

Republic of Namibia

## MINISTRY OF INDUSTRIALISATION AND TRADE

### 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 Industrialisation and Trade**, (hereinafter referred to as the Ministry), represented by the **Minister, Hon. Lucia Ipumbu**, 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;

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**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:

- Create a conducive and competitive environment for business growth
- Improve manufacturing base to realise Industrialisation
- Promote and Secure market access for the Namibian Products

**(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:

- National Investment Policy adopted and validated
- Property Practitioners Bill Approved
- Consumer Protection Bill Approved
- Competition Bill Approved
- SEZ Act & Regulations developed
- National Informal Economy Policy developed
- International management Trade Act promulgated

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

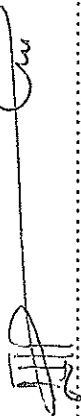
- I. The ED will be required to submit quarterly performance progress reports to the Minister;
- II. Minister will submit Quarterly Progress reports on performance of the ministry for submission to, and discussion with, H.E. the President, through the Rt. Hon. Prime Minister;
- III. The Minister undertakes 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 2022* to 31<sup>st</sup> *March 2023*

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

**Cabinet Minister, Hon. Lucia Ipumbu (MP)**


Sign.....  
  
Date... 09/06/2022

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

Sign.....  
  
Date... 04 MAR 2022

Witness

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

Sign.....  
  
Date... 13/06/2022

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

<b>OFFICE, MINISTRY OF AGENCY</b>	<b>MINISTRY OF INDUSTRIALISATION AND TRADE</b>
<b>NAME OF OFFICE HOLDER</b>	<b>HON. LUCIA IPUMBU (MP)</b>
<b>PERFORMANCE AGREEMENT PERIOD</b>	<b>1ST APRIL 2022 – 31ST MARCH 2023</b>

**FORM 1: Minister's Performance Agreement Matrix (1st April - 31st March of every Financial Year)**

Strategic Objective / Ministerial Commitments	Weight (distributed across between 1% - 100%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
Create a conducive and competitive environment for business growth	60%	National Policy adopted and validated	Investment% progress	It measures the work done towards Investment National Policy developed to provide for the promotion of sustainable economic development and growth	Incremental	15	35	50	75	100	100

	Property Practitioners Bill Approved	% progress	Work done towards the approval of the Bill (The Property Practitioner's Bill is to provide for the regulation of property practitioners and to be measured by the progress in executing the activities)	Incremental	85	90	94	100	100
	Consumer protection Bill Approved	% progress	The National Consumer Protection bill is to provide guidance for an effective consumer protection framework and to be measured by the progress and execution the activities	Incremental	25	30	45	65	100
	Competition Bill Approved	% progress	The National Competition Policy is to ensure preservation of the competition processes in Namibia and to be measured by the progress in executing the activities.	Incremental	35	45	60	75	100

Improve manufacturing base to realise Industrialisation	35%	SEZ Act & Regulations developed	% progress	Finalize of policy and legal document (the development of SEZ Act and Regulations)	30	45	90	98	100	100
		National Informal Economy Policy developed	% progress	Percentage work towards the development of the Policy	20	40	60	80	100	100
Promote and Secure market access for the Namibian Products	5%	International management Trade Act promulgated	% progress	work done in finalizing the international management Act (Legal Frameworks for international trade management developed)	80		85	90	100	100
<b>Total Weight</b>	<b>100%</b>									