



## REPUBLIC OF NAMIBIA

### MINISTRY OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT CREATION

#### 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 Labour, Industrial Relations and Employment Creation**, (Hereinafter referred to as the Ministry), represented by the Minister, **Hon. Ufoni Nujoma**, 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;

A handwritten signature in black ink, appearing to be 'U. Nujoma', located in the bottom right corner of the page.

**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 2063.

**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 social justice at the workplace;
- (b) Ensure effective regulatory framework and compliance;
- (c) Promote Social Dialogue and Tripartism;
- (d) Promote Employment Equity;
- (e) Coordinate and Promote decent and sustainable employment; and

**(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:

- Enhance labour productivity, harmonious industrial relations and to unblock impediments to employment creation;
- To ensure consistent and effective enforcement of Labour related legislation, particularly the Affirmative Action (Employment) and Labour Acts and oversee the delivery of social protection services;
- In collaboration with Industry, coordinate workforce reskilling For the Future of Work through the National Training Levy;
- Devise mechanisms which are aimed at enhancing good industrial relations;
- Retain jobs in the country in coordination with other Ministries, State Institutions and the Private Sector.

#### Key deliverables

- To drive labour productivity & reskilling of the workforce; fully implement the Namibia Integrated Employment Information System (NIEIS) and formulate National Internship/Cooperative Education Framework (in collaboration with MHETI).

#### **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 the 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 1st April 2021 to 31 March 2022

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

**Cabinet Minister, Hon. Utoni Nujoma,**

Sign.....

Date.....18<sup>th</sup> June 21

**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

OFFICE, MINISTRY OF AGENCY		Ministry of Labour, Industrial Relations and Employment Creation										
NAME OF OFFICE HOLDER		Hon. Utoni Nujoma										
PERFORMANCE AGREEMENT PERIOD		1ST APRIL 2021- 31ST MARCH 2022										
Strategic Objective	Weight (distributed across between 1% - 100%)	Expected Result	Indicator Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target	
							Q1	Q2	Q3	Q4		
Ensure effective regulatory framework and compliance	40%	Regulatory frameworks improved	% completion of the review of the Affirmative Action (Employment) Act review.	% Progress made in the process of reviewing the Act.	Incremental	40%	70%	80%	90%	100%		100%
			% progress made of the review of the Labour Act	% Progress made in the process of reviewing the Act.	Incremental	60%	80%	85%	90%	100%		100%
			% completion of OSH Policy	Policy Finalised	Incremental	97%	99%	100%				100%

						Finalisation of the Bill	Incremental	30%	50%	70%	90%	100%	100%
			% progress made in the finalising the OSH Bill			Draft National Inspection Policy Finalised	Incremental	91%	96%	98%	100%		100%
			% of works done on the finalisation of National Labour Inspection Policy			Draft Policy and Bill Finalised	Incremental	30%	50%	60%	70%	80%	100%
			% of progress made on establishment of National Pension Fund			% Progress made in the process of reviewing the Act.	Incremental	10%	20%	30%	50%	70%	80%
			% progress made on the amendments to the Employees Compensation Act			The progress made toward the establishment of the Wages Commission	Incremental	90%	92%	95%	98%	100%	100%
			% of work done in the establishment of the Commission										
					Research Report on National Minimum wage finalised.								
				30%									
<b>Promote Dialogue Tripartism</b>	<b>Social and</b>												

		Adherence to international, continental, regional and national standards and obligations	% implementation of ILO, AU, SADC and national decisions	ILO, UN, AU, SADC and national standards and obligations adhered to.	Incremental	100%	100%	100%	100%	100%	100%
<b>Ensure Justice Workplace</b>	<b>Social at</b>	Workplaces compliant with Labour employment legislation	% of workplaces in compliance	Actions to strengthen compliance and enforcement	<b>Absolute</b>	79%	100%	100%	100%	100%	100%
<b>Coordinate and Promote decent and sustainable employment</b>		Employment Coordination mechanism established	% of work done towards establishment of employment coordination mechanism	Work done towards establishment of employment coordination mechanism	<b>Incremental</b>	10%	20%	30%	40%	60%	70%
<b>Total Weight</b>											