

Republic of Namibia

MINISTRY OF GENDER EQUALITY, POVERTY ERADICATION AND SOCIAL WELFARE

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 Gender Equality, Poverty Eradication and Social Welfare, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Doreen Stoka**, 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 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

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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 2063.

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:

- (a) Ensure Gender Equality, Equity and Empowerment of Girls, Boys and Women
- (b) Strengthen and Expand Social Protection
- (c) Improve care and protection for children's wellbeing
- (d) Ensure effective Policy and Legislative framework

(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:

- Coordinating Mechanisms on the implementation of the National Gender Policy strengthened
- State grants provided to eligible beneficiary
- Food bank initiatives implemented
- Educational Support Programme implemented for Learners and students from the Marginalized Communities / and students with Disability
- Access to quality ECD services for 0-4 years improved and increased
- Establish the National Advisory Council as per the CCPA 14(1)
- National Gender Policy Reviewed and Developed
- White Paper on the Rights of Indigenous People Finalized
- Child Care and Protection Act Amended

Part IV: Reporting lines and requirements:

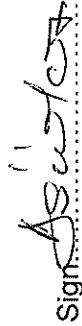
- I. The ED will be required to submit quarterly performance progress reports to the Minister;
- II. Minister will submit Quarterly Progress reports on performance of the ministry for submission to, and discussion with, H.E. the President, through the Rt. Hon. Prime Minister;
- III. The Minister undertakes to give feedback to the Deputy Ministers 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;
- V. H.E. the President commits to personally preside over the performance evaluation sessions of Ministers within two (2) months 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 1st **April 2021** to 31st **March 2022**

Part VI: Ratification of the PA Signed:

Cabinet Minister, Hon. Doreen Sioka,


Sign.....
 Date..... 24/6/2021

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:

FORM 1: Minister's Performance Agreement Matrix (1st April - 31st March of every Financial Year)											
Strategic Objective / Ministerial Commitments	Weight (distributed across between 1% - 10%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
SO1: Ensure Gender Equality, Equity and Empowerment of Girls, Boys and Women	10%	Coordinating Mechanisms on the implementation of the National Gender Policy strengthened	# of meeting held on the implementation of the National Gender Policy	This indicator measure the number of national GBV cluster, National Gender Permanent Task and Gender Advisory Committee meeting conducted	Absolute	98	1	1	1	1	4
							98	98	98	98	392
							74	74	74	74	296
SO 2: Strengthen and Expand Social Protection	35%	State grants provided to eligible beneficiary	% coverage of OVC's accessing Children's Grants	Measure of the % of Children's grant maintained on the system	Incremental	60		68	69	70	70
							98	98	98	98	392
							74	74	74	74	296
		Food bank initiatives implemented	% execution	Measure executions of foodbank initiatives in assisting households with Food parcels	Absolute	100	100	100	100	100	400
		Educational Support Programme implemented for Learners and students from the Marginalized Communities / and students with Disability	# of students completed Tertiary education through our Educational Support Programme	Measure the number of students benefited from Educational Support Programme graduated	Absolute	36	96	96	96	96	96

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SO 3: Improve care and protection for children's wellbeing	20%	Access to quality ECD services for 0-4 years improved and increased	Incremental	13				16	16	
		National Advisory Council as per the CCPA 14(1) Established	Incremental	20	40	20	100	100	100	
SO 4: Ensure effective Policy and Legislative framework	35%	National Gender Policy Reviewed and Developed	Incremental	50	70	80	90	100	100	
		White Paper on the Rights of Indigenous People Finalized	Incremental	20	60	80	100	100	100	
		Child Care and Protection Act Amended	Incremental	20	60	80	100	100	100	
Total Weight	100%									

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