

Republic of Namibia

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**MINISTRY OF URBAN AND RURAL DEVELOPMENT**  
**PERFORMANCE AGREEMENT 2020/21**

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**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 Urban and Rural Development**, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Erastus Utoni**, on the other part.

**PREAMBLE**

**WHEREAS** The People of Namibia overwhelmingly and willingly gave the Government the mandate to

**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;

A handwritten signature in black ink, appearing to be 'Dan'.

**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.

## **Part II: Undertaking by the Second Party**

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

- a) Accelerate the delivery of serviced urban land and housing;
- b) Improve sanitation in urban and rural areas;
- c) Ensure good governance and effective service delivery;
- d) Ensure Effective Regulatory Framework and Compliance.

*(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:

- coordinate decentralization and regional and rural development activities to ensure sustainable livelihoods for our people, in peri-urban and rural areas through provision of decent shelter and sanitation;
- develop policies in collaboration with stakeholders, develop policies and programmes to mitigate rural-urban migration and ensure appropriate town planning, establishment and land use management;
- Implement comprehensive policies and programmes aimed at accelerating access to land in urban areas for housing infrastructure and industrial development. In line with applicable legislation; and
- Facilitate the recognition of traditional community leaders and ensure compliance with the law.

## **Key deliverables**

- expedite the upgrading of Informal Settlements and to complete and hand-over houses built through the National Mass Housing Programme;
- Roll-out Water, Sanitation & Hygiene Programme (WASH) nationally, repurpose and recapitalize National Housing Enterprises (NHE).

**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

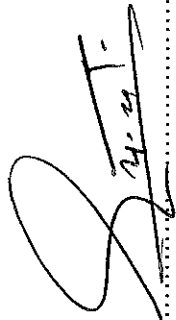
- Strong, honest and principled leadership;
- Driving a performance culture within your Ministry through leading by example and applying a hands-on approach;
- Focus on fast implementation of policy decisions and timely interventions;
- Ensure maximum output within the context of limited financial resources;
- 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.

**Part V: Duration of the Performance Agreement:**

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

**Part VI: Ratification of the PA Signed:**

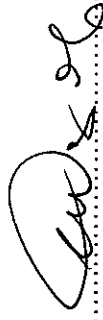
Cabinet Minister, Hon. Erastus Utoni,



Sign.....

Date..... 22/07/2020

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



Sign.....

Date..... 27-07-20

Witness

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



Sign.....

Date..... 22/07/2020

**ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS**

<b>OFFICE, MINISTRY OF AGENCY</b>		Ministry of Urban and Rural Development									
<b>NAME OF OFFICE HOLDER</b>		Hon. Erastus Utoni									
<b>PERFORMANCE AGREEMENT PERIOD</b>		1ST APRIL 2020 – 31 ST MARCH 2021									
<b>FORM 1: Minister's Annual Performance Agreement Matrix (1st April - 31st March of every Financial Year)</b>											
<u>Strategic Objectives</u>	across between 1% - 100%	<u>Expected Results</u>	<u>Indicator of Performance</u>	<u>Indicator Definition</u>	<u>Indicator Type</u>	<u>Baseline</u>	<u>Quarterly Targets</u>				<u>Annual Target</u>
							<u>Q1</u>	<u>Q2</u>	<u>Q3</u>	<u>Q4</u>	
<u>SO1.1</u> Accelerate the delivery of serviced urban land and housing	30%	New Townships proclaimed	# of new townships proclaimed	New townships proclaimed (townships establishment / proclamation leads to the creation of land parcels or plots)	Absolute	226	3	6	6	6	21
		Informal settlements formalised	# of informal settlements formalised	Informal settlement areas, especially in Windhoek to be formalised (to be planned and sub-divided into townships and	Absolute	2				2	2





<b>SO1.2</b> Improve sanitation in urban and rural areas	30%	Sanitation improved in urban areas	# of urban households with access to proper toilet facilities	Households with access to improved sanitation through informal settlements (7,500 households) and construction of new houses (5,000)	Absolute	6,333				5,000	5000
		Sanitation improved in rural areas	# of Ventilated Improved (VIP) toilets constructed	The number of ventilated improved pit latrines constructed at households and public places in rural areas	Absolute	5,152	200	300	500	1,500	2500
<b>SO2.1</b> Ensure good governance and effective service delivery	25%	Key public services decentralised	% of progress made to delegate functions of Ministries to RCs	Key Government services delegated to Regional Councils (MAWLR, MEFT, MoEAC, Poverty Eradication (Presidency), MLIREC, MoHSSC, MSYNS)	Incremental	67%		84%	93%	100%	100 %



<p><b>OPM</b> Ensure effective regulatory framework and compliance</p>	<p>15%</p>	<p>MHDP Blueprint and Implementation Strategy finalised</p>	<p>% progress made in finalising MHDP Blueprint and Implementation Strategy</p>	<p>MURD to finalise the Mass Housing Programme (MHDP) blueprint review and development of the implementation strategy</p>	<p>Incremental</p>	<p>95%</p>			<p>100 %</p>
		<p>Implementation plan/ strategy on land servicing finalised</p>	<p>% of progress made in finalising the MULSP Implementation Plan/ Strategy</p>	<p>MURD to finalise the Massive Urban Land Servicing Project (MULSP) Implementation Plan</p>	<p>Incremental</p>	<p>95%</p>			<p>100 %</p>
		<p>Urban and Regional Planning Regulations finalised</p>	<p>% of progress on finalising the Regulations for the Urban and Regional Planning Act</p>	<p>MURD to finalise the Urban and Regional Planning Act Regulations for operationalisation of the Act</p>	<p>Incremental</p>	<p>95%</p>			<p>100 %</p>

	Rural Policy reviewed	% progress made to review the Rural Development Policy	The percentage progress made to review the Rural Development Policy	Incremental	25%	34%	90%	100%	100 %
	Constituency Development Fund Bill developed	% progress made with development of the Constituency Development Fund Bill	Percentage progress made to develop the Constituency Development Fund Bill	Incremental	20%	60%	100 %		100 %
	Urban Land Reform Programme/ Policy developed	% progress made to develop the Urban Land Reform Programme/ Policy	The development of an Urban Land Reform Programme/ Policy to guide urban development and to accelerate land delivery in urban areas	Incremental	30%	80%	90%	100%	100 %
<b>Total Weight</b>		<b>100%</b>							