

Republic of Namibia

**MINISTRY OF ENVIRONMENT, FORESTRY AND TOURISM**

**PERFORMANCE AGREEMENT 2021/22**

**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 Environment, Forestry & Tourism (hereinafter referred to as the Ministry), represented by the Minister, Hon. **Pohamba Shifeta**, 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 and the Harambee Prosperity Plan;

**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 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:

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

### **Part I: Undertaking by the First Party**

THE FIRST PARTY, the GOVERNMENT, undertakes to provide the necessary resources needed in line with MTEF to fulfil 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.

His Excellency the President undertakes to facilitate clearance of obstacles that might be beyond the capacity of the ministry to resolve, and which must be brought to the attention of the President by the Minister. The President further undertakes to:

1. Preside over a two-day quarterly Ministerial Retreat to receive briefings on achievements of strategic objectives from individual Cabinet Ministers;
2. Facilitate resolution of structural challenges to performance, brought out at the retreat;
3. Support and facilitate realization of the Minister's commitments, obligations, and strategic intention.

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

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

- Ensure protection of the environment and the effective regulation of listed development activities
- Coordinate the transition to a low emission and climate resilient (green) economy
- Promote tourism growth and investment
- Promote biodiversity conservation and sustainable use as drivers of economic development in rural areas.
- Implement measures to reduce the impact of Human Wildlife Conflict and to prevent wildlife crime
- Enhance service delivery and performance culture

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

### **Part III: Notes on Strategic Directions**

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

- Stakeholder compliance with the Environmental Management Act of 2007;
- Waste management improved;
- Sustainable management of forest resources improved;
- Green Economy enabling framework developed;
- Projects on climate change, biodiversity conservation and land degradation mobilized;
- Tourism and gaming sector stakeholder coordination improved;
- Recovery of the tourism sector stimulated;
- Initiatives to benefit communities from the utilization of natural resources implemented;
- Previously disadvantaged Namibians and youth empowered in wildlife conservation;
- Infrastructures in Protected Areas developed;

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- Prevention and mitigation of Human Wildlife Conflict (HWC) strengthened;
- Wildlife crime prevented and law enforcement enhanced;
- Cost cutting and good governance measures implemented;
- Integrated online permit system for all MEFT permits established.

**Part IV: Reporting lines and requirements:**


- The ED will be required to submit quarterly performance progress reports to the Minister;
- 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;
- The Minister undertakes to give feedback to the Deputy Minister and ED on the quarterly performance report;
- 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;

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

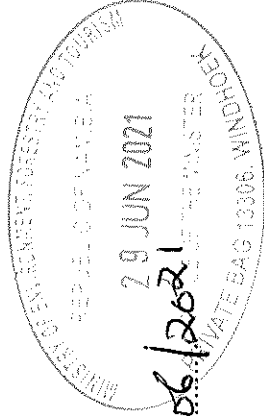
This PA will run for 12 months coinciding with the *financial year* starting 1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022

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

Cabinet Minister, Hon. Pohamba Shifeta (MP)

Sign.....  


Date: 29/06/2021



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

Sign.....  


Date: 30-06-21

Witness

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

Sign.....  


Date: 29/06/2021

**ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:**

<b>OFFICE, MINISTRY OF AGENCY</b>	<b>MINISTRY OF ENVIRONMENT, FORESTRY AND TOURISM</b>
<b>NAME OF OFFICE HOLDER</b>	<b>HON. POHAMBIA SHIFETA (MP)</b>
<b>PERFORMANCE AGREEMENT PERIOD</b>	<b>1ST APRIL 2021 – 31ST MARCH 2022</b>

Strategic Objective	Weight (distributed across between 1% - 100%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
Ensure protection of the environment and the effective regulation of listed development activities	15%	Stakeholder compliance with the Environmental Management Act of 2007	% implementation of measures to strengthen compliance with the Environmental Management Act	Measures undertaken by the Ministry of Environment, Forestry and Tourism to improve coordination and compliance by different stakeholders with the Environmental Management Act	Absolute	20	40	60	80	100	100
		Waste management improved	% progress	Progress made in improving waste management practices	Incremental	20	40	60	80	100	100
		Sustainable management of forest resources improved	% implementation	Progress in implementation of measures for the sustainable management of forestry	Incremental	20	30	50	70	80	80
Coordinate the transition to a low emission and climate	10%	Green Economy enabling framework developed	% progress made	Progress in enabling the green economy transition	Incremental	10	25	40	55	70	70

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Strategic Objective	Expected Results	Indicator of	Indicator Definition	Indicator	Quarterly Targets				2023
					2023	2024	2025	2026	
resilient economy (green)	Projects on climate change, biodiversity conservation and land degradation mobilized	No. of projects	No. of projects approved for funding by external stakeholders	Absolute	8	2	2	2	4
		Promote tourism growth and Investment	Tourism and gaming sector stakeholder coordination improved	% progress made	Progress in improving coordination in the tourism and gaming sector	Incremental	10	25	40
Promote biodiversity and conservation and sustainable use as drivers of economic development in rural areas	Recovery of the tourism sector stimulated	% progress made	Progress made towards recovery of the tourism sector	Incremental	20	45	60	75	90
		20%	Initiatives to benefit communities from the utilization of natural resources implemented	% progress made	% progress in implementation of new initiatives to benefit communities	Incremental	0	5	25
Implement measures to reduce the impact of Human Wildlife Conflict and to prevent wildlife crime	Previously disadvantaged Namibians and youth empowered in wildlife conservation	% progress made	Implementation phase to empower PDNs and the youth in wildlife conservation	Incremental	0	20	40	60	80
		20%	Infrastructures in Protected Areas developed	% progress made	Progress towards development of infrastructure in protected areas	Incremental	0	20	40
Implement measures to reduce the impact of Human Wildlife Conflict and to prevent wildlife crime	Prevention and mitigation of Human Wildlife Conflict (HWC) strengthened.	% implementation	Progress made in the implementation of strategic preventative measures to prevent and mitigate HWC	Incremental	20	34	48	62	86
		20%							

Strategic Objective	Expected Results	Indicator of	Indicator Definition	Indicator	Quarterly Targets				Total	
					2018-19	2019-20	2020-21	2021-22		
Enhance service and performance culture	Wildlife crime prevented and law enforcement enhanced	% implementation	Progress in implementation of wildlife crime prevention and improved law enforcement measures	Incremental	40	50	60	70	80	80
	Cost cutting and good governance measures implemented	% implementation	Progress in measures implemented to improve efficiency and good governance	Incremental	0	20	40	60	80	80
	Integrated online permit system for all MEFT permits established	% progress made	Progress made on making all MEFT permit processes accessible online	Incremental	5	20	40	60	80	80
<b>Total Weight</b>		<b>100%</b>								

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