sectors
Percentage of Integrity Diagnostic Test.	To track implementation of Integrity Diagnostic Test recommendations	Regular reporting by ACC focal in the Ministry	Annually	Administrative Records

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	Numbers of student attended the educational programs	Ministry of Education: To send students for museum visits	Study trips	Students	Target not met
SECRETARIAT	Number of accountants and secretaries of registered organizations trained	RAA, Finance, RAC	-Allocation of adequate funds and timely release of funds & approvals of tax exemption on import of religious items by ROs -Auditing of registered Ros	Allocation of adequate funds and timely release of funds & approvals of tax exemption on import of religious items by ROs	Target may not be fully achieved
ROYAL BHUTAN POLICE	Dzongkhags from where caretakers are trained	Dratshang, Dzongkhags	Giving training to caretakers	Release of caretakers to attend the workshop	Targets will not be met
SECRETARIAT	Dzongkhags from where caretakers are trained	Dratshang, Dzongkhags	Giving training to caretakers	Release of caretakers to attend the workshop	Targets will not be met
SECRETARIAT	Civil Servants trained in Driglam Namzha	All Ministries	To release civil servants to attend the workshop	To attend the workshop	Target not met

SECRETARIAT	Curriculum for Royal Institute for Performing Arts developed	Advice, supervision, committee approval, budget approval and final execution of curriculum development by concerned private firms.	RAPA has no capacity to develop curriculum for RIPA.	MoHCA - 10% , DoC - 10% , Consultancy firms - 70 % , RAPA - 10 %	The Government shall be approached.
SECRETARIAT	Land Acquisition for RIPA completed	Advice, supervision, committee approval, Land allocation & registrarion and financial transiction.	the interdependance of the orignizations	MoHCA - 10% , DoC - 20% , NLC - 40 % , RAPA - 30%	The Government shall be approached.
SECRETARIAT	Construction of Boy's Dormitory completed	Advice, supervision, committee approval, budget approval and execution of construction	for the construction of boys' dormitory, RAPA is dependent on the highlighted orgs.	DoC - 10% , RAPA -10% and NHDCL - 80%	The Government shall be approached.
SECRETARIAT	Trashigang Dzong consolidated and the ancillary structures constructed	GNHC, MoF for all the Dzong conservation projects (Gasa, Trashigang, Wangdue, Pemagatshel, Phajoding)	Ensure timely release of fund from the donors Delay in fund release has been the major issue when it comes to the Dzong renovation and construction projects	Fund released	"All the Dzong projects are time bound and delay in fund release would result in delay in deliverance of the project, and a times compromising the quality to cope up with the time for completion"

SECRETARIAT	Construction of Sarpang Dzong initiated	GNHC, MoF for Sarpang and Pemagatshel Dzong Construction project for RCSC:Recruitment of technical professional (Architects and engineers)	"The existing strength of engineers and architects in the Department is not able to cope with large number of renovation and construction works that are in pipeline. Therefore, considering the scale and nature of nationally important projects, such as Dzong Projects in the 11th FYP, requirement of dedicated engineers and architects has become so important. Further, it is important to have regular rather than contract engineers and architects to build professionalism in the field of conservation of traditional buildings in Bhutan. "	1. Experienced Structural Engineer for Sarpang Dzong Construction 2. Architect for Sarpang Dzong Construction Project	Lack of Engineers and Architects will hamper the quality and timely diliverance of the projects.
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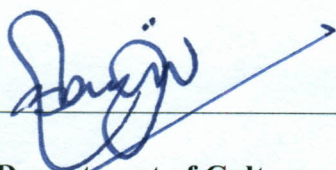
SECRETARIAT	Cultural Heritage bill endorsed by Parliament	Parliament: Inclusion of the Bill in the Agenda of the Parliament as soon as it gets through the Cabinet	Heritage sites are increasingly demolished and rebuilt, replacing historic fabric and distinctive architectural style. Thus, it has been the priority to in act the Bill as early as possible to protect our heritage sites from further degradation.	Follow up by the MoHCA	Target will not be met
SECRETARIAT	Dzongkhags surveyed and documented for literary heritage	Finance for all indicators	Allocation of adequate funds and timely release of funds	To undertake work	Target not met
SECRETARIAT	Number of dzongkhags where heritage buildings are inventorized and put in data base	AFD	Timely release of funds	Fund release	Target not met
DEPARTMENT OF DISASTER MANAGEMENT	Dateline in which the general guidelines for rammed earth buildings are formulated(PHRD)	GNHC	Timely release of funds and also collaboration from DDM team	Fund release	Target not met
SECRETARIAT	Dateline in which the general guidelines for rammed earth buildings are formulated(PHRD)	GNHC	Timely release of funds and also collaboration from DDM team	Fund release	Target not met

Whereas,

I, the Director, Department of Culture, Ministry of Home and Cultural Affairs, commit to the Secretary, Ministry of Home and Cultural Affairs and the Government to deliver the results described in this annual performance agreement.

I, the Secretary, Ministry of Home and Cultural Affairs, commit to the Director, Department of Culture, Ministry of Home and Cultural Affairs, on behalf of the Ministry and the Government to provide the necessary support for delivery of the results described in this annual performance agreement.

SIGNED:



Karma Weezir
Director General, Department of Culture
Ministry of Home and Cultural Affairs

Date

12/9/2016



Sonam Topgay
Secretary
Ministry of Home and Cultural Affairs

Date

12/08/2016



Secretary
Ministry of Home & Cultural Affairs
Tashichhodzong