



Republic of Namibia

MINISTRY OF INTERNATIONAL RELATIONS AND COOPERATION
PERFORMANCE AGREEMENT 2020/2021

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. Hage G. Geingob**, on the one part, and the Ministry of International Relations (hereafter referred to as the Ministry or MIRCO), represented by the **Hon Deputy Prime Minister, Netumbo Nandi-Ndaitwah**, 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;

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 sex, 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 necessary resources needed to fulfill the Ministry's statutory mandate and attain national strategic objectives, including but not limited to, those set out in Vision 2030, NDP5, the SWAPO Manifesto and Harambe 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.

Part II: Undertaking by the Second Party

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

- a) Promote and protect Namibia's national interests regionally and internationally through bilateral and multilateral cooperation;
- b) Strengthen and enhance Namibia's international relations and cooperation to achieve sustainable development;
- c) Promote Namibia's image and prestige
- d) Promote Economic cooperation, International Trade and Investments

(See Annex A for a matrix depicting the deliverables, the 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 assist the Right Honourable Prime Minister with Disaster Risk Management: Prevention, preparedness, response and recovery;
- to perform other functions as may be assigned by the Prime Minister;

As Minister of International Relations and Cooperation,

- Entrusted with the primary functions of formulating, promoting and executing Namibia's foreign policy and management of Namibia's bilateral, regional & international relations;
- To protect the interests of the Republic of Namibia, Namibian citizens and entities abroad;

Key deliverables

- To conclude the Genocide Negotiations and facilitate consensus on the model of reparations;
- To secure strategic deployment of Namibians into multilateral organisations;
- To facilitate a share of development funding via bilateral partners.

Part IV: Reporting lines and requirements:

- I. The Executive Director 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 Executive Director 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.

Part V: Duration of the Performance Agreement

This PA will run for the twelve (12) months coinciding with the financial year i.e. 1st April 2020 to the 31st March 2021.

Part VI: Ratification of the PA Signed:

Cabinet Minister, Hon. Netumbo Nandi-Ndaitwah,

Sign..........Date.....

The President, H.E. Hage G. Geingob

Sign..........Date.....27-07-20

Witness

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

Sign..........Date.....27/07/2020

ANNEX A: PERFORMANCE MATRIX FOR MINISTERS

MINISTRY:		Ministry of International Relations and Cooperation						
NAME OF OFFICE HOLDER:		Hon. Netumbo Nandi-Ndaitwah						
PERFORMANCE AGREEMENT PERIOD		1ST APRIL 2020– 31ST MARCH 2021						
Strategic Objective / Ministerial Commitments	Weight	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets	Annual Target
Promote and Protect Namibia's national interest regionally and internationally through bilateral and multilateral cooperation	60%	Policy on International Relations and Cooperation Implemented (Bilateral relations and Multilateral cooperation strengthened)	% of progress made on Policy Implementation	The policy on International Relations and Cooperation promoted and executed	Incremental	60	65 70 75 80	80.0
		Bilateral Relations Enhanced	# of Bilateral agreements cleared for implementation	Oversee the implementation of key outcomes from bilateral agreements	Absolute	44	0 1 2 2	5.0
		Namibia standing as a trusted respected member of the international community by honoring its obligation enhanced (HPP expected outcome)	# of Namibians employed in strategic position of Regional and International organizations	Increased the number of Namibians employed at Multilateral fora to influence the decision making process	Absolute	26	4 1 1 2	8.0

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		Strengthen Inter-ministerial coordination and collaboration in the area of international relations and cooperation to enhance bilateral and multilateral relations	Number of interministerial coordinating meetings held on specific bilateral and multilateral issues	Outcomes of inter-ministerial meetings in the area of international relations and cooperation	Absolute	48	0	2	4	2	8.0
		International Peace Centre established	% progress on the establishment of the centre	Coordinate finalization the structural set-up and guide the strategic planning in pursuit of the Peace Centre establishment	Incremental	0	25	50	75	100	100.0
		Genocide negotiations concluded	% progress	Support the genocide negotiations process and ensure consensus on the model of reparations process	Incremental	0	20	30	60	80	80.0
Enhance Organizational Performance	10%	Diplomatic Academy established	% progress in establishing the Diplomatic Academy	Coordinate key deliverables on the establishment of the Academy as per the project plan and strategic intent	Incremental	50	65	70	75	80	80.0

Promote Namibia's image and prestige	20%	Awareness on Namibia's policy on International Relations enhanced	# of virtual Lecture series on Global issues hosted	Enhance awareness on international relations at national level, entice young professionals to understand the International Relations policy as well as measure impact on the implementation of Namibia policy on International Relations.	Absolute	4	0	1	1	1	3.0
					Incremental	0	0	25	50	75	75.0
Promote economic cooperation, International Trade and Investments	10%	International Cooperation and Economic Diplomacy enhanced by strengthening and enhancing Namibia's International relations and cooperation to achieve sustainable development	# of economic diplomacy projects contributing to socio-economic development realized by Namibian Missions abroad	Align economic diplomacy to NDP5 priorities, including creation of new markets	Absolute			17			34.0
Total Weight	100 %										

ANNEX