

Republic of Namibia

**MINISTRY OF SPORT, YOUTH AND NATIONAL SERVICE**

**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 Sport, Youth and National Service, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Agnes Tjongarero**, 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:

1/1/22

### **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:

- (a) Enhance Youth Empowerment;
- (b) Promote Sport Development in Namibia;

*(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:

- 121 Rural Youth Constituency Enterprises operationalize;
- National Youth Policy III implemented;
- National Youth Development Index developed;
- Agriculture project implemented;
- Sport Regulatory Framework;
- Regional Sport Mass Participation Programmes implemented;
- Compliance to relevant regulatory framework;

**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:**

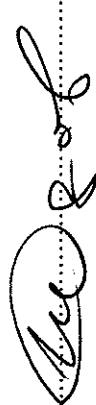
This PA will run for 12 months coinciding with the **financial year** starting 1<sup>st</sup> **April 2021** to 31<sup>st</sup> **March 2022**

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

Cabinet Minister, Hon. Agnes Tjongarero (MP)

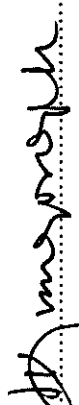
Sign.....  ..... Date 24-6-2021

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:**

OFFICE, MINISTRY OF AGENCY		MINISTRY OF SPORT, YOUTH AND NATIONAL SERVICES									
NAME OF OFFICE HOLDER		HON. AGNESS TJONGARERO (MP)									
PERFORMANCE AGREEMENT PERIOD		1ST APRIL 2021 – 31ST MARCH 2022									
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	
Enhance Youth Empowerment	50%	121 Rural Youth Constituency Enterprises operationalize	Number of rural youth constituency enterprises operationalize	Measure the number of youth enterprises operationalize as per HPP	Absolute	0	28	30	40	23	121
		National Youth Policy III implemented	National Youth Policy III implementation annual progress report	Measure progress toward the implementation of national youth policy iii	Incremental	0				1	1
		National Youth Development Index developed	% progress made towards the development of the National Youth Development Index	measure the progress made toward the development of national youth index	Incremental	60	70	80	100		100
		Agriculture project implemented	% progress made on the implementation of the CLS Agriculture project	Measure the percentage of progress made on the implementation of the implementation of CLS agricultural project	Incremental	10	35	60	75	90	90
			Number of Youth agricultural projects implemented	Measure the number of Youth Agricultural Project implemented	Absolute	39		1	1	1	3

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Promote Sport Development in Namibia	50%	Sport Regulatory Framework	Sport Bill developed	measure the progress made on the development of sport bill	Incremental	60	70	80	90	100	100	
		Regional Sport Mass Participation Programmes implemented	# of regional sport mass participation activities implemented	Measure the Number of regional sport mass participation activities implemented	Absolute	0			7	7	14	
		Compliance to relevant regulatory framework enhanced.	# of Annual Performance and Governance agreement signed.	Number of SOE regulatory performance Agreement (service level agreement) signed	Absolute	0		4				4
			# of Annual Performance and Governance agreement reviewed.	Number of SOE regulatory performance Agreement (service level agreement) reviewed	Absolute	0					4	4
<b>Total Weight</b>	<b>100%</b>											