

Republic of Namibia

MINISTRY OF ENVIRONMENT FORESTY AND TOURISM

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 Environment and Tourism**, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Pohamba Shifeta**, 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) Enhance Environmental Governance
- (b) Promote tourism growth and Investment
- (c) Promote biodiversity economy in rural areas
- (d) Promote conservation and sustainable use of natural resources
- (e) Reduce the impact of Human Wildlife Conflict
- (f) Enhance service delivery and develop new sources of financing for improved organizational performance

(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:

- Environmentally sound management of waste
- Tourism sector stakeholder coordination improved
- Sustained growth of the tourism sector
- Livelihood improvement through concessions and enterprise development in communal conservancies and communal areas based on the sustainable utilization of natural resources
- Wildlife Breeding Stock Scheme
- Protected Areas strengthened and developed in terms of infrastructure and marketed to attract and increase visitors
- Wildlife crime prevented and law enforcement enhanced.

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:

Cabinet Minister, Hon. Pohamba Shifeta,

Sign.....

Date... 22/06/2022

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

Sign.....

Date... 04 JUL 2022

Witness

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

Sign.....

Date... 13/06/2022

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

FORM 1: Annual Minister's Performance Agreement Matrix (1st April - 31st March of every Financial Year)											
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	
Ensure protection of the environment and the effective regulation of listed development activities	15%	Stakeholder compliance with the Environmental Management Act of 2007 strengthened	% implementation of measures to strengthen compliance with the Environmental Management Act	Measures undertaken by the Ministry of Environment, Forestry and Tourism to improve coordination and compliance by different stakeholders with the Environmental Management Act	Absolute	40	55	70	85	100	100
		Standards of waste management improved	% progress made	Progress made in measures taken to improve waste disposal standards	Incremental	20	40	60	80	100	100
		Sustainable management of forest resources improved	% progress made	Progress in implementation of measures for the sustainable management of forestry	Incremental	20	43	66	88	100	100
Coordinate the transition to a low emission and climate resilient (green) economy	10%	Enabling framework established for low emission and climate resilient green economy	% progress made	Enabling framework established for low emission and climate resilient green economy	Incremental	40	50	60	70	100	100
		Projects on climate change, biodiversity conservation and land degradation mobilized	No. of new projects operationalized	No. of new projects operationalized	Absolute	0	2	0	0	1	3

Promote tourism growth and investment	20%	Tourism and gaming sector stakeholder coordination improved	% progress made	Progress in improving coordination in the tourism and gaming sector	Incremental	20	40	60	80	100	100
		Recovery of the tourism sector stimulated	% progress made	Progress made in implementation of Tourism Covid-19 Recovery Plan	Incremental	30	55	70	85	100	100
Promote biodiversity conservation and sustainable use as drivers of economic development in rural areas	20%	Initiatives to benefit communities from the utilization of natural resources implemented	% progress made	% progress in implementation of initiatives to empower and benefit communities:	Incremental	25	40	60	80	100	100
		Previously disadvantaged Namibians and youth empowered in the environment and tourism sector	% progress in measures taken to empower PDNs and the youth	Progress made in empowering PDNs and the youth in the sector	Incremental	0	20	50	75	100	100
Implement measures to reduce the impact of Human Wildlife Conflict and to prevent wildlife crime	20%	Infrastructures in Protected Areas developed	% progress made	Progress towards development of infrastructure in protected areas	Incremental	30	45	60	75	100	100
		Prevention and mitigation of Human Wildlife Conflict (HWC) strengthened.	% progress made	Progress made in the implementation of strategic preventative measures to prevent and mitigate HWC involving hippo, elephants, crocodiles, lions, buffaloes and wild dogs	Incremental	28	46	64	82	100	100
		Wildlife crime prevented and law enforcement enhanced	% progress made	Progress in implementation of National Strategy on Wildlife Protection and Law Enforcement	Incremental	40	55	80	95	100	100

Enhance service delivery and performance culture	15%	Cost cutting and good governance measures implemented	% progress made	Progress in measures to cut costs and improve efficiency	Incremental	20	40	60	80	100	100
		Business process streamlined	% progress made	Progress made on re-engineering issuance of permits by MEFT so that all are issued online	Incremental	40	55	70	85	100	100
Total Weight	100%										

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