

Republic of Namibia

MINISTRY OF AGRICULTURE, WATER AND LAND REFORM
PERFORMANCE AGREEMENT 2020/21

The Contracting Parties

This **Performance Agreement** (hereinafter referred to as "PA") is entered into between the Government of the Republic of Namibia (hereinafter referred to as GRN), represented by the President **H.E. Dr. Hage G. Geingob**, on the one part, and the Ministry of Agriculture, Water and Land Reform (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Carl HG Schlettwein**, on the other part.

PREAMBLE

WHEREAS The People of Namibia overwhelmingly and willingly gave the Government the mandate to consolidate past gains and to pursue the lofty ideals set out in Vision 2030;

WHEREAS The Government is determined to remain faithful to the People's mandate and to build the Namibian House in which all its residents have a sense of shared identity;

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WHEREAS The Parties to this Performance Agreement are not only committed to the attainment of the strategic objectives outlined in Vision 2030 but are also fully conscious of the necessity to serve the People of Namibia promptly, diligently, and without regard to the ethnic origin, socio-economic status, gender, religious, ideological, or political affiliation of the service beneficiary;

WHEREAS The Performance Agreement represents the Minister's avowed commitment to the realization of national strategic objectives, and signifies the Government's determination to support the Ministry's efforts;

NOW, THEREFORE, the parties hereto agree as follows:

Part I: Undertaking by the First Party

THE FIRST PARTY, the GOVERNMENT, undertakes to provide the necessary resources needed in line with MTEF to fulfill the Ministry's statutory mandate and attain national strategic objectives, including but not limited to, those set out in Vision 2030, the NDP 5, and the SWAPO Manifesto and Harambee Prosperity Plan. The national strategic objectives will also be informed by the SADC Revised Regional Indicative Strategic Development Plan and the African Union Agenda 63.

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Part II: Undertaking by the Second Party

In consideration of the Government's undertakings and assurances, THE SECOND PARTY, the Minister agrees to:

- (a) Ensure food security in Namibia.
- (b) Enhance animal Health & livestock production
- (c) Promote efficient agricultural marketing system.
- (d) Ensure water security for human consumption, livestock and industry development.
- (e) **Ensure access to adequate and improved sanitation facilities**
- (f) Ensure effective regulatory framework and compliance.
- (g) Ensure Equitable Distribution And Access to Land
- (h) Ensure Security of Tenure

(See Annex A for a matrix depicting the deliverables, performance indicators and annual targets)

Part III: Notes on Strategic Directions

In specific terms, the Ministry will in the short- to medium-term record measurable achievements in the following areas:

- to initiate and implement comprehensive policies that are aimed at enhancing agricultural productivity, food security, capacity building for farmers (both commercial and subsistence);
- develop and enhance the capacity of agro-industry, in order to accelerate economic growth, create employment and eradicate poverty;
- promote and develop the Agricultural sector and utilize Water resources sustainably, ensuring that all Namibians have access to potable water and equitable access to land, including resettlement and provide support to resettled farmers to use the land productively.

Key deliverables

- Leverage the Green Schemes and develop a National Strategy on Water Supply Security (rehabilitation);

- Deliver a Desalination Plant (s) in 2020;
- Facilitate the mechanization of the agricultural sector in communal areas and resettlement farms; and
- Prioritize and implement key resolutions from the 2nd National Land Conference and recommendations of the Commission of Enquiry into Claims of Ancestral Land Rights and finalize the Policy and the Land Reform Bill.

Part IV: Reporting lines and requirements:

- I. The ED will be required to submit quarterly performance progress reports to the Minister;
- II. Minister will submit Quarterly Progress reports on performance of the ministry for submission to, and discussion with, H.E. the President, through the Rt. Hon. Prime Minister;
- III. The Minister undertakes to give feedback to the Deputy Minister and ED on the quarterly performance report;
- IV. The Minister further undertakes to provide leadership to ensure that annual performance report is prepared and submitted to the President a month after the end of the financial year;

Overarching Principles

- Strong, honest and principled leadership;
- Driving a performance culture within your Ministry through leading by example and applying a hands-on approach;
- Focus on fast implementation of policy decisions and timely interventions;
- Ensure maximum output within the context of limited financial resources;
- Enhance political and administrative interface in your Ministry;
- Reviewing any law, policy, regulation or institution which hampers the effective implementation of plans and programmes of Government;
- Ensuring coordination with Offices, Ministries and Agencies, especially those which are closely related to your line functions;
- Promote, facilitate and strengthen measures to implement the empowerment and industrialisation policies of the Government by sourcing of local goods and services, with particular emphasis on job creation and the empowerment of the Youth and Women;
- Engaging and listening to the voices of civil society, particularly grass-root organizations, with the understanding that the ultimate goal is to improve the living standards of all Namibians; and
- Continuous monitoring, evaluation and regular reporting on progress being made in your ministry.

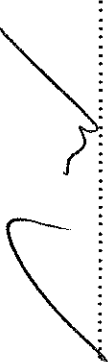
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Part V: Duration of the Performance Agreement:

This PA will run for 12 months coinciding with the **financial year** starting 1st **April 2020** to 31st **March 2021**

Part VI: Ratification of the PA Signed:

Cabinet Minister, Hon. Carl HG Schlettwein,

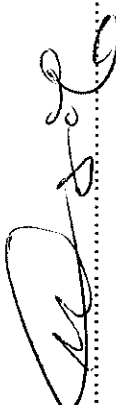
Sign.....


Date.....

17th July 2020



President, H.E. Dr. Hage G. Geingob

Sign.....


Date.....

Witness

Right Hon. Prime Minister, Dr. Saara Kuugongelwa - Amadhila

Sign.....


Date.....

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

STRATEGIC MANDATE:		The Ministry of Agriculture, Water and Land Reform Mandate is to promote, develop, manage and utilize Agriculture, Water and Land resources									
RISKS AND ASSUMPTIONS:		Pests and diseases outbreak are contained, favourable climatic conditions prevail, sufficient budgetary allocations, water and land resources are managed sustainably, market access for local agricultural produce.									
FORM 1: Executive Directors Performance Agreement Matrix (1st April 2020- 31st March 2021 of every Financial Year)											
Strategic Objectives	Weight (distributed)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
Ensure food security in Namibia	15%	Development of seed system enhanced	Tonnage of foundation and certified seed produced	The quantity of foundation and certified seed produced on a yearly basis.	Absolute	65		20	102	122	
Enhance animal Health & livestock production	10%	Measures to nullify the effects of the veterinary cordon fence (Resolutions of the 2nd Land Conference) Implemented	Number of abattoirs renovated in the NCA	Number of abattoirs (suitable for Commodity Based Trade) renovated and upgraded in the NCA	Absolute	2	1	1	2	2	
Promote efficient agricultural marketing system	15%	Market share of primary and processed	Number of livestock exported on hoof reduced	MAWLR is working towards reducing the number of livestock (Cattle, Sheep and Goats) exported on hoof in order to build domestic value chains	Absolute[-]	998371	50000	200000	20000	15000	600000

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		agricultural products origination in Namibia Increased	Number of livestock marketed through formal domestic market	The change in percentage share of locally produced horticultural, meat and grain products that are absorbed in the domestic markets	Incremental	234710	40000	80000	90000	40000	250000
			Number of Bilateral and Multilateral Cooperation Agreement(s) concluded	Bilateral and Multilateral Cooperation Agreements in the areas of agriculture, water and forestry concluded	Absolute	6	1	1	1	1	4
Ensure water security for human consumption, livestock and industry development	15%	Access to water for animal and human consumption increased	Percentage of households that have access to potable water	Households living within 2.5km radius of water supply point.	Incremental	96	95	95	95	97	97
Ensure access to adequate and improved sanitation facilities	10%	Rural and urban households utilizing improved sanitation facilities countrywide increased	# of improved sanitation infrastructure constructed	Measure the # of improved sanitation facilities constructed in rural areas.	Incremental	114		50	100	100	250
Ensure effective regulatory framework and compliance	10%	Legislation, Policy and Strategic framework developed/reviewed	Number of Legislation, Policy and Strategic framework	Sectorial Policies and legislations developed and reviewed	Absolute	2			2	2	4

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Ensure Equitable Distribution And Access to Land	15%	Hectares of Land for Resettlement acquired (37,500)	developed or reviewed	Hectares of commercial farm land acquired/bought by GRN for resettling previously disadvantaged landless resettlement	Absolute	3313928	4689	10937	10937	10937	37500
				Hectares of commercial farms acquired by GRN for the resettlement of Batswana of Namibian Descent	Absolute	0			10000	5000	15000
				No. of previously disadvantaged landless Namibians resettled	Absolute	5373	10	6	5	5	26
				% of resettled beneficiaries resettled within set timelines	Absolute	0	100	100	100	100	100
		Previously disadvantaged landless Namibians resettled		The estimation of the % of people resettled within allocated budget (resettled within the 152 days' timeline)							

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1.3 Ensure Security of Tenure	10%	Resettled farmers issued with lease agreements	No. of resettled farmers issued with lease agreements	Tenants should adhere to lease agreements signed with MLR(define how many new leases will be issued)	Absolute	466	12	12	12	14	50
Total Weight	100%										

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