



**PERFORMANCE AGREEMENT**

**BETWEEN**

**PRIME MINISTER AND DIRECTOR**

**National Statistics Bureau**

**(July 1, 2021 – June 30, 2022)**

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**Preamble**

The Performance Agreement is entered into between the Prime Minister and Director, National Statistics Bureau.

The objectives of this Performance Agreement are:

- a) To establish clarity and consensus about annual priorities for the National Statistics Bureau consistent with the 12th Five Year Plan, and Government's other priorities;
- b) To make the National Statistics Bureau fully responsible for driving implementation and delivering the results against the annual priorities;
- c) To provide an objective and fair basis for evaluating the Agency's overall performance at the end of the 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**

To provide high quality statistical products and services to support social and economic development of the country.

### **Mission**

1. To provide relevant, reliable, and timely statistics to facilitate planning and evidence-based decision making; and
2. To ensure that the compilation and dissemination of statistics are in accordance with scientific principles, professional ethics and international standards.

### **Objectives**

1. To ensure availability of timely, relevant and reliable official statistics;
2. To streamline and institutionalize standard data collection system;
3. To enable effective and efficient public service delivery;
4. To strengthen evidenced-based decision and data culture; and
5. To strengthen transparent, accountable and integrity consciousness and culture.

## Section 2: Objectives, Success Indicators & Target

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
1.To ensure availability of timely, relevant and reliable official statistics	65	Conduct 2021 Agriculture Survey (AS)	Timeline by which 2021 AS report is published	Date	8	30th May 2022	10th June 2022	20th June 2022	25th June 2022	30th June 2022
		Conduct 2021 Livestock Census (LC)	Timeline by which 2021 LC report is published	Date	8	30th April 2022	30th May 2022	10th June 2022	20th June 2022	30th June 2022
		Collect, compile, analyze and publish periodic official statistics reports	Timeline by which Environmental Accounts Statistics (EAS) is published	Date	3	15th October 2021	30th November 2021	31st December 2021	15th January 2022	31st January 2022
			Timeline by which Vital Statistics Report (VSR) is published	Date	3	30th April 2022	--	30th May 2022	--	30th June 2022
		Timeline by which Monthly Consumer Price Index (CPI) is published	Date	3	30 days after end of the Month	45 days after end of the Month	60 days after end of the Month	70 days after end of the Month	Not able to produce monthly	
		Timeline by which Quarterly Producer Price Index (PPI) published	Date	3	60 days after the end of the quarter	75 days after the end of the quarter	90 days after the end of the quarter	100 days after the end of the quarter	Not able to produce quarterly	
		Timeline by Export and Import Index (XMPI) is published	Date	3	90 days after the end of the quarter	105 days after the end of the quarter	120 days after the end of the quarter	135 days after the end of the quarter	Not able to produce quarterly	
		Timeline by which the development of Construction Material Index (CMI) is initiated	Date	2	30th June 2022	--	--	--	--	
		Timeline by which Annual National Accounts Statistics (NAS) is published	Date	5	30th September 2021	30th October 2021	30th November 2021	30th December 2021	31st January 2022	
		Timeline by which the quarterly comparative Socio-Economic Indicators (SEI) is compiled and submitted	Date	2	60 days after end of the quarter	75 days after the end of the quarter	90 days after the end of the quarter	100 days after the end of the quarter	Not able to produce quarterly	
Timeline by which the annual Statistical Yearbook of Bhutan (SYB) and Bhutan at A Glance	Date	5	31st October 2021	30th November 2021	31st December 2021	31st January 2022	28th February 2022			

			(BAG) are published online							
			Timeline by which the Annual Dzongkhag Statistics (ADS) and Dzongkhag at A Glance (DAG) are published online	Date	2	30th November 2021	31st December 2021	31st January 2022	28th February 2022	31st March 2022
		Conduct 2021 Labor Force Survey (LFS)	Timeline by which 2021 LFS report is published	Date	8	30th April 2022	31st May 2022	---	---	30th June 2022
		Conduct Bhutan Living Standard Survey (BLSS)	Timeline by which BLSS field enumeration is completed	Date	10	31st May 2022	---	---	---	30th June 2022
2. To streamline and institutionalize standard data collection system	28	Conduct listing and mapping update for Chiwogs	Timeline by which the listing and mapping update is completed	Date	9	31st January 2022	28th February 2022	31st March 2022	30th April 2022	30th June 2022
		Develop Bhutan Standard Classification of Occupations (BSCO)	Timeline by which Bhutan Standard Classification of Occupations (BSCO) is developed	Date	3	31st May 2022	10th June 2022	20th June 2022	--	30th June 2022
		Conduct consultation workshop to harmonize and consolidate SYB tables and associated meta-data	Timeline by which the consultation workshop is conducted to harmonize and consolidate SYB tables and associated meta-data	Date	3	31st August 2021	30th September 2021	31st October 2021	30th November 2021	31st December 2021
		Develop National Statistical Database System	Timeline by which the National Statistical Database System is developed, piloted in two Dzongkhags and rollout plan developed	Date	8	30th June 2022	--	--	--	--
		Assess and streamline administrative data to maximize its use	Timeline by which priority sector administrative data is assessed, improved and data flow mechanism developed	Date	3	30th June 2022	---	---	---	---

		for statistical purposes								
		Develop agricultural spatial information and released on time	Timeline by which spatial information is released	Date	2	30th May 2022	10th June 2022	20th June 2022	25th June 2022	30th June 2022
3.To enable effective and efficient public service delivery	2	Strengthen accountability transparency, efficiency, and effectiveness in public service delivery	Total statistical support provided (survey clearance, PUF file sharing and technical support)	Percent	2	100	90	80	70	60
4. To strengthen evidenced-based decision and data culture	3	Promote the use of quality data for informed decision making	Availability of timely, relevant and reliable data ensured, and decisions improved	Percent	3	90 and above	80-89	70-79	60-69	Below 60
5. To strengthen transparent, accountable and integrity consciousness and culture	2	Enhance integrity system by implementing OIP	Integrity score improved	Percent	2	50	45	40	35	30

### Section 3: Trend values of success indicators

Objective	Action	Success Indicator	Unit	Actual Values [FY 2018-19]	Target Values [FY 2019-20]	Projected Values [FY 2020-21]	Projected Values [FY 2021-22]	Projected Values [FY 2022-23]
1.To ensure availability of timely, relevant and reliable official statistics	Conduct 2021 Labor Force Survey (LFS)	Timeline by which 2021 LFS report is published	Date	1 (30th April 2019)	1 (30th April 2020)	1 (30th April 2021)	1 (30th April 2022)	1 (30th April 2023)
	Collect, compile, analyze and publish periodic official statistics reports	Timeline by which Vital Statistics Report (VSR) is published	Date	NA	NA	1 (30th April 2021)	1 (30th April 2022)	1 (30th April 2023)
		Timeline by which Environmental Accounts Statistics (EAS) is published	Date	1 (15th October 2019)	1 (15th October 2020)	1 (15th October 2021)	1 (15th October 2022)	1 (15th October 2023)
		Timeline by which Monthly Consumer Price Index (CPI) is published	Date	12 (30 days after end of the Month)	12 (30 days after end of the Month)	12 (30 days after end of the Month)	12 (30 days after end of the Month)	12 (30 days after end of the Month)
		Timeline by which Quarterly Producer Price Index (PPI) published	Date	4 (60 days after the end of the quarter)	4 (60 days after the end of the quarter)	4 (60 days after the end of the quarter)	4 (60 days after the end of the quarter)	4 (60 days after the end of the quarter)
		Timeline by Export and Import Index (XMPI) is published	Date	--	--	--	4 (90 days after the end of the quarter)	4 (90 days after the end of the quarter)
		Timeline by which the development of Construction Material Index (CMI) is initiated	Date	--	--	--	1 (30th June 2022)	1 (30th June 2023)
		Timeline by which Annual National Accounts Statistics (NAS) is published	Date	1 (30th September 2019)	1 (30th September 2020)	1 (30th September 2021)	1 (30th September 2022)	1 (30th September 2023)
		Timeline by which the quarterly comparative Socio-Economic Indicators (SEI) is compiled and submitted	Date	4 (60 days after end of the quarter)	4 (60 days after end of the quarter)	4 (60 days after end of the quarter)	4 (60 days after end of the quarter)	4 (60 days after end of the quarter)
		Timeline by which the annual Statistical Yearbook of Bhutan (SYB) and Bhutan at A Glance (BAG) are published online	Date	1 (31st October 2019)	1 (31st October 2020)	1 (31st October 2021)	2 (31st October 2022)	2 (31st October 2023)
		Timeline by which the Annual Dzongkhag Statistics (ADS) and Dzongkhag at A Glance (DAG) are published online	Date	1 (30th November 2019)	1 (30th November 2020)	1 (30th November 2021)	2 (30th November 2022)	2 (30th November 2023)

	Conduct Bhutan Living Standard Survey (BLSS)	Timeline by which BLSS field enumeration is completed	Date	--	--	--	1 (31st May 2022)	--
	Conduct 2021 Agriculture Survey (AS)	Timeline by which 2021 AS report is published	Date	1 (30th May 2019)	1 (30th May 2020)	1 (30th May 2021)	1 (30th May 2022)	1 (30th May 2023)
	Conduct 2021 Livestock Census (LC)	Timeline by which 2021 LC report is published	Date	1 (30th April 2019)	1 (30th April 2020)	1 (30th April 2021)	1 (30th April 2022)	1 (30th April 2023)
2. To streamline and institutionalize standard data collection system	Develop National Statistical Database System	Timeline by which the National Statistical Database System is developed, piloted in two Dzongkhags and rollout plan developed	Date	--	--	--	1 (30th June 2022)	0
	Conduct listing and mapping update for Chiwogs	Timeline by which the listing and mapping update is completed	Date	0	0	0	1 (31st January 2022)	0
	Develop Bhutan Standard Classification of Occupations (BSCO)	Timeline by which Bhutan Standard Classification of Occupations (BSCO) is developed	Date	0	0	0	1 (31st May 2022)	0
	Assess and streamline administrative data to maximize its use for statistical purposes	Timeline by which priority sector administrative data is assessed, improved and data flow mechanism developed	Date	--	--	--	1 (30th June 2022)	--
	Develop agricultural spatial information and released on time	Timeline by which spatial information is released	Date	--	--	--	1 (30th May 2022)	1 (30th May 2023)
	Conduct consultation workshop to harmonize and consolidate SYB tables and associated meta-data	Timeline by which the consultation workshop is conducted to harmonize and consolidate SYB tables and associated meta-data	Date	NA	NA	NA	1 (31st August 2021)	0

3.To enable effective and efficient public service delivery	Strengthen accountability transparency, efficiency and effectiveness in public service delivery	Total statistical support provided (survey clearance, PUF file sharing and technical support)	Percent	100	100	100	100	100
4. To strengthen evidenced-based decision and data culture	Promote the use of quality data for informed decision making	Availability of timely, relevant and reliable data ensured, and decisions improved	Percent	--	--	--	90 and above	95 and above
5. To strengthen transparent, accountable and integrity consciousness and culture	Enhance integrity system by implementing OIP	Integrity score improved	Percent	--	--	50	50	50

#### Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Timeline by which Monthly Consumer Price Index (CPI) is published	CPI refers to average change over time in prices of goods & services purchased by the households. It is a measure of average change over time in the prices of goods and services purchased by the households. It is used as a macro economic indicator of inflation, as tool for formulation of monetary and fiscal policy, and as deflator in national accounts. 12 CPI reports in total.	Field visits to various outlets by field officials	Monthly	Outlets (sampled shops) in Dzongkhags
Timeline by which Quarterly Producer Price Index (PPI) published	PPI is the measure of average change over time in the prices received by the domestic producer of goods and services. It shows the average change in the price of goods and services with reference to a particular reference period known as the Base Period. 4 reports in total. However, it is contingent on the timely submission of data by private/corporate establishments.	Through official correspondences, e-mails and filed visits (Admin data).	Quarterly	From relevant government agencies, corporations, private companies and other business firms.
Timeline by Export and Import Index (XMPI) is published	XMPI refers to price change over time in the prices of commodities imported and exported. Quarterly report.	Administrative	Quarterly	Department of Revenue and Customs, MoF.
Timeline by which the development of Construction Material Index (CMI) is initiated	To initiate the development of the CMI	Administrative	Annually	Administrative data from construction material stores
Timeline by which Annual National Accounts Statistics (NAS) is published	The System of National Accounts (SNA) is a systematic framework of accounts that measures the level of economic development and the rate of economic growth over time. It gives a macroeconomic depiction of how the economy as a whole function and its relationship with the rest of the world. This is measured conventionally through Gross Domestic Product (GDP). It is to publish the annual GDP report.	Administrative	Annually	From all relevant ministries, agencies, corporations and private companies.
Timeline by which the quarterly comparative Socio-Economic Indicators (SEI) is compiled and submitted	Comparative Socio-Economic Indicators for Bhutan is compiled and submitted to the HM Secretariats. Classified.	Administrative	Quarterly	From relevant ministries/agencies, corporations and private firms.
Timeline by which the annual Statistical Yearbook of Bhutan (SYB) and Bhutan at A Glance (BAG) reports.	To publish Statistical Yearbook of Bhutan (SYB) and Bhutan at A Glance (BAG) reports.	Administrative - Through official correspondences, mails and field	Annually	From relevant ministries, agencies, corporations and private companies.

Glance (BAG) are published online		visits (includes all admin, survey & census data)		
Timeline by which the Annual Dzongkhag Statistics (ADS) and Dzongkhag at A Glance (DAG) are published online	The respective Dzongkhag Statistical Officers are required to collect and submit the ADS and DAG to NSB for disseminate online in NSB's website.	Primary and secondary data (survey and admin data)	Annually	Dzongkhag, Gewog, Thromde and official publications (national, regional and local).
Timeline by which 2021 LFS report is published	LFS raw data (uncleaned data) will be cleaned. The cleaned data will be analysed and publish LFS report.	-Household Sample Survey -Administrative	Annually	-Primary data/Household Sample Survey -Administrative
Timeline by which Vital Statistics Report (VSR) is published	Vital Statistics (VS) report will be the composition of analysis of vital events. The report is expected to tabulate/visualize information on number of births and deaths, which take place in Bhutan.	Desk review/collect secondary data from relevant agencies and ministries	Annually	Admin data from Ministry of Home and Cultural Affairs and Ministry of Health
Timeline by which BLSS field enumeration is completed	Supervisors and enumerators will be deputed to twenty Dzongkhags for data collection. Face to face interview would be conducted with selected households. This is subject to the pandemic situation as the enumerators and supervisors needs to attend to every household for the data collection.	Household Sample Survey	Annually	Sample households (Dzongkhags/Gewogs/Thromdes)
Timeline by which Environmental Accounts Statistics (EAS) is published	---	Administrative - Secondary data.	Annually	Admin Data - from relevant agencies
Timeline by which 2021 AS report is published	Agriculture statistics are important macro-economic indicator of GDP and it provides the profile of farming population in the country w.r.t the crop area, yield and production. Supervisors and enumerators will visit 20 Dzongkhags for data collection. Face to face interview will be conducted for sampled households. The survey is subject to the pandemic situation as the enumerators and supervisors will collect data from households in person.	Household Sample Survey	Annually	Sample households (Dzongkhags/Gewogs)
Timeline by which 2021 LC report is published	Livestock statistics are important information to support and implement effective policies and programs related to livestock sector in the country. It includes statistics on livestock stock (population) and animal production (meat,	Household census	Annually	Sample households (Dzongkhags/Gewogs)

	<p>milk, cheese, butter, etc) by core livestock types. Supervisors and enumerators will be deputed to twenty Dzongkhags for data collection. Face to face interview would be conducted with all livestock households. This is subject to the pandemic situation as the enumerators and supervisors needs to attend to every household for the data collection.</p>			
<p>Timeline by which spatial information is released</p>	<p>Improved data collection methods through GIS/RS technology has become imperative in strengthening agricultural and rural statistics. Spatial information is more accurate than conventional statistics generated through census and survey. Conduct mapping of area under apple cultivation in Bhutan. The exercise is subject to pandemic situation as the ground-truthing will require visiting Dzongkhags/Gewogs.</p>	<p>Spatial data (Satellite)</p>	<p>Annually</p>	<p>Spatial information</p>
<p>Timeline by which the National Statistical Database System is developed, piloted in two Dzongkhags and rollout plan developed</p>	<p>1. To complete the assessment of data gaps, improvement of data collection methods/format and development of data flow plan from Gewogs to Dzongkhags and from Dzongkhags to National Statistics Bureau, 2. To develop the ToR for the Sector Heads in the Dzongkhag/Gewog/Thromde, Gewog Administration Officers, Dzongkhag Statistical Officers, Dzongkhag Administration and National Statistics Bureau (NSB) at various stages of data flow, 3. To conduct the pilot test of the improved data collection method and formats in Gewogs and Thromdes in two Dzongkhags, 4.To overhaul and revamp the existing LG Portal is and develop the National Statistical Database System, 5. To develop the training materials/manuals on data collection methods, standards and quality control aspects, responsibilities and accountability, and management of the NSDS at different levels, and 6. To develop the NSDS rollout plan in 20 Dzongkhags and four Thromdes for execution in third quarter 2022.</p> <p>However, it is contingent on the issuance of the Executive Order by the Government.</p>	<p>Administrative</p>	<p>Annually</p>	<p>Administrative</p>
<p>Timeline by which priority sector administrative data is assessed, improved and data flow mechanism developed</p>	<p>To assess the administrative data and develop data flow mechanism of the important agencies</p>	<p>Administrative</p>	<p>Annually</p>	<p>Administrative record</p>
<p>Timeline by which the listing and mapping update is completed</p>	<p>Listing and mapping update for chiwogs (demarcation of Enumeration Areas in rural areas) to facilitate the updating of the frame for easy listing during surveys. However, this SI is contingent COVID situation.</p>	<p>Administrative</p>	<p>Annually</p>	<p>Administrative</p>

Timeline by which Bhutan Standard Classification of Occupations (BSCO) is developed	Conduct consultative workshop on the classification of occupations to ensure consistency and comparability of data to facilitate relevant and meaningful analysis	Administrative	Annually	Administrative
Timeline by which the consultation workshop is conducted to harmonize and consolidate SYB tables and associated meta-data	Conduct consultation workshop to harmonize and consolidate SYB tables and associated meta-data	Administrative	Annually	Administrative record.
Total statistical support provided (survey clearance, PUF file sharing and technical support)	1. Provide surveys/census clearance within 7 working days after fulfilment of conditions, 2. Provide micro-data in the form of public use files to agencies/persons requesting for it after the request received, and 3. Provide statistical technical supports.	Administrative	Annually	Administrative record
Availability of timely, relevant and reliable data ensured, and decisions improved	<p>1. Availability of timely, relevant, and reliable data ensured, and decisions improved:</p> <p>(1). Timeliness:</p> <p>i. Make data available as per the agency's publication deadline. (For those agencies publishing reports); and</p> <p>ii. Update the agency data timely.</p> <p>(2). Relevance:</p> <p>i. Identify the data to be collected and maintained at agency level (Require the agencies to identify the core set of data being collected including those agencies who do not collect data currently); and</p> <p>ii. Relevance of data collected for planning and decision making.</p> <p>(3). Reliability:</p> <p>i. Agencies with no Statistical Officers are required to appoint Data Focal Points; and</p> <p>ii. Prepare Metadata (concepts, definitions, numerators and denominators).</p> <p>2. Use of data for planning and decision making:</p> <p>(1). Accessibility:</p> <p>i. Make data available on public domain; and</p> <p>ii. Make data available to the users on request.</p>	Administrative	Annually	Ministries/Agencies/Dzongkhags/Thromdes (Data Focal Points)
Integrity score improved	To implement feasible OIP	Administrative	Annually	Administrative record

## Section 5: Requirements from other Ministries, Agencies & Dzongkhags

Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
MINISTRY OF HOME & CULTURAL AFFAIRS	Timeline by which Vital Statistics Report (VSR) is published	Require support from MoHCA (DCSI) - administrative data	The report is expected to tabulate/visualize information on number of births and deaths, which take place in Bhutan	---	Not able to publish the report on time
All Dzongkhags	Timeline by which Monthly Consumer Price Index (CPI) is published	Require DSOs to collect the field data	Consumer Price Index required for monthly report	---	Unable to publish the CPI report on time
MINISTRY OF FINANCE	Timeline by Export and Import Index (XMPI) is published	Require data (import and export) from the Department of Revenue and Customs, MoF	---	---	May not be able to publish the XMPI report on time
All Dzongkhags	Timeline by which the Annual Dzongkhag Statistics (ADS) and Dzongkhag at A Glance (DAG) are published online	Require DSOs to collect and submit Annual Dzongkhag Statistics (ADS) and Dzongkhag At a Glance (ADS) data to NSB for publication. Also, Dzongkhags are requested to explore possibilities to publish the ADS and DAG at Dzongkhag's website as usual	Timely submission of data is critical for the publication of reports.	---	Publication of the reports delayed
All Dzongkhags	Timeline by which BLSS field enumeration is completed	Require DSOs to collect the field data collection	It is critical to publish poverty data for the country.	---	May not be able to publish the BLSS report on time.
All Dzongkhags	Timeline by which 2021 LFS report is published	Require DSOs to collect the filed data	The data is critical to publish the Labour Force Report	---	May not be able to publish the report on time
MINISTRY OF HOME & CULTURAL AFFAIRS	Timeline by which the National Statistical Database System is developed, piloted in two Dzongkhags and rollout plan developed	Request support from DLG (MoHCA) for the development of the National Statistical Database System	---	---	May not be able to develop the system on time
MINISTRY OF ECONOMIC AFFAIRS	Timeline by which priority sector administrative data is assessed, improved and data flow mechanism developed	Request support to assess the administrative data	Priority sector	---	May not be able to assess the administrative data
MINISTRY OF EDUCATION	Timeline by which priority sector administrative data is assessed, improved and data flow mechanism developed	Request support to assess the administrative data	Priority sector	---	May not be able to assess the administrative data on time.

MINISTRY OF FINANCE	Timeline by which priority sector administrative data is assessed, improved and data flow mechanism developed	Request support to assess the administrative data (DRC, MoF)	Priority sector	---	May not be able to assess administrative data on time.
MINISTRY OF HEALTH	Timeline by which priority sector administrative data is assessed, improved and data flow mechanism developed	Request support to assess the administrative data	Priority sector	---	May not be able to assess the administrative data on time

**Whereas,**

I, the Director, National Statistics Bureau, commit to the Prime Minister, the Government and the people of Bhutan to deliver the results described in this Annual Performance Agreement.

I, the Prime Minister, commit to the Director, National Statistics Bureau, on behalf of the Government and the people of Bhutan, to provide the necessary fund and resources for delivery of the results described in this Annual Performance Agreement.

**SIGNED:**

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Dr. Lotay Tshering  
Prime Minister

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Date

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Chhime Tshering  
Director General

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Date