

Republic of Namibia

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## MINISTRY OF INTERNATIONAL RELATIONS AND COOPERATION

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### 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 International Relations & Cooperation, (hereinafter referred to as the Ministry), represented by the Minister, Hon. **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 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:

**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:

- Promote and Protect Namibia's national interest regionally and internationally through bilateral and multilateral cooperation.
- Enhance Organizational Performance.
- Promote Namibia's image and prestige.
- Promote economic cooperation, International Trade and Investments.

*(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:

- Policy on International Relations and Cooperation Implemented.
- Bilateral relations and multilateral cooperation strengthened.
- Bilateral Relations enhanced.
- Namibia standing as a trusted respected member of the international community by honouring its obligation enhanced (HPP expected outcome)
- Strengthen Inter-ministerial coordination and collaboration in the area of international relations and cooperation to enhance bilateral and multilateral relations.
- Genocide negotiations concluded.
- Diplomatic Academy established.
- Awareness on Namibia's policy on International Relations enhanced.
- International Cooperation and Economic Diplomacy enhanced by strengthening and enhancing Namibia's International relations and cooperation to achieve sustainable development.

### **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;

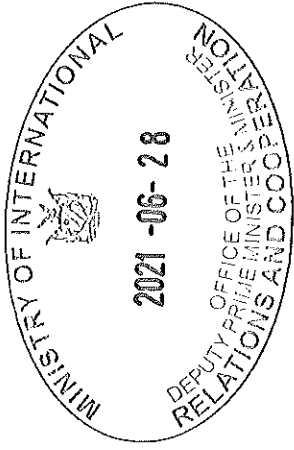
**Part V: Duration of the Performance Agreement:**

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. Netumbo Nandi-Ndaitwah (MP)**

Sign.....  
Date..... *28 June 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 INTERNATIONAL RELATIONS AND COOPERATION</b>
<b>NAME OF OFFICE HOLDER</b>	<b>HON. NETUMBO NANDI-NDAITWAH (MP)</b>
<b>PERFORMANCE AGREEMENT PERIOD</b>	<b>1ST APRIL 2021 – 31ST MARCH 2022</b>
<b>FORM 1: Annual Minister's Performance Agreement Matrix (1st April - 31st March of every Financial Year)</b>	

Strategic Objective	Weight	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Quarterly Targets			Annual Target		
						Baseline	65	70		75	80
Promote and Protect Namibia's national interest regionally and internationally through bilateral and multilateral cooperation	60%	<b>Policy on International Relations and Cooperation Implemented</b> (Bilateral relations and Multilateral cooperation strengthen)	% of progress made on Policy Implementation	The policy on International Relations and Cooperation promoted and executed	Incremental	60	65	70	75	80	
		<b>Bilateral Relations Enhanced</b>	# of Bilateral agreements cleared for implementation	Oversee the implementation of key outcomes from bilateral agreements	Absolute	90	0	20	10	70	
		<b>Namibia standing as a trusted respected member of the international community by honoring its obligation enhanced</b> (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	7	4	1	1	2	8
		<b>Strengthen Inter-ministerial coordination and collaboration in the area of international relations and cooperation to enhance bilateral and multilateral relations</b>	Number of inter-ministerial 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

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Strategic Objective	Weight	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets	Annual Target
		Genocide negotiations concluded	% progress on the negotiations	Support the genocide negotiations process and ensure consensus on the model of reparations process	absolute	70	80 90 95 100	100
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	30 40 45 80	80
Promote Namibia's image and prestige	20%	Awareness on Namibia's policy on International Relations enhanced	# of virtual Lecture series on Global issues hosted % impact on Namibia's International Relations emanated from Lecture series documented	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	1 1 1 1	4
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	0	0 17 25 50 75	75
<b>Total Weight</b>	<b>100%</b>							