



REPUBLIC OF NAMIBIA

MINISTRY OF INTERNATIONAL RELATIONS AND COOPERATION

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. Hage G. Geingob, on the one part, and the Ministry of International Relations and Cooperation, (hereinafter referred to as MIRCO or the Ministry), represented by the Minister, **Hon. Nefumbo Nandi-Ndaitwah**, 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;

A handwritten signature in black ink, appearing to be 'Nandi-Ndaitwah'.

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:

- Promote and Protect Namibia's national interest regionally and internationally through bilateral and multilateral cooperation
- Enhance Organizational Performance.
- Promote Namibia's image and prestige.
- Promote economic cooperation, international Trade and Investments.



(See Annex A for a matrix depicting the performance indicators, the deliverables, annual targets, and performance scores)

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:

- Policy on International Relations and Cooperation Implemented.
- Bilateral Relations and Multilateral Cooperation strengthened
- Bilateral Relations Enhanced
- Namibia standing as a trusted respected member of the international community by honouring its obligation enhanced (HPP expected outcome)
- Strengthen Inter-ministerial coordination and collaboration in the area of international relations and cooperation to enhance bilateral and multilateral relations
- Awareness on Namibia's Policy on International Relations enhanced
- International Cooperation and Economic Diplomacy enhanced by strengthening and enhancing Namibia's International Relations and cooperation to achieve sustainable development

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 year.
- V. H.E. the President commits to personally preside over the performance evaluation sessions of ministries within a months 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 April 2022 – 31 March 2022

Part VI Ratification of the PA Signed:

Cabinet Minister Hon. Netumbo Nandi-Ndaitwah,

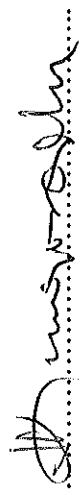
Sign.......... Date...11/06/22

The President, H.E. Hage G. Geingob

Sign.......... Date...04 JUL 2022

Witness

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

Sign.......... Date...12/06/22

ANNEX A: PERFORMANCE MATRIX FOR MINISTERS

OFFICE, MINISTRY, AGENCY		INTERNATIONAL RELATIONS & COOPERATION									
NAME OF OFFICE HOLDER		HON. NETUMBO NANDI-NDAITWAH									
PERFORMANCE AGREEMENT PERIOD		1ST APRIL 2022 – 31ST MARCH 2023									
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	
Promote and Protect Namibia's national interest regionally and bilateral and multilateral cooperation	60%	Policy on International Relations and Cooperation Implemented (Bilateral Relations and Multilateral Cooperation strengthen)	% of progress made on Policy Implementation	The policy on International Relations and Cooperation promoted and executed	Incremental	80	85	90	95	100	100.0
		Bilateral Relations Enhanced	% of Bilateral agreements cleared for implementation	Oversee the implementation of key outcomes from bilateral agreements	Incremental	0	25	50	70	70	70.0

<p>Promote economic cooperation, International Trade and Investments</p>	<p>20%</p>	<p>International Cooperation and Economic Diplomacy enhanced by strengthening and enhancing Namibia's International relations and cooperation to achieve sustainable development</p>	<p>% of economic diplomacy projects contributing to socio-economic development realized by Namibian Missions abroad</p>	<p>Align economic diplomacy to NDP5 priorities, including creation of new markets</p>	<p>Incremental</p>	<p>90</p>	<p>25</p>	<p>90</p>	<p>75</p>	<p>100</p>	<p>100.0</p>
<p>Total Weight</p>	<p>100%</p>										