

#### Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Length of irrigation channel constructed	This indicator measures the length of construction of Pirtigang Irrigation Channel in Khomshar village under Bardo Gewog	Quarterly Progress Report	Quarterly	Administrative Data/Dzongkhag Agriculture Sector
Length of farm road constructed	To measure the length of construction of farm roads in the Gewogs: i. 8 Chiwog roads ii. 3 FRs in Bardo Gewog iii. 1 FR in Nangkor Gewog iv. 3 FRs in Nangla Gewog v. 1 FR in Phangkhar Gewog vi. 4 FRs in Shingkhar Gewog vii. 1 FR in Trong Gewog	Quarterly Progress Report	Quarterly	Administrative Data/Dzongkhag Agriculture Sector/Gewogs
Vegetable production	This indicator measures quantity of vegetable (Cabbage, beans, cauliflower, broccoli/green vegetable) produced in a year	Annual survey	Annually	RNR Stats/Dzongkhag Agriculture Sector
Length of farm roads improved (GSB and drains)	This indicator measures the length of improvement of following farm roads: i. Highway to Gomphu-9 KM ii. Langdurbi (From Rindibe)-14 KM iii. Nangla Trong-Kaktong-6.51 KM iv. Duekhor Choeten-1 KM v. Wamling Biramla-Lampong-Gonpai vi. Goshing Trong-Lingmapong-4 KM vii. Gomphu-Pongchula-34 KM viii. Muchulong-Kharsapong-5 KM	Quarterly Progress Report	Quarterly	Administrative Data/Dzongkhag Agriculture Sector/Gewogs

Critical public services delivered as per SDS	Services rendered under the following sectors in the next six months shall be delivered as per their SDS: 1. Land services 2. Engineering services 3. Environment services	Administrative record	Annually	Administrative Data
Length of GC Road improved with GSB/WMM	This indicator measures the length of GC roads improved with GSB/WMM in the following Gewogs: I. Bardo-25 II. Bjoka-10 III. Shingkhar-17	Quarterly Progress Report	Quarterly	Administrative Data/Dzongkhag Engineering Sector
Percentage of bridge works completed	This indicator measures the progress of construction of 2 motorable bridges and 2 suspension bridges: I. Zamdong Bridge in Shingkhar II. Bortigang bridge in Bardo III. Berti-Bermo bridge in Trong IV. Khakharipatong bridge in Bjoka	Quarterly Progress Report	Quarterly	Administrative Data/Dzongkhag Engineering Sector
Percentage of Large Boarding Primary School activities completed	This indicator measures the progress of following activities in Khomshar Large Boarding Pry. School under Bardo Gewog: I. Construction of 4 unit staff quarter II. Construction of warden/matron quarter III. Construction of Dining Hall IV. Construction of academic toilet	Quarterly Progress Report	Quarterly	Administrative Data/Dzongkhag Education Sector

Percentage of Central schools' activities completed	This indicator measures the progress of the following activities in four Central Schools: I. Construction of classrooms II. Maintenance of hostels III. Maintenance of existing structures IV. Re-electrification V. Water supply VI. Construction of kitchen cum store	Quarterly Progress Report	Quarterly	Administrative Data/Dzongkhag Education Sector
Number of RWSS completed	To indicator measures the construction/rehabilitation of RWSS under Water Flagship Program in eight Gewogs	Quarterly Progress Report	Quarterly	Administrative Data/Dzongkhag Health Sector
Length of Urban road in the approved lap blacktopped	This indicator measures the length of urban road blacktopped in Zhemgang Throm	Quarterly Progress Report	Quarterly	Administrative Data/Dzongkhag Engineering Sector
Integrity score imroved	Integrity score of an agency is an aggregate score achieved for the internal and external integrity components in the NIA. Internal integrity measures the integrity promotion initiatives implemented in the agencies at the individual, systemic and organizational levels to strengthen work, integrity and ethical leadership culture whereas the external integrity measures the control of corruption and promotion of transparency and accountability in an organization. The integrity score is measured on a scale of 0 to 10 (0 means highly corrupt and 10 highly transparent). In order to improve	Survey and field monitoring of OIP implementation through APA/APT	Annually	NIA and APA/APT agencies

the current baseline of 7.95 to 8.5 by the end of 12th FYP, every agency must adopt standard Organizational Integrity Plan (OIP) and implement throughout the Five Year Plan. The OIP is an activity based strategic plan to guide the leaders and agencies with time bound activities to reinforce ethics, integrity and anti-corruption measures in the agencies. For the FY 2020-2021, following six (06) activities are identified as mandatory for all agencies to implement:

1. Enforce administrative sanctions;
2. Strengthen declaration & management of assets;
3. Strengthen declaration & management of conflicts of interest and gift; code of conduct; grievance redress mechanism/whistleblowing avenues; etc.;
4. Strengthen the role or identify integrity focal person;
5. Implement National Internal Control Framework (NICF); and
6. Implement other integrity and anti-corruption recommendations and/or measures to strengthen internal control mechanism.

Each activity carries 100 points and this is further distributed into specific criteria. During the year-end evaluation, an aggregate of all the above six activities will be taken to

ascertain the percentage of OIP implementation. With regard to activity 1) and 6), it shall not be counted to determine the aggregate if there is no administrative complaints and recommendations/measures respectively. A detailed assessment criterion is attached.