

Republic of Namibia

## MINISTRY OF URBAN AND RURAL DEVELOPMENT

### 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 Urban and Rural Development, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Erastus Uutoni**, 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:

- Accelerate the delivery of serviced urban land and housing
- Improve sanitation in urban and rural areas
- Ensure good governance and effective service delivery
- Ensure effective policy, legal and regulatory framework and compliance

***(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:

- New economically viable Townships proclaimed
- Informal settlements formalised
- Resolutions of the Second National Land Conference on Town Planning, Housing and Sanitation implemented
- Erven serviced
- Housing backlog reduced
- Sanitation improved in urban areas
- Rural Households provided with access to sanitation

- Ministries decentralised functions to Regional Councils
- Budget executed
- Performance Management System Implemented
- Implementation strategy on habitat and housing finalised
- Implementation strategy on land servicing finalised
- National Informal Settlement Upgrading Strategy formulated
- National Housing Policy reviewed
- Rent Control Bill to be enacted
- Draft-Rural Policy
- Urban Land Delivery Policy developed
- Compensation Policy for Communal Land reviewed
- Decentralisation policy reviewed

**Part IV: Reporting lines and requirements:**

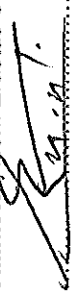
- I. The ED will be required to submit quarterly performance progress reports to the Minister;
- II. Minister will submit Quarterly Progress reports on performance of the ministry for submission to, and discussion with, H.E. the President, through the Rt. Hon. Prime Minister;
- III. The Minister undertakes 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. Erastus Uttoni (MP)


Sign.......... Date..... 23/06/2021

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 URBAN AND RURAL DEVELOPMENT</b> |
| <b>NAME OF OFFICE HOLDER</b>        | <b>HON. (MP) ERASTUS UUTONI</b>                |
| <b>PERFORMANCE AGREEMENT PERIOD</b> | <b>1ST APRIL 2021 – 31ST MARCH 2022</b>        |

| Strategic Objectives   | (distributed across 1% between | Output  | Indicator of Performance                          | Indicator Definition   | Indicator Type | Baseline | Quarterly Targets |    |    |      | Annual Target |
|--|--------------------------------|---|---|--|----------------|----------|-------------------|----|----|------|---------------|
|  |                                |   |   |  |                |          | Q1                | Q2 | Q3 | Q4   |               |
| <b>SO1.1</b><br>Accelerate the delivery of serviced urban land and housing | 40%                            | 21 new economically viable Townships proclaimed   | # of new economically viable townships proclaimed | New townships proclaimed (townships establishment / proclamation leads to the creation of land parcels or plots) that are economically viable                              | Absolute       | 256      | 3                 | 6  | 6  | 6    | 21            |
|  |                                | Informal settlements formalized   | #of settlements                                   | Two (2) informal settlement areas to be formalised (to be planned and sub-divided into townships and provided with basic services (water, sewerage, roads and electricity) | Absolute       | 2        | 0                 | 0  | 0  | 2    | 2             |
|  |                                | Resolutions of the Second National Land Conference on Town Planning, Housing and Sanitation implemented | # of progress reports submitted                   | Tracking the implementation of the Resolutions of the Second National Land Conference on Town Planning, Housing and Sanitation as per the approved Implementation Plan     | Absolute       | 4        | 0                 | 1  | 0  | 1    | 2             |
|  |                                | 6,500 erven serviced  | # of erven serviced                               | Installation of services (water, sewerage, roads and electricity)  | Absolute       | 18479    | 0                 | 0  | 0  | 6500 | 6500          |
|  |                                | Housing backlog reduced   | # of houses constructed                           | Construction of houses through the MHDP, BTP, NHE, People Housing Processes, Community Based Housing, PPPs   | Absolute       | 5858     | 0                 | 0  | 0  | 5000 | 5000          |

| Strategic  | Output   | Indicator of Performance   | Indicator Definition   | Unit        | Quarterly Targets | Target |
|--|--|--|--|-------------|-------------------|--------|
| SO1.2<br>Improve sanitation in urban and rural areas           | Sanitation improved in urban areas                       | # of urban households with access to proper toilet facilities            | Households with access to proper sanitation through improved sanitation through the construction of new houses | Absolute    | 0                 | 5000   |
|  | Rural Households provided with access to sanitation      | # of rural households provided with access to sanitation                 | Improved sanitation, including Community Led Total Sanitation (CLTS) toilets in rural areas.                   | Absolute    | 300               | 1600   |
| SO2.1<br>Ensure good governance and effective service delivery | Ministries decentralized functions to Regional Councils  | # of ministries with decentralized functions                             | The number of Line Ministries that decentralized functions to Regional Councils during 2021/22                 | Incremental | 1                 | 6      |
|  | Budget executed  | % of approved budget executed  | The percentage budget expenditure versus the total approved budget   | Incremental | 50 %              | 100 %  |
|  | Performance Management System Implemented                | # of Performance Agreements signed with the Deputy Minister              | The number of Performance Agreements signed with the Deputy Minister   | Absolute    | 1                 | 1      |
|  |  | # of Performance Agreements conducted with Dep. Minister                 | The number of Performance Agreements reviews conducted with the Deputy Minister                                | Absolute    | 1                 | 1      |
|  | % execution of the MURD Annual Plan                      | Execution of the MURD Annual Plan per quarter                            | Absolute   | 100 %       | 100 %             |        |
|  | Implementation strategy on habitat and housing finalised | % progress made in finalising MHDP Blueprint and Implementation Strategy | Incremental  | 95%         | 100 %             |        |

| Strategic   | Output   | Indicator of Performance   | Indicator Definition  | Unit        | Quarterly Targets  | 2021  |
|---|--|--|---|-------------|--------------------|-------|
| SO2.1<br>Ensure good governance and effective service delivery                        | Implementation strategy on land servicing finalized        | % of progress in finalising MULSP strategy   | Progress made in finalising the MULSP Implementation Plan/ Strategy   | Absolute    | 100 %              | 95%   |
|   | National Informal Settlement Upgrading Strategy formulated | % progress on the formulation of the National Informal Settlement Upgrading Strategy | National Informal Settlement Upgrading Strategy formulated in collaboration with the National Alliance and other stakeholders by end of 2021 (HPP II)               | Absolute    | 30%<br>20 %<br>10% | 50%   |
| OPM Generic<br>Ensure effective policy, legal and regulatory framework and compliance | National Housing Policy reviewed                           | % of progress in reviewing of the National Housing Policy                            | National Housing Policy reviewed to address among others, minimum size of erven by 2021 (HPP II)  | Incremental | 50%<br>20 %        | 55%   |
|   | Rent Control Bill to be enacted                            | % progress in the enactment of the Rent Control Bill                                 | Promulgate the Rent Control Bill by the end of 2021, to enable the operationalisation of Rent Control Board(s) and implementation of Rent Control measures (HPP II) | Incremental | 45%<br>25 %<br>10% | 80%   |
|   | Draft-Rural Policy   | % progress on the review of the Rural Development Policy                             | The percentage progress made to review the Rural Development Policy   | Incremental | 15%                | 40%   |
|   | Urban Land Delivery Policy developed                       | % progress in developing Urban Land Delivery Policy                                  | The development of Urban Land Reform Programme to accelerate land delivery in urban areas   | Incremental | 30%<br>70 %        | 100 % |
|   | Compensation Policy for Communal Land reviewed             | # of Compensation for Communal Land Policies reviewed                                | Policy to be reviewed to improve the compensation policy frameworks for communal land   | Absolute    | 1                  | 1     |

| Strategic           | Output                           | Indicator of Performance                            | Indicator Definition             | Baseline | Quarterly Targets        | Target |
|---------------------|----------------------------------|---|----------------------------------|----------|--------------------------|--------|
|                     | Decentralization policy reviewed | % Progress on review of the Decentralization Policy | Decentralization Policy revision | 45%      | 47%<br>50%<br>60%<br>70% | 70%    |
| <b>Total Weight</b> | <b>100%</b>                      |   |                                  |          |                          |        |