

Republic of Namibia

MINISTRY OF GENDER EQUALITY, POVERTY ERADICATION AND SOCIAL WELFARE

PERFORMANCE AGREEMENT 2022/23

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 Gender Equality and Child Welfare**, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Doreen Sioka**, 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;

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 II.

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 girls and women empowerment
- (b) Ensure attainment of women and girls empowerment
- (c) Improve care and protection for children's well-being

(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:

- Report on implementation of the National Gender Plan of Action submitted to the President
- Regional GBV Clusters set up/established
- Comprehensive National Economic Empowerment Framework adopted by Cabinet
- CCPA awareness created
- State grants provided to eligible children
- Increase access to ECD services for children 0-4 years

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 1st **April 2022** to 31st **March 2023**

Part VI: Ratification of the PA Signed:



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Cabinet Minister, Hon. Doreen Sioka,

Sign. .....

Date 13/06/2022

President, H.E. Dr. Hage G. Geingob

Sign. .....

Date 14 JUL 2022

Witness

Right Hon. Prime Minister, Dr. Saara Kuugongelwa - Amadhila

Sign. .....

Date 13/06/2022

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS: HON. DOREEN SIOKA

FORM 1: Minister's Performance Agreement Matrix (1st April - 31st March of every Financial Year)											
Strategic Objective / Ministerial Commitments	Weight	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
SO1: Ensure Gender Equality, Equity and Empowerment of Girls, Boys and Women	10%	Coordinating Mechanism strengthened	# of meetings on coordination mechanism held	This indicator measure the # of National Cluster, the National Gender Permanent Task Force and High Level Gender Advisory Committee meetings held	Absolute	0	1	1	2	2	6,0
							97	97	97	97	
SO 2: Strengthen and Expand Social Protection	35%	State grants provided to eligible beneficiary	% coverage of Old Age grants	Measure of the % coverage of Old Age grants	Absolute[-]	97	97	97	97	97,0	
			% coverage of disability grants	Measure of the % coverage of disability grants	Absolute[-]	74	74	74	74	74,0	
			% coverage of OVC's accessing Children's Grants	Measure of the % of Children's grant maintained on the system	Incremental	70	71	72	72	72,0	

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		Extremely Poor households assisted through BIG	% of extremely poor individuals assisted through the Conditional BIG	Measure of individuals (beneficiaries of the FB) assisted through the Conditional BIG	Incremental	0	25	50	75	100	100,0
SO 3: Improve care and protection for children's wellbeing	20%	Access to quality ECD services for 0-4 years improved and increased	% of children 0-4 who have access to quality ECD programs and services	Number of Children in the ages between 0 and 4 years old accessing quality ECD services / total population of children between 0-4 years old (328 480)	Incremental	14	0	0	17	0	17,0
		National Advisory Council as per the CCPA 14(1) meetings held	# of Meetings on National Advisory Council conducted	This indicator refers to the number of National Advisory Council meetings held as per the CCPA 14 (1)	Absolute	0		1		1	2,0
		National Gender Policy Reviewed and Developed	% of progress made on the development of the National Gender Policy 2021-2031	This indicator measures the progress made on the review and development of the National Gender Policy 2021-2031	Incremental	50	60	65	80	90	90,0
SO 4: Ensure effective Policy and Legislative framework	35%	White Paper on the Rights of Indigenous People Finalized	% of progress made on the Finalization of the White Paper on the Rights of Indigenous People/Marginalized Community	Measure the stages and processes at which the White Paper on the Rights of Indigenous People finalized	Incremental	60	70	75	80	90	90,0
		Child Care and Protection Act Amended	% of the progress made on Amendment of the Child Care and Protection Act	Measures the key action steps that will be undertaken towards amending some provisions for the CCPA	Incremental	40		50	70	80	80,0
Total Weight	100%										

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