



**PERFORMANCE AGREEMENT**

**BETWEEN**

**Secretary and Director General**

**DEPARTMENT OF INDUSTRY  
MINISTRY OF ECONOMIC AFFAIRS**

**(July 1, 2019 – June 30, 2020)**

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**Preamble**

The Performance Agreement is entered into between the Secretary and , .

The objectives of this Performance Agreement are:

- a) To establish clarity and consensus about annual priorities for the consistent with the o11th 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 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:

## **Section 1: Vision, Mission and Objectives**

### **Vision**

Attain industrialization in harmony with national goals and to increase the sector's contribution to the national economy

### **Mission**

To accelerate the pace of industrial development by creating an enabling environment, industrial infrastructure and increased private sector participation

### **Objectives**

- 1) To enhance economic growth through sector diversification
- 2) To promote use of Alternative Renewable Energy
- 3) To institutionalize and strengthen Government Performance Management System
- 4) To ensure full utilization of Budget
- 5) Transparent, accountable & integrity consciousness and culture strengthened



## 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 enhance economic growth through sector diversification	77	Non Hydro Export and Investment Enhanced	No. of new non-hydro medium and large scale domestic industries approved	Number	3	35	30	25	20	15	
			No. of FDI promotional activities conducted	Number	2	2	1	0	0	0	
			Annual FDI Survey Report completed	Percent	2	100	90	80	70	60	
			Study on revision of Investment Opportunity completed	Percent	3	100	90	80	70	60	
			No. of new non-hydro FDI projects approved	Number	3	8	7	60-69	50	4	
			FDI equity inflows (Projected)	Nu. (Million)	3	525	500	475	450	425	
			Study on Productivity Assessment in Wood & Agro based industries completed	Percent	3	100	90	80	70	60	
	Jobs created	No. of jobs created in medium & large industries	Number	2	195	190	185	180	less than 180		
	Ease of Doing Business and Enabling environment for economic activities improved			Industrial information and statistics compiled and disseminated	Days	2	Within 3 days	Within 4 days	Within 5 days	Within 6 days	More than 6 days
				No. of domestic industries visited for monitoring	Number	2	25	20	15	10	5
				% of operational PAM industries filed their annual industrial information through IIS.	Percent	2	80-90	70-79	60-69	50-59	40-49
				Annual corporate compliance workshop conducted	Percent	2	100	90	80	70	60
				No. of companies incorporated	Number	2	25	20	15	10	5

To enhance economic growth through sector diversification	77	Ease of Doing Business and Enabling environment for economic activities improved	Bond Regulation Amended	Percent	2	100	90	80	70	60	
			Timeline by which FDI Policy is revised and adopted	Date	2	07/31/2019	08/31/2019	09/30/2019	10/31/2019	11/30/2019	
			FDI Division strengthened	Status of Work	2	Proposal for strengthening submitted to RCSC	Proposal for strengthening approved by the Ministry	Proposal for strengthening approved by the Department	Proposal for strengthening completed by the Division	Work initiated	
			Applications for tax exemption & value addition certificate for fiscal incentives verified and issued	Days	2	Within 3 days	Within 4 days	Within 5 days	Within 6 days	More than 6 days	
			Business guest visas verified and endorsed	Days	2	Within 3 days	Within 4 days	Within 5 days	Within 6 days	More than 6 days	
			Letter of Interest for SRF land issued	Days	2	Within 3 days	Within 4 days	Within 5 days	Within 6 days	More than 6 days	
			Timeline by which FDI Rules & Regulations is revised	Date	2	10/31/2019	11/30/2019	12/31/2019	01/31/2020	02/29/2020	
			Import license applications verified and approved	Days	2	Within 3 days	Within 4 days	Within 5 days	Within 6 days	More than 6 days	
			Development of Industrial Parks	Percentage of Motanga Industrial Park Developed (55%)	Percent	6	55	54	53	52	less than 52
				Percentage of Jigmeling Industrial Park Developed (69%)	Percent	6	69	68	67	66	less than 66

To enhance economic growth through sector diversification	77	Development of Industrial Parks	Percentage of Bondeyma Industrial Park Developed (65%)	Percent	6	65	64	63	62	less than 62
			Pasakha Industrial Estate Maintained	Percent	3	100	90	80	70	60
			Percentage of Dhamdhum Industrial Park Developed (66%)	Percent	6	66	65	64	64	less than 64
			Bjemina Industrial Estate Maintained	Percent	3	100	90	80	70	60
To promote use of Alternative Renewable Energy	8	Industrial sector emissions minimized through cleaner production and low emission development practices	No. of days monitored for ambient air quality in Pasakha Industrial Estate	Number	2	180	120	90	60	<60
			No. of manufacturing firms in which cleaner production technologies are encouraged	Number	2	3	2	1	0	0
			Study on waste water treatment methodology completed at PIE landfill	Percent	2	100	70	50	30	0
			No. of delegated list of industries inspected for environmental compliance	Number	2	200	150	100	90	<50
To institutionalize and strengthen Government Performance Management System	5	Strengthen APA Implementation	Timely submission of APA implementation updates	Others	5	On the deadline communicated by GPMD	-	-	-	After the deadline communicated by GPMD
To ensure full utilization of Budget	5	Ensure Annual Budget Utilization	Percentage of annual budget utilization	Percent	5	>94%	90-94%	85-89%	80-84%	<70



Transparent, accountable & integrity consciousness and culture strengthened	5	Enhance integrity system by implementing OIP	Integrity score improved	Percent	5	50% of OIP Implemented	40% of OIP Implemented	30% of OIP Implemented	20% of OIP Implemented	<20% of OIP Implemented
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### 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 enhance economic growth through sector diversification	Development of Industrial Parks	Bjemina Industrial Estate Maintained	Percent	-	-	-	-	-
		Pasakha Industrial Estate Maintained	Percent	-	-	-	-	-
		Percentage of Bondeyma Industrial Park Developed (65%)	Percent	60	65	75	85	100
		Percentage of Dhamdhum Industrial Park Developed (66%)	Percent	64	66	75	85	100
		Percentage of Jigmeling Industrial Park Developed (69%)	Percent	66	69	75	85	100
		Percentage of Motanga Industrial Park Developed (55%)	Percent	45	55	70	85	100
	Ease of Doing Business and Enabling environment for economic activities improved	% of operational PAM industries filed their annual industrial information through IIS.	Percent	-	-	-	-	-
		Annual corporate compliance workshop conducted	Percent	-	-	-	-	-

To enhance economic growth through sector diversification	Ease of Doing Business and Enabling environment for economic activities improved	Applications for tax exemption & value addition certificate for fiscal incentives verified and issued	Days	-	-	-	-	-
		Bond Regulation Amended	Percent	-	-	-	-	-
		Business guest visas verified and endorsed	Days	-	-	-	-	-
		FDI Division strengthened	Status of Work	-	-	-	-	-
		Import license applications verified and approved	Days	-	-	-	-	-
		Industrial information and statistics compiled and disseminated	Days	-	-	-	-	-
		Letter of Interest for SRF land issued	Days	-	-	-	-	-
		No. of companies incorporated	Number	-	-	-	-	-
		No. of domestic industries visited for monitoring	Number	-	-	-	-	-
		Timeline by which FDI Policy is revised and adopted	Date	-	-	-	-	-
	Timeline by which FDI Rules & Regulations is revised	Date						
Jobs created	No. of jobs created in medium & large industries	Number	195	195	195	195	195	

To enhance economic growth through sector diversification	Non Hydro Export and Investment Enhanced	Annual FDI Survey Report completed	Percent	1	1	1	1	1
		FDI equity inflows (Projected)	Nu. (Million)	525	525	525	525	525
		No. of FDI promotional activities conducted	Number	-	-	-	-	-
		No. of new non-hydro FDI projects approved	Number	7	8	8	8	8
		No. of new non-hydro medium and large scale domestic industries approved	Number	35	35	35	35	35
		Study on Productivity Assessment in Wood & Agro based industries completed	Percent	-	-	-	-	-
		Study on revision of Investment Opportunity completed	Percent	-	-	-	-	-
To ensure full utilization of Budget	Ensure Annual Budget Utilization	Percentage of annual budget utilization	Percent	-	-	-	-	-
To institutionalize and strengthen Government Performance Management System	Strengthen APA Implementation	Timely submission of APA implementation updates	Others	-	-	-	-	-
To promote use of Alternative Renewable Energy	Industrial sector emissions minimized through cleaner production and low emission development practices	No. of days monitored for ambient air quality in Pasakha Industrial Estate	Number	-	180	-	-	-

To promote use of Alternative Renewable Energy	Industrial sector emissions minimized through cleaner production and low emission development practices	No. of delegated list of industries inspected for environmental compliance	Number	-	150	-	-	-
		No. of manufacturing firms in which cleaner production technologies are encouraged	Number	-	3	-	-	-
		Study on waste water treatment methodology completed at PIE landfill	Percent	-	-	-	-	-
Transparent, accountable & integrity consciousness and culture strengthened	Enhance integrity system by implementing OIP	Integrity score improved	Percent	-	-	-	-	-

#### Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
No. of jobs created in medium & large industries	No. of jobs created by medium & large industries will be proxied at no. of projects approved during the FY. Every project approved (excluding RNR, tourism & hospitality, IT & ITES, Construction etc) will employ about 15 people.	No. of jobs created by medium & large industries will be proxied at no. of projects approved during the FY. Every project approved (excluding RNR, tourism & hospitality, IT & ITES, Construction etc) will employ about 15 people.	Annually	Administrative record - project approval list (domestic & FDI medium & large scale industries)
No. of new non-hydro FDI projects approved	Issuance of project approval by the Department	Administrative record - list of projects approved	Annually	DoI, MoEA
FDI equity inflows (Projected)	The project FDI equity inflow for the 12FYP is Nu. 2,627m and the average annual inflow is project at Nu. 525m which is the foreign equity as reflected in the project approval.	Administrative Record - the total projected equity equals the sum of foreign investors' equity of all the projects approved during the FY.	Annually	DoI, MoEA
No. of new non-hydro medium and large scale domestic industries approved	Issuance of project approval by the Department	Administrative record - list of new non-hydro medium & large scale domestic industries approved	Annually	DoI, MoEA
No. of FDI promotional activities conducted	FDI promotional activities include activities such as road shows, hosting of business delegations, attending to business promotion seminars & workshops	Administrative record	Annually	DoI, MoEA
Annual FDI Survey Report completed	100% - survey report completed 90% - Draft survey report completed 80% - survey data collected 70% - survey questionnaire distributed 60% - work initiated	Administrative record - completed Annual FDI survey report	Annually	DoI, MoEA

Study on revision of Investment Opportunity completed	100% - completed study submitted to the Department 90% - draft study completed 80% - inception report completed 70% - work awarded to the consultant 60% - tender works completed	Administrative record - completed study report	Annually	DoI, MoEA
Study on Productivity Assessment in Wood & Agro based industries completed	To carry out a productivity assessment study in wood & agro-based industries. Target description: 100% - completed study submitted to the Department 90% - draft study completed 80% - inception report completed 70% - work awarded to the consultant 60% - tender works completed	Administrative record - completed study report	Annually	DoI, MoEA
Import license applications verified and approved	To verify and accord approval for issuance of import license. The targets are set in TAT. The date on which a complete set of documents received will be considered as receipt date and the recommendation will be issued within 3 working days and so on.	Administrative record - import license register and approval/recommendation letter.	Annually	DoI, MoEA
Applications for tax exemption & value addition certificate for fiscal incentives verified and issued	The Department issue recommendation letter and value addition certificate for fiscal incentives as per Fiscal Incentives Act. The target for the SI is set in TAT. The date on which a complete set of documents received is considered as receipt date and the recommendation letter & value addition certificate will be issued within 3 working days and so on.	Administrative record	Annually	DoI, MoEA

Business guest visas verified and endorsed	The department verify and endorse applications for business guest visas. The target for the SI is set in TAT. The date on which a completed set of documents received will be considered as receipt date and the same will endorsed and forwarded to HRD, AFD, MoEA for further verification and onward submission to the Dept. of Immigration, MoHCA within 3 working days and so on.	Administrative record	Annually	DoI, MoEA
Letter of Interest for SRF land issued	The department verify applications received for Letter of Interest (LoI) for leasing of SRF land and put up to the LoI Approval Committee for approval. The target is set in TAT. The date on which a completed set of documents received will be considered as receipt date and the same will be put up in the Committee for approval within 3 working days and so on.	Administrative record	Annually	DoI, MoEA
Industrial information and statistics compiled and disseminated	The department compiles industrial information & statistics such as bi-annual industrial license data, quarterly industrial information to NSB for SYB & Quarterly Socio-Economic Indicator Report etc. The target for this SI is set in TAT and the date on which the request for information and statistics received will be considered as receipt date and the relevant information/statistics will be disseminated within 3 working days and so on.	Administrative record	Annually	DoI, MoEA



No. of domestic industries visited for monitoring	Monitoring visits to industries will be carried out to monitor operational status of newly established industries, to monitor compliance and other necessary inspections.	Administrative record - tour report/monitoring report etc.	Annually	DoI, MoEA
% of operational PAM industries filed their annual industrial information through IIS.	The Department collects annual industrial information from operational large & medium production & manufacturing (PAM) industries through Industry Information System for the year 2019. The PAM list excludes sectors such as construction, service, mining and power sectors as they have separate dedicated agencies. The achievement of the target depends on the cooperation extended by industries and the reliability of the system itself.	Administrative record & live system	Annually	DoI, MoEA
Annual corporate compliance workshop conducted	The Department conducts corporate compliance workshop annually as per the Companies Act.  Target description: 100% - one round of workshop for the selected corporate officials successfully conducted 90% - workshop notice issued to all target companies 80% - workshop schedule prepared 70% - workshop schedule planned but not ready 60% - workshop not scheduled or planned	Administrative record	Annually	DoI, MoEA
No. of companies incorporated	To incorporate domestic and FDI companies as per the Companies Act of Bhutan	Administrative record	Annually	DoI, MoEA

Bond Regulation Amended	To amend Bond Regulations. Target description: 100% - Bond Regulations Amended 90% - Reviewed by PAC 80% - Submitted to PAC 70% - Reviewed by CRD 60% - Draft completed	Administrative Record	Annually	Dol, MoEA
Timeline by which FDI Policy is revised and adopted	To revise FDI Policy and adopt it.	Administrative record	Annually	Dol, MoEA

<p>Percentage of Motanga Industrial Park Developed (55%)</p>	<p>Following works will be carried out:</p> <p>1. Construction of internal road &amp; parking  Target description:  100% - 50% of the work completed  90% - 40% of the work completed  80% - 30% of the work completed  70% - 20% of the work completed  60% - 10% of the work completed</p> <p>2. Street lighting  Target description:  100% - 20% of the work completed  90% - 16% of the work completed  80% - 12% of the work completed  70% - 8% of the work completed  60% - 4% of the work completed</p> <p>3. Site development &amp; ancillary structures  Target description:  100% - 100% of the work completed  90% - 80% of the work completed  80% - 60% of the work completed  70% - 40% of the work completed  60% - 20% of the work completed</p> <p>Following works will be awarded:</p> <p>1. Construction of staff quarter  Target description:  100% - work awarded to the contractor  90% - opening &amp; evaluation of tender completed  80% - notice inviting tender sent  70% - technical sanction &amp; administrative approval completed  60% - review of estimates, drawings &amp; preparation of tender completed</p>	<p>Administrative record</p>	<p>Annually</p>	<p>Dol, MoEA</p>
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<p>Percentage of Jigmeling Industrial Park Developed (69%)</p>	<p>Following works will be carried out:  1. Construction of internal road networks  Target description:  100% - 40% of the work completed  90% - 32% of the work completed  80% - 24% of the work completed  70% - 16% of the work completed  60% - 8% of the work completed</p> <p>2. Street lighting  Target description:  100% - 10% of the work completed  90% - 8% of the work completed  80% - 6% of the work completed  70% - 4% of the work completed  60% - 2% of the work completed</p> <p>Following works will be awarded:  1.Site development &amp; ancillary structures  Target description:  100% - work awarded to the contractor  90% - opening &amp; evaluation of tender works completed  80% - notice inviting tender sent  70% - technical sanction &amp; administrative approval completed  60% - review of estimates, drawings &amp; preparation of tender completed</p>	<p>Administrative record</p>	<p>Annually</p>	<p>Dol, MoEA</p>
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<p>Percentage of Bondeyma Industrial Park Developed (65%)</p>	<p>Following works will be carried out:  1. Construction of internal road networks  Target description:  100% - 50% of the work completed  90% - 40% of the work completed  80% - 30% of the work completed  70% - 20% of the work completed  60% - 10% of the work completed</p> <p>2. Street lighting  100% - 20% of the work completed  90% - 16% of the work completed  80% - 12% of the work completed  70% - 8% of the work completed  60% - 4% of the work completed</p> <p>Following works will be awarded:  1. Site development &amp; ancillary structures  Target description:  100% - work awarded to the contractor  90% - opening &amp; evaluation of tender documents completed  80% - notice inviting tender sent  70% - technical sanction &amp; administrative approval completed  60% - review of estimates, drawings &amp; preparation of tender documents completed</p>	<p>Administrative record</p>	<p>Annually</p>	<p>Dol, MoEA</p>
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<p>Percentage of Dhamdhum Industrial Park Developed (66%)</p>	<p>Following works will be carried out:  1. Re-alignment of 11KV line  100% - 100% of the work completed  90% - 90% of the work completed  80% - 80% of the work completed  70% - 70% of the work completed  60% - 60% of the work completed</p> <p>Following works will be awarded:  1. Construction of internal road networks  2. Construction of storm water drainage system  3. Construction of water supply distribution network at Pocket A  4. River training works (ad-hoc activities depending on site conditions)  5. Site development &amp; ancillary structures</p> <p>Target description:  100% - work awarded to the contractor  90% - opening of &amp; evaluation of tender documents completed  80% - notice inviting tender sent  70% - technical sanction &amp; administrative approval completed  60% - review of estimates, drawings &amp; preparation of tender documents completed</p>	<p>Administrative record</p>	<p>Annually</p>	<p>DoI, MoEA</p>
<p>Pasakha Industrial Estate Maintained</p>	<p>Following works will be carried out:  1. Widening &amp; improvement of internal road including side drains &amp; footpath</p> <p>Target description:  100% - 100% of work completed  90% - 90% of work completed</p>	<p>Administrative record</p>	<p>Annually</p>	<p>DoI, MoEA</p>

	<p>80% - 80% of work completed  70% - 70% of work completed  60% - 60% of work completed</p> <p>2. Construction of office compound wall including gate  Target description:  100% - 100% of work completed  90% - 90% of work completed  80% - 80% of work completed  70% - 70% of work completed  60% - 60% of work completed</p> <p>3. River training works  Target description:  100% - 10% of work completed  90% - work awarded  80% - evaluation completed  70% - tendering initiated  60% - administrative, financial &amp; technical sanctions accorded</p> <p>Following works will be awarded:  1. Street lighting  Target description:  100% -Work awarded to the contractor  90% - Opening &amp; Evaluation of tender completed  80% - Notice Inviting Tender  70% - Technical Sanction and Administrative Approval completed  60% - Review of estimates and drawings and preparation of tender</p>			
Bjemina Industrial Estate Maintained	<p>Following works will be carried out:  1. Widening &amp; improvement of existing internal roads &amp; construction of new footpaths  100% - 10% of work completed  90% - work awarded</p>	Administrative record	Annually	DoI, MoEA

	<p>80% - tender opening &amp; evaluation completed  70% - technical sanction, administrative approval &amp; financial sanction accorded  60% - preparation of tender documents completed</p> <p>2. Program on annual promotion &amp; exhibition of Bjemina Industrial Estate  Target description:  100% - showcasing of products successfully completed  90% - preparation works for showcase completed  80% - approval by Department obtained  70% - notesheet completed  60% - work initiated</p> <p>Following works will be awarded:  1. Feasibility study on water source &amp; supply systems and preparation of DPR  Target description:  100% - work awarded to the consultant  90% - opening &amp; evaluation of tender completed  80% - notice inviting tender sent  70% - technical sanction, administrative approval &amp; financial sanction accorded  60% - preparation of ToR, RFP, tender documents etc completed</p>			
<p>Timeline by which FDI Rules &amp; Regulations is revised</p>	<p>As a part of implementation of FDI Policy 2019, the department will revise FDI Rules &amp; Regulations to align with the revised FDI Policy.</p>	<p>Administrative record</p>	<p>Annually</p>	<p>Dol, MoEA</p>



FDI Division strengthened	As a part of implementation of FDI Policy 2019, the FDI Division will strengthen the Division as outlined the FDI Policy Action Plan. The achievement of the target will depend on RCSC approval.	Administrative record	Annually	DoI, MoEA
No. of manufacturing firms in which cleaner production technologies are encouraged	Depending on the in-house capacity, promotion of clean technology will be in the form of awareness workshops or promotional activities in selected industries. The success of this activity will depend on the opportunity to visit ex-country to learn and build capacity on best practices and cleaner production, after which the EU will be able to sensitize & recommend interventions/ activities to reduce emissions. Currently, the office has no capacity on Cleaner Production & Technology. However, this activity may also be out-sourced. Target description: 3 - awareness workshops/promotional activities conducted for 3 manufacturing industries and so on.	Administrative Record	Annually	DoI, MoEA

<p>Study on waste water treatment methodology completed at PIE landfill</p>	<p>The success of this activity will depend on the opportunity to visit ex-country to learn and build capacity on industrial waste treatment methodology, after which the EU will be able to recommend. Currently, the office has no capacity to recommend the methodology on how industrial landfill leachate and industrial wastewater are treated. However, this activity may also be out-sourced.</p> <p>Target description (if the study is carried out in-house):  100% - final report submitted to the Department  70% - draft report completed  50% - data compilation &amp; preparation of report initiated  30% - data collection initiated  0% - study not initiated</p> <p>Target description (if the study is out-sourced):  100% - final report submitted to the Department  70% - draft report completed  50% - consultant recruited &amp; study initiated  30% - ToR developed &amp; tender works completed  0% - work not initiated</p>	<p>Administrative Record</p>	<p>Annually</p>	<p>DoI, MoEA</p>
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No. of delegated list of industries inspected for environmental compliance	The environment technicians will visit industrial activity sites and inspect for environmental compliance such as whether there is valid environment clearance, whether they are following the terms and conditions, advise on any mitigation activities, impose penalties for violations as per environment laws. The success will be in terms of the number of delegated industrial activities inspected. The success of this activity will depend on the sufficiency of TADA Budget.	Administrative Record	Annually	DoI, MoEA
No. of days monitored for ambient air quality in Pasakha Industrial Estate	The activity will involve the measurement and recording of PM10 and if possible PM2.5 by the instrument known as Respiratory Dust Sampler (RDS). The success will be in terms of number of days monitored. The success will depend on the functionality of the equipment since the equipment face sudden breakdown and have to depend on the ready availability of service engineers, who are recruited from New Delhi, India.	Administrative Record	Annually	DoI, MoEA
Integrity score improved	This indicator measures the implementation status of Organisational Integrity Plan (OIP) as determined as Anti-Corruption Commission	Administrative report by ACC	Annually	Survey and Field Monitoring of OIP implementation by ACC

Timely submission of APA implementation updates	This SI shall be evaluated based on the following parameters: 1. Timeline by which "monthly issue/no issue reported on GPMS." 2. Timeline by which "timeline SIs and other achieved SIs are verified and evidence submitted." 3. Timeline by which "MYR and year-end self-assessment report is submitted to GPMD." 4. "Timely action taken on all the MYR directives."	Administrative record	Quarterly	Review of administrative data/documents/records
Percentage of annual budget utilization	This indicator measures the variance between the Revised Budget and the Actual Expenditure at the end of the FY	Administrative record	Annually	Assessment of variance between annual budget and expenditure

## 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)
GROSS NATIONAL HAPPINESS COMMISSION	Percentage of Motanga Industrial Park Developed (55%)	Budget	To execute construction activities on time	Adequate and timely release of budget	Target will not be achieved
MINISTRY OF FINANCE	Percentage of Motanga Industrial Park Developed (55%)	Budget	To execute construction activities on time	Adequate and timely release of budget	Target will not be achieved
GROSS NATIONAL HAPPINESS COMMISSION	Percentage of Jigmeling Industrial Park Developed (69%)	Budget	To execute construction activities on time	Adequate budget & timely release of budget	Target will not be achieved
MINISTRY OF FINANCE	Percentage of Jigmeling Industrial Park Developed (69%)	Budget	To execute construction activities on time	Adequate budget & timely release of budget	Target will not be achieved
GROSS NATIONAL HAPPINESS COMMISSION	Percentage of Bondeyma Industrial Park Developed (65%)	Budget	To execute construction activities on time	Adequate & timely release of budget	Target will not be achieved
MINISTRY OF FINANCE	Percentage of Bondeyma Industrial Park Developed (65%)	Budget	To execute construction activities on time	Adequate & timely release of budget	Target will not be achieved
GROSS NATIONAL HAPPINESS COMMISSION	Percentage of Dhamdhum Industrial Park Developed (66%)	Budget	To execute construction activities on time. There is no space to mention construction firms in the dependency. Successful completion of construction activities depend a lot on the performance of contractors (applies to all industrial parks).	Adequate & timely release of budget. Timely completion of works by contractors (applies to all Industrial Parks)	Target will not be achieved.

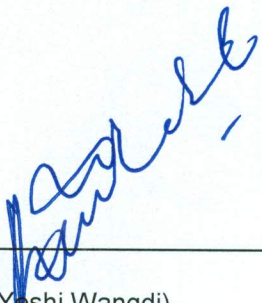
MINISTRY OF FINANCE	Percentage of Dhamdhum Industrial Park Developed (66%)	Budget	To execute construction activities on time. There is no space to mention construction firms in the dependency. Successful completion of construction activities depend a lot on the performance of contractors (applies to all industrial parks).	Adequate & timely release of budget. Timely completion of works by contractors (applies to all Industrial Parks)	Target will not be achieved.
MINISTRY OF ECONOMIC AFFAIRS	Bond Regulation Amended	Support in terms of endorsement/approval by the Ministry and PAC	Endorsement/approval as per the existing norms	Timely endorsement/approval & support	Target cannot be achieved
ROYAL CIVIL SERVICE COMMISSION	FDI Division strengthened	Approval for strengthening of FDI Division	Strengthening of Division and HR approval	Accord approval on time and sanction manpower as proposed	Target will not be achieved

**Whereas,**


I, the Director General, Department of Industry, commit to the Secretary and the Minister, Ministry of Economic Affairs to deliver the results described in this Annual Performance Agreement.

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

**SIGNED:**

  
\_\_\_\_\_  
(Yeshi Wangdi)  
Secretary, MoEA

21.08.2019  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
(Yonten Namgyel)  
Director General, DoI, MoEA

21/8/2019  
\_\_\_\_\_  
Date

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