



PERFORMANCE AGREEMENT

BETWEEN

Secretary and Director

**DEPARTMENT OF FORESTS AND PARK SERVICES
MINISTRY OF AGRICULTURE AND FORESTS**

(July 1, 2019 – June 30, 2020)

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Preamble

The Performance Agreement is entered into between the Secretary and Director, Department of Forests and Park Services.

The objectives of this Performance Agreement are:

- a) To establish clarity and consensus about annual priorities for the Department of Forests and Park Services consistent with the 12th Five Year Plan of the Ministry, and Government's other priorities;
- b) To provide an objective and fair basis for evaluating the overall performance of the Department of Forests and Park Services 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

Sustaining Bhutan's Forest resources & Biodiversity for the happiness of Present and Future generations

Mission

To conserve and manage Bhutan's Forest resources & Biodiversity to ensure social, economic and environmental well-being, and to maintain a minimum of 60% of the land under forest cover for all times to come

Objectives

- 1) Enhance the management of Natural Resources for sustainable utilization of Ecosystem goods and services
- 2) Strengthen RNR research services
- 3) Enhance Climate Smart and Disaster Resilient Development
- 4) Improve and Sustain livelihood of Highlanders
- 5) Enhance RNR-marketing and value chain
- 6) Achieve Organic Flagship Program Objective
- 7) Achieve Water Flagship Program Objective
- 8) Enhance efficiency and effectiveness of RNR service Delivery
- 9) Enhance Coordination and support services
- 10) Strengthen Urban and Agro-Forestry Landscape Management

Section 2: Objectives, Success Indicators & Target

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
Enhance the management of Natural Resources for sustainable utilization of Ecosystem goods and services	53	Enhance sustainable management and utilization of timber	Forest area under scientific thinning	Hectares	3	340	306	272	238	204
			Number of Forest Management Units/Working schemes Plans prepared	Number	2	4	3	2	1	0
			Number of Local Forest Management Plans implemented	Number	1	8	6	4	2	1
			Local Forest Management Plan Guideline revised	Number	1	1	0	0	0	0
			NRPC rates for timber revised	Number	1	1	0	0	0	0
			Number of Operational Plans prepared or implemented	Number	1	15	14	12	9	8
			Timber Extraction and Distribution Modality revised	Number	1	1	0	0	0	0
			Annual Volume of timbers extracted	Million cft	2	2.25	2.02	1.80	1.58	1.35
		Strengthen nature based Eco-tourism	Ecotourism strategy for Protected Area developed	Number	1	1	0	0	0	0

			Number of nature-based business plans prepared	Number	2	2	1	0	0	0
			Number of eco-tourism products developed	Number	3	4	3	2	1	0
	Enhance Community-based Forest Management and conservation		Number of Community Forest (CF) Management Plans prepared and approved by the Department	Number	2	89	80	71	62	53
			Number of CF Network Group formed	Number	2	2	1	0	0	0
			Number of NWFP Management Plans prepared and approved by the Department	Number	2	17	15	13	11	10
			National Strategy for the development of Non-Wood Forest Products Revised	Number	1	1	0	0	0	0
	Enhance professional capacity of Forestry Staff		Number of people trained in other forestry Theme-based trainings	Number	2	230	207	184	161	138
			Number of people trained in Forestry certificate courses	Number	2	25	23	20	17	15
	Enhance effective management of wetlands and		Number of Watersheds assessed	Number	2	15	13	11	9	7
			Number of drying water sources assessed	Number	2	5	4	3	2	1

watersheds	Number of watershed management plans prepared or implemented	Number	1	2	1	0	0	0
	Area under climate smart restoration	Hectares	2	400	360	320	280	240
	Framework for wetlands inventory developed	Number	1	1	0	0	0	0
Enhance natural capital accounting system	Number of PES schemes established or renewed	Number	2	3	2	1	0	0
Strengthen Protected and Conservation Area Management	Number of Protected area management plans prepared	Number	2	6	5	4	3	2
	Area under Habitat Management	Hectares	2	318	286	254	223	191
Strengthen Forestry and Wildlife offences/conflicts Management	Number of Rescue and Rehabilitation Facilities established	Number	2	3	2	1	0	0
	Number of HWC mitigation measures (Innovative and effective) upscaled.	Number	2	1	0	0	0	0
	Zero poaching strategy adopted	Number	2	5	4	3	2	1
Complete the State of forest and carbon stock	Forest Type Map of Bhutan developed	Number	1	1	0	0	0	0
	National Forest	Number	1	1	0	0	0	0

		assessment for forests of Bhutan	Inventory Field Manual revised							
			National Forest Inventory Data Management Protocol developed	Number	1	1	0	0	0	0
			NFI data management system established in field offices	Number	1	24	22	19	14	12
Strengthen RNR research services	9	Enhance research knowledge and information	Number of researches on HWC and Conflict Species conducted	Number	1.5	1	0	0	0	0
			Number of researches on climate change impact on forests, biodiversity and ecosystems conducted	Number	1.5	1	0	0	0	0
			Number of long-term experimental plots in different ecological zones established	Number	1.5	1	0	0	0	0
			Number of biodiversity Species research conducted	Number	1.5	1	0	0	0	0
		Enhance Policy research	Number of Forestry policy research	Number	1.5	1	0	0	0	0
		Enhanced generation of RNR technologies	Number of forestry technology research	Number	1.5	2	1	0	0	0

Enhance climate Smart and Disaster Resilient Development	11	Complete National REDD+ Readiness phase for mitigation of climate change impacts	REDD+ Safeguard framework and information system	Number	1.5	1	0	0	0	0
			Number of Biomass equation developed	Number	2	3	2	1	0	0
			Emission Reference Level established and submitted to UNFCCC	Number	0.5	1	0	0	0	0
			Spatial Decision Support System for issuance of forestry clearance developed	Number	1.5	1	0	0	0	0
	Reduce forest fire incidences	Number of forest fire management groups established	Number	1.5	19	17	15	13	11	
		Forest fire incidences in forest fire prone area reduced	Percent	2	5	4	3	2	1	
		Length of fireline constructed to reduce Forest fire	KM	1.5	40	36	32	28	24	
Improve and sustain livelihood of Highlanders	2	Enhance Highland habitat conservation and management	Area under alpine habitat management	Hectares	2	55	50	44	39	33
Enhance RNR-marketing and value chain	2	RNR-based enterprises established	Forestry Enterprise established	Number	1	1	0	0	0	0
			Forestry enterprise-based employment	Number	1	10	9	8	7	6

Achieve Organic Flagship Program Objective	10	Monitor and report flagship program	Report progress as per signed organic flagship performance agreement	Percent	10	100	90	80	70	60
Achieve Water Flagship Program Objective	5	Monitor and report flagship program	Progress as per signed Water flagship Performance Agreement	Percent	5	100	90	80	70	60
Enhance efficiency and effectiveness of RNR service Delivery	2	Policy and Legislation strengthened	Forest Act reviewed and submitted to Parliament	Number	2	1	0	0	0	0
Enhance Coordination and support services	3	Information system and ICT services strengthened	Annual Forestry Facts and Figures published	Number	1.5	1	0	0	0	0
			Timeline by which quarterly progress reports submitted	Number	1.5	4	3	2	1	0
Strengthen Urban and Agro-Forestry Landscape Management	3	Impact Assessment of Social Forestry Day plantation	Impact assessment of Social Forestry Day plantation carried out	Number	3	1	0	0	0	0

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]
Achieve Organic Flagship Program Objective	Monitor and report flagship program	Report progress as per signed organic flagship performance agreement	Percent	100%	100%	100%	100%	100%
Achieve Water Flagship Program Objective	Monitor and report flagship program	Progress as per signed Water flagship Performance Agreement	Percent	100%	100%	100%	100%	100%
Enhance climate Smart and Disaster Resilient Development	Complete National REDD+ Readiness phase for mitigation of climate change impacts	Emission Reference Level established and submitted to UNFCCC	Number	1	1	0	0	0
		Number of Biomass equation developed	Number	11	2	0	0	0
		REDD+ Safeguard framework and information system	Number	0	1	1	0	0
		Spatial Decision Support System for issuance of forestry clearance developed	Number	0	1	0	0	0
	Reduce forest fire incidences	Forest fire incidences in forest fire prone area reduced	Percent	0	5	5	5	5
		Length of fire line constructed to reduce Forest fire	Km	5	40	43	38	35
		Number of forest fire management groups established	Number	11	19	11	14	12

Enhance Coordination and support services	Information system and ICT services strengthened	Annual Forestry Facts and Figures published	Number	1	1	1	1	1
		Timeline by which quarterly progress reports submitted	Number	4	4	4	4	4
Enhance efficiency and effectiveness of RNR service Delivery	Policy and Legislation strengthened	Forest Act reviewed and submitted to Parliament	Number	0	1	0	0	0
Enhance RNR-marketing and value chain	RNR-based enterprises established	Forestry enterprise-based employment	Number	1009	10	1223	1330	1140
		Forestry Enterprise established	Number	1	1	1	1	1
Enhance the management of Natural Resources for sustainable utilization of Ecosystem goods and services	Complete the State of forest and carbon stock assessment for forests of Bhutan	Forest Type Map of Bhutan developed	Number	0	1	0	0	0
		National Forest Inventory Data Management Protocol developed	Number	0	1	0	0	0
		National Forest Inventory Field Manual revised	Number	0	1	0	0	0
		NFI data management system established in field offices	Number	0	24	0	0	0
	Enhance Community-based Forest Management and conservation	National Strategy for the development of Non-Wood Forest Products Revised	Number	0	1	0	0	0
		Number of CF Network Group formed	Number	2	2	2	2	2
		Number of Community Forest (CF) Management Plans prepared and approved by the	Number	69	89	92	109	74

	Department						
	Number of NWFP Management Plans prepared and approved by the Department	Number	20	17	25	16	26
Enhance effective management of wetlands and watersheds	Area under climate smart restoration	Hectares	19095	19495	19895	20295	20695
	Framework for wetlands inventory developed	Number	0	1	0	0	0
	Number of drying water sources assessed	Number	5	5	10	0	0
	Number of watershed management plans prepared or implemented	Number	1	3	1	0	1
	Number of Watersheds assessed	Number	140	155	186	186	186
Enhance natural capital accounting system	Number of PES schemes established or renewed	Number	0	2	7	0	0
Enhance professional capacity of Forestry Staff	Number of people trained in other forestry Theme-based trainings	Number	230	230	230	230	230
	Number of people trained in Forestry certificate courses	Number	25	25	25	25	25
Enhance sustainable management and utilization of timber	Annual Volume of timbers extracted	Million cft	1.696	2.25	-	-	-
	Forest area under scientific thinning	Hectares	592	340	340	340	340
	Local Forest Management Plan Guideline revised	Number	0	1	0	0	0

	NRPC rates for timber revised	Number	0	1	0	0	0
	Number of Forest Management Units/Working schemes Plans prepared	Number	4	4	3	0	3
	Number of Local Forest Management Plans implemented	Number	16	8	13	13	14
	Number of Operational Plans prepared or implemented	Number	19	15	15	15	15
	Timber Extraction and Distribution Modality revised	Number	0	1	0	0	0
Strengthen Forestry and Wildlife offences/conflicts Management	Number of HWC mitigation measures (Innovative and effective) upscaled.	Number	0	1	1	2	1
	Number of Rescue and Rehabilitation Facilities established	Number	4	3	6	3	0
	Zero poaching strategy adopted	Number	5	5	5	5	5
Strengthen nature based Eco-tourism	Ecotourism strategy for Protected Area developed	Number	0	1	0	0	0
	Number of eco-tourism products developed	Number	4	6	6	4	2
	Number of nature-based business plans prepared	Number	0	2	1	1	1
Strengthen Protected and Conservation Area Management	Area under Habitat Management	Hectares	373	691	1025	1350	1675
	Number of Protected area management plans prepared	Number	6	6	2	0	2

Improve and sustain livelihood of Highlanders	Enhance Highland habitat conservation and management	Area under alpine habitat management	Hectares	0	55	50	55	50
Strengthen RNR research services	Enhance Policy research	Number of Forestry policy research	Number	0	1	0	1	1
	Enhance research knowledge and information	Number of long-term experimental plots in different ecological zones established	Number	0	1	1	1	2
		Number of biodiversity Species research conducted	Number	0	1	2	3	2
		Number of researches on climate change impact on forests, biodiversity and ecosystems conducted	Number	1	1	1	2	2
		Number of researches on HWC and Conflict Species conducted	Number	0	1	2	1	2
	Enhanced generation of RNR technologies	Number of forestry technology research	Number	0	2	2	3	3
Strengthen Urban and Agro-Forestry Landscape Management	Impact Assessment of Social Forestry Day plantation	Impact assessment of Social Forestry Day plantation carried out	Number	0	1	0	0	0

Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Number of Forestry policy research	This indicator measures the number of policy researches conducted on various aspects of forestry	Field Report or Survey	Annually	Reports/Administrative data/Research findings/Other documents
Number of forestry technology research	This indicator describes the number of forestry technology development research conducted. Research done by FPED - Pilot Agarwood distillation project implemented and technical report on agarwood oil quality submitted to ministry	Research Report or Survey	Annually	Reports/Administrative data/Papers
Number of long-term experimental plots in different ecological zones established	This indicator describes number of long-term experimental plots established in different ecological zones as reference plot for monitoring changes over time.	Report	Annually	Reports/Research findings/Other documents
Number of biodiversity Species research conducted	This indicator measures number of studies on floral and faunal species conducted.	Survey or Report	Annually	Reports/Research findings/Other documents
Number of researches on HWC and Conflict Species conducted	This indicator measures number of studies conducted on HWC, conflict species and practical mitigation measures.	Research or Survey	Annually	Report/Research findings/Other documents
Number of researches on climate change impact on forests, biodiversity and ecosystems conducted	This indicator measures the number of researches on the impact of climate change on forests, biodiversity and ecosystems.	Survey or Research	Annually	Reports/Research findings/Other documents
Annual Forestry Facts and Figures published	This indicator indicates the publication of annual forestry facts and figures	Quarterly progress report	Annually	Report /Annual Forestry Facts and Figures
Timeline by which quarterly progress reports submitted	This indicator describes number of quarterly progress report extracted from the FIRMS	FIRMS data	Annually	Report or Annual Forestry Facts and Figures

Forest Act reviewed and submitted to Parliament	This indicator describes the completion of Forest Act Revision and submission to Parliament for discussion and endorsement	Administrative data or report	Annually	Reports/News
Forestry Enterprise established	This indicator describes any forestry related enterprise established	Report	Annually	Reports/Administrative data/Other documents
Forestry enterprise-based employment	This indicator measures the number of people employed with paid regular monthly salary (equivalent to at least daily minimum wage rate of RGoB) or contract employee or seasonal workers hired by forestry related enterprises.	Report	Annually	DAMC Annual Report/Administrative data/Reports
Annual Volume of timbers extracted	This indicator description measures volume of timber extracted by NRDCL as per management plan and Operational Plans of FMUs /WS. The Department only provides the volume while extraction shall be done by NRDCL which shall be done through signing of MoU. It should, however, also includes volume of timber extracted on adhoc basis both by NRDCL and Department.	Report	Annually	Report by NRDCL/Department/FMU monitoring reports
Number of Operational Plans prepared or implemented	This indicator measures the number of Operational Plans implemented	Plan or administrative report	Annually	Operational plan/report
Timber Extraction and Distribution Modality revised	This indicator measures the number of timber extraction and distribution modality revised	Administrative report	Annually	Revised TEDM/Report
Local Forest Management Plan Guideline revised	This indicator measures the number of LFMP guidelines revised	Report	Annually	Guideline/Report
Zero poaching strategy adopted	The indicator measures the number of PAs or Territorial Division adopting one of the	Report	Annually	Administrative data/Forestry Facts and

	internationally recognized pillars of SMART such as assessment, technology, capacity, community, prosecution and cooperation.			Figures/Reports/Other publication
National Strategy for the development of Non-Wood Forest Products Revised	This indicator measures the completion of revision of National Strategy for the development of Non-Wood Forest Products in Bhutan.	Report	Annually	Administrative data/National Strategy/Report
Forest area under scientific thinning	This indicator measures the areas identified for thinning. This can either be area identified for thinning to meet the demands of the people by the Department or based on technical thinning plans carried out by NRDCCL or DoFPS. Thinning can be part of FMUs, WS, LFMPs or outside this/other management regimes.	report	Annually	Thinning report/FMU or WS or LFMP plans.
National Forest Inventory Field Manual revised	This indicator measures the completion of National Forest Inventory field manual revision	Report	Annually	Report/Inventory field manual
National Forest Inventory Data Management Protocol developed	This indicator measures the development of National Forest Inventory Data Management Protocol developed	Report	Annually	Report/NFI data management protocol document
NFI data management system established in field offices	This indicator measures the number of field offices where data management systems has been established	Administrative data/Report	Annually	Reports/Administrative data
Number of Forest Management Units/Working schemes Plans prepared	This indicator measures the development of new management plans for Forest Management Units and/or Working Schemes and also revision of plans that might be expiring in the 12 FYP. This indicator could also mean the timeline by	Management Plan or Report	Annually	Administrative data/Annual Forestry Facts and Figure/FMU/WS plans

	which new Forest Management Plan are prepared and/submitted for EC			
Number of Local Forest Management Plans implemented	This indicator measures the development of new management plans for those areas outside FMUs/WS for the purpose of resource allocation. In case of Protected Areas, the plans can either be a standalone plan or a chapter/annexure of the Park Management Plan. It also includes implementation of those LFMP plans already approved.	Survey or Consultation or Administrative data or Report	Annually	Administrative data/Annual Forestry Facts and Figure/LFMP plans/Reports
Number of Community Forest (CF) Management Plans prepared and approved by the Department	This indicator applies to development of new and the revision of Community Forest Management plans, their approval and implementation. The indicator is measured in actual number of plans developed.	Administrative data or Report	Annually	Administrative Reports/Annual Forestry Facts and Figure/CF Management plans
Number of CF Network Group formed	This indicator describes the number of CFs network groups established to bring together the CF groups.	Administrative data or Report	Annually	Administrative Reports/Annual Forestry Facts and Figure/CF Network group Plan/Reports
Number of NWFP Management Plans prepared and approved by the Department	This indicator applies to development of new and the revision of Non wood forest product (NWFP) plans for NWFP groups, their approval and implementation. The indicator is measured in actual no of plans developed.	Report or Management Plan	Annually	Administrative data/Annual Forestry Facts and Figure/NWFP Group Management Plan
Number of people trained in Forestry certificate courses	This indicator measures the number of graduates/candidates who has successfully completed the certificate course	Administrative data or Report	Annually	Administrative data/Annual Forestry Facts and Figure/Reports
Number of people trained in	This indicator measures the number of	Administrative	Annually	Administrative

other forestry Theme-based trainings	forestry professionals who has attended various Theme-based trainings.	data or Report		data/Reports
Number of Protected area management plans prepared	This indicator describes the preparation of new management plans for Protected Areas and revision of the existing Management Plans which has/will expire.	Administrative data or Plan	Annually	Administrative data/PA Management Plans
Area under Habitat Management	This indicator measures the total area (in ha) of habitat managed (such as grassland, alpine meadows, etc) through activities such as habitat enrichment plantation, salt licks, water holes, etc.	Administrative data or Report	Annually	Administrative data/Reports /other publications
Number of HWC mitigation measures (Innovative and effective) upscaled.	This indicator describes the numbers (types and frequency) of mitigation measures implemented to mitigate HWC. It includes upscaling of those mitigation measures which are known to be effective.	Administrative data or Report	Annually	Reports/Administrative data/Annual Forestry Facts and Figure/Other publications
Number of Rescue and Rehabilitation Facilities established	This indicator measures the number of existing/new regional rescue centres/small rescue units/enclosures established/operationalised	Administrative data or Report	Annually	Reports/Administrative data/Other publications
Number of nature-based business plans prepared	This indicator measures the number of Forestry and Conservation business Master plan developed.	Report or Plan	Annually	Administrative data/Business plan/Reports/Other publications
Number of eco-tourism products developed	The number of ecotourism product developed which includes nature trails, campsite, gazebo and other eco-tourism products.	Administrative data or Report	Annually	Administrative data/Reports
Number of Watersheds assessed	This indicator describes the number of watershed assessed as per the classification guidelines.	Administrative data or Report	Annually	RNR Annual Reports or Administrative Reports or Annual Forestry Facts and

				Figure or RNR statistics or other publications
Number of drying water sources assessed	This indicator describes the mapping or monitoring of the identified pilot sites of water sources.	Administrative report	Annually	RNR Annual Reports or Administrative Reports or Annual Forestry Facts and Figure or RNR statistics or other publications
Number of watershed management plans prepared or implemented	This indicator describes development and/or implementation of watershed management plan after proper delineation of watershed boundary and will compose of several water sources, springs or wetlands.	Administrative data or Plan	Annually	RNR Annual Reports or Administrative Reports or Annual Forestry Facts and Figure or RNR statistics or other publications
Area under climate smart restoration	This indicator describes the area brought under climate smart restoration activities such as plantation, bioengineering.	Administrative report	Annually	Reports/Administrative data/Annual Forestry Facts and Figure/RNR statistics/Other publications
Number of PES schemes established or renewed	This indicator describes the process for renewing the existing PES schemes and establishment of new PES schemes	Administrative data	Annually	RNR Annual Reports or Administrative Reports or Annual Forestry Facts and Figure or RNR statistics or other publications
National REDD+ strategy and Action Plans endorsed by Ministry	This indicator describes the date by which the National REDD+ Strategy & Action Plan is endorsed by Ministry and printed	Report	Annually	National REDD+ Strategy & Action Plan Document
Emission Reference Level established and submitted to UNFCCC	This indicator describes the Forest Reference Emission Level is submitted to UNFCCC	Report	Annually	Forest Reference Emission Level/Administrative data
Number of forest fire	This indicator measures forest fire	Administrative	Annually	Reports/Forest Fire

management groups established	management groups formed in the fire prone areas in various Dzongkhags	data		Management plan
Length of fire line constructed to reduce Forest fire	This indicator measures the length of fire line created to reduce fuel load.	Administrative data	Annually	Reports/Forestry Facts and Figure/Administrative data
Number of Biomass equation developed	This indicator describes the number of biomass equation developed for assessing carbon content of trees in forests.	Field report	Annually	Administrative data/Reports/Equation
REDD+ Safeguard framework and information system	This indicator describes the establishment of REDD+ Safeguard framework consisting of complete package of SESA, ESMF, SIS and FGRM	Administrative data	Annually	Administrative data/Report
Forest fire incidences in forest fire prone area reduced	The indicator measures the average number of forest fire incidences reduced in fire prone areas such as Mongar, Wangdue and Paro as compared to last fire season.	Administrative data	Annually	Report/Administrative data/Other documents
Progress as per signed Water flagship Performance Agreement	This SI will measure the percentage of watersheds of Gelephu Thromde assessed and report generated using watershed classification guideline and the feasibility study for PES is conducted and report is generated	Training of trainers or field assessments or consultation workshops or Focus Group discussions or reports or Field assessments or reports	Quarterly	Report from WMD, MoAF
Area under alpine habitat management	The indicator measures the area brought under alpine habitat management	Administrative data or Report	Annually	Administrative data/Report

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)
NATIONAL ENVIRONMENT COMMISSION	Number of Forest Management Units/Working schemes Plans prepared	Environmental Clearance	EC is required for final approval of the Plan	4 environmental clearance	Draft plan prepared
MINISTRY OF HOME & CULTURAL AFFAIRS	Number of Protected area management plans prepared	Public clearance	LG Act	Public clearance	Plan not approved
DEPARTMENT OF AGRICULTURE MARKETING AND COOPERATIVES	Forestry Enterprise established	Collaboration, coordination with RNR-EDCU, DAMC as per RNR enterprise development guideline and issuance of license	It's a Cross Sectoral mandate and close collaboration is required	One trade license	Failure to establish forest-based enterprise
MINISTRY OF ECONOMIC AFFAIRS	Forestry Enterprise established	Collaboration, coordination with RNR-EDCU, DAMC as per RNR enterprise development guideline and issuance of license	It's a Cross sectoral mandate and close collaboration is required	one trade license	Failure to establish forest-based enterprise
DEPARTMENT OF AGRICULTURE MARKETING AND COOPERATIVES	Forestry enterprise-based employment	Collaboration, coordination with RNR-EDCU based on RNR Development Enterprise guideline	It is a collaborative intervention	10	May not be able to provide full employment
MINISTRY OF LABOUR & HUMAN RESOURCES	Number of people trained in Forestry	Coordination and employment	Curriculum relevancy and	25 youth	Won't hamper target achievement

	certificate courses		identify youth		
ROYAL UNIVERSITY OF BHUTAN	Number of people trained in Forestry certificate courses	Coordination and employment	Curriculum relevancy and identify youth	25 youth	Won't hamper target achievement
MINISTRY OF FINANCE	Number of people trained in other forestry Theme-based trainings	Marketing of products, making land available, making credit facilities accessible	Engagement of trained participants in independent business	Budget	No assurance of start of any independent businesses
NATIONAL LAND COMMISSION	Number of people trained in other forestry Theme-based trainings	Marketing of products, making land available, making credit facilities accessible	Engagement of trained participants in independent business	Land	No assurance of start of any independent businesses
ROYAL UNIVERSITY OF BHUTAN	Number of people trained in other forestry Theme-based trainings	Marketing of products, making land available, making credit facilities accessible	Engagement of trained participants in independent business	Curriculum	No assurance of start of any independent businesses
TOURISM COUNCIL OF BHUTAN	Number of people trained in other forestry Theme-based trainings	Marketing of products, making land available, making credit facilities accessible	Engagement of trained participants in independent business	Marketing of products	No assurance of start of any independent businesses
NATIONAL LAND COMMISSION	Number of Rescue and Rehabilitation Facilities established	Land	Make suitable land available for establishment of wildlife rescue and rehabilitation centre	land for establishment of centres	Won't be able to achieve target since without land, establishment of centres are not possible.
DEPARTMENT OF AGRICULTURE	Number of HWC mitigation measures (Innovative and effective) upscaled.	Hotspot areas identification	severity of damages	Identification of hotspot areas	Not heavily dependent

DEPARTMENT OF AGRICULTURE MARKETING AND COOPERATIVES	Number of nature-based business plans prepared	Expert views, marketing and licenses	Business plans have to be in line with existing legislation, business once established need support from DAMC, and licenses will be issued by MoEA	Marketing of products	Plans cannot be implemented
MINISTRY OF ECONOMIC AFFAIRS	Number of nature-based business plans prepared	Expert views, marketing and licenses	Business plans have to be in line with existing legislation, business once established need support from DAMC, and licenses will be issued by MoEA	Issuance of license	Plans cannot be implemented
TOURISM COUNCIL OF BHUTAN	Number of nature-based business plans prepared	Expert views, marketing and licenses	Business plans have to be in line with existing legislation, business once established need support from DAMC, and licenses will be issued by MoEA	Marketing of products to tourist	Plans cannot be implemented
TOURISM COUNCIL OF BHUTAN	Number of eco-tourism products developed	Collaboration in effecting marketing of ecotourism products	Marketing of products	Marketing of products	No success in product launch
NATIONAL CENTER FOR HYDROLOGY AND METEOROLOGY	Number of Watersheds assessed	Expert views and data	Expert views and data are critical component watershed assessment	Data for watershed areas	Won't hamper much in target achievement

NATIONAL CENTER FOR HYDROLOGY AND METEOROLOGY	Number of drying water sources assessed	Expert views and data	Critical inputs for assessment	Data for site identification	Won't hamper target achievement much
NATIONAL CENTER FOR HYDROLOGY AND METEOROLOGY	Number of watershed management plans prepared or implemented	Expert views and data	critical component for management plans	Finalization of Mgt plans	won't hamper much for preparing management plans
MINISTRY OF HEALTH	Number of Forestry policy research	Collaboration	Need to collaborate in seeking their views in policy formulation related to the respective agencies	Finalization of policy	Won't hamper achievement
MINISTRY OF WORKS AND HUMAN SETTLEMENT	Number of Forestry policy research	Collaboration	Need to collaborate in seeking their views in policy formulation related to the respective agencies	Finalization of policy	Won't hamper achievement
NATIONAL CENTER FOR HYDROLOGY AND METEOROLOGY	Number of Forestry policy research	Collaboration	Need to collaborate in seeking their views in policy formulation related to the respective agencies	Finalization of policy	Won't hamper achievement
NATIONAL ENVIRONMENT COMMISSION	Number of Forestry policy research	Collaboration	Need to collaborate in seeking their views in policy formulation related to the respective agencies	Finalization of policy	Won't hamper achievement

DEPARTMENT OF AGRICULTURE	Number of researches on HWC and Conflict Species conducted	Data and collaboration on HWC especially in crops	Agriculture Department will have better knowledge	Expert inputs	Won't hamper the achievement
ROYAL UNIVERSITY OF BHUTAN	Number of researches on climate change impact on forests, biodiversity and ecosystems conducted	Engagement of college students	Data collection, knowledge transfer and engagement of youth	Data collection	Won't hamper the achievement
DEPARTMENT OF LIVESTOCK	Area under alpine habitat management	Collaboration	For pasture development and other interventions	Collaboration	May not hamper achievement
NATIONAL ASSEMBLY OF BHUTAN	Forest Act reviewed and submitted to Parliament	The act will be presented to National Assembly and National Council for endorsement	Additional recommendations for incorporation in the act given by National Assembly could extend the time for finalizing the Forest Act	June,30,2020	This target will not be achieved
NATIONAL COUNCIL OF BHUTAN	Forest Act reviewed and submitted to Parliament	The act will be presented to National Assembly and National Council for endorsement	Additional recommendations for incorporation in the act given by National Assembly could extend the time for finalizing the Forest Act	June,30,2020	This target will not be achieved
DEPARTMENT OF MACROECONOMIC AFFAIRS	Report progress as per signed organic flagship performance agreement	Issuance of License to set up enterprise	The Department issues only the Forestry Clearance. However, the	License	Failure to meet target


			ultimate document required is trade license.		
MINISTRY OF ECONOMIC AFFAIRS	Report progress as per signed organic flagship performance agreement	Issuance of License to set up enterprise	The Department issues only the Forestry Clearance. However, the ultimate document required is trade license.	License	Failure to meet target
MINISTRY OF LABOUR & HUMAN RESOURCES	Report progress as per signed organic flagship performance agreement	Issuance of License to set up enterprise	The Department issues only the Forestry Clearance. However, the ultimate document required is trade license.	License	Failure to meet target
Gelephu Thromde	Progress as per signed Water flagship Performance Agreement	Collaboration	To work together	Close collaboration	It won't necessarily affect target achievement

Whereas,

I, the Director, Department of Forests and Park Services, commit to the Secretary and the Minister, Ministry of Agriculture and Forests to deliver the results described in this Annual Performance Agreement.

I, the Secretary, commit to the Director, Department of Forests and Park Services to provide necessary support for the delivery of results described in this Annual Performance Agreement.

SIGNED:



Rinzin Dorji
Secretary

8/8/19
Date



Lobzang Dorji
Director

8/8/2019
Date