



Republic of Namibia

MINISTRY OF INDUSTRIALISATION & TRADE

PERFORMANCE AGREEMENT 2021/2022

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 Industrialization and Trade (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Lucia Ipumbu** 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;

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 apply 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 intuition 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 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 organisations, with 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.

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

OFFICE, MINISTRY OF AGENCY	MINISTRY OF INDUSTRIALIZATION AND TRADE
NAME OF OFFICE HOLDER	HON. LUCIA IPUMBU (MP)
PERFORMANCE AGREEMENT PERIOD	1ST APRIL 2021 – 31ST MARCH 2022

Strategic Objective	Weight (distributed)	Expected Results	Indicator Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
Create a conducive and competitive environment for business growth	60%	Namibia Investment Promotion Act amended and its Regulations gazetted (NIPA)	% progress work done on the Investment Promotion Act amended and Regulations gazetted	Progress work done on the Investment Promotion Act and Regulations gazetted	Absolute	65	70	85	100		100
		Namibia Property Practitioners Act Promulgated	% of work done in finalization of NEAB Bill	The NPP Bill is to provide for the regulation of property practitioners and to be measured by the progress in executing the activities.	Incremental	70	85	90	95	100	100
		Liquor Act amended	% work done in the finalization of the amendments of the liquor act	Amendments of the liquor Acts aims to provide for the prohibition of issuing licences to establishments within a prescribed distance of schools, places of worship and residential areas	Incremental	70	80	100			100

Strategic Objective	Weight (distributed)	Expected Results	Indicator Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
Promote and Secure market access for the Namibian Products	5%	National Economy developed Informal Policy	% on work done towards development of the Policy	Construction of informal Trade platforms	Incremental	10	15	60	75	100	100
		International management Trade Act promulgated	% work done in finalizing international management Act	Legal Frameworks for international trade management developed	Incremental	50	60	70	90	100	100
Total Weight	100%										