

Republic of Namibia

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## MINISTRY OF SPORT, YOUTH AND NATIONAL SERVICE

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### PERFORMANCE AGREEMENT 2022/23 FINANCIAL YEAR

#### 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 Sport, Youth and National Service**, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Agnes Tjongarero**, 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 Youth Empowerment;
- (b) Promote Sport Development in Namibia;



**(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:

- 121 Rural Youth Constituency Enterprises operationalise;
- National Youth Policy III implemented;
- National Youth Development Index developed;
- Agriculture project implemented;
- Sport Regulatory Framework;
- Regional Sport Mass Participation Programmes implemented;
- Compliance to relevant regulatory framework;

**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. Agnes Tjongarero**

Sign.......... Date *15/6/2022*

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

Sign.......... Date.....  
*04.04.2022*

**Witness**

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

Sign.......... Date.....  
*30/06/2022*

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

OFFICE, MINISTRY OF AGENCY	MINISTRY OF SPORT, YOUTH AND NATIONAL SERVICES
NAME OF OFFICE HOLDER	HON. AGNESS TJONGARERO
PERFORMANCE AGREEMENT PERIOD	1ST APRIL 2022 – 31ST MARCH 2023

FORM 1: Minister's Annual 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	Base line	Quarterly Targets				Annual Target	Key Main Activities
							Q1	Q2	Q3	Q4		
Promote Sport Development in Namibia	40%	Sport Bill developed	% towards the development of the sport Bill	Measure the progress made on the development of the Sport Bill	Incremental	50	55	60	65	70	70	Submit the Sports Bill to Cabinet Committee on Legislation
		Sport Professionalization program implemented (HPP2)	% progress made on sport Professionalization program implementation	measures the progress towards sport professionalization program implementation	Incremental	0	25	60	80	100	100	1. Engage key stakeholders on the establishment of regional sport franchise hub 2. Solicit funds
Enhance Youth Empowerment	40%	121 Rural Youth Constituency Enterprises implementation (HPP1)	# of rural youth constituency implemented	Measure the number of rural youth constituency enterprises implemented	Absolute	0	28			14	42	1. Solicit funds from key financial institutions 2. Submit 28 Business Plans for possible funding to DBN 3. Launch 121 RYE 4. Continue mobilizing funds for

Ensure an enabling environment for high performance and culture service	20%	Bi-annual National Youth Policy III Implementation Progress Report produced	# of National Youth Policy III Bi-annual Progress Reports produced	Measure the number of the NYP III Bi-Annual Progress Report produced	Absolute	0	1	1	1	2	the 93 Rural Youth Enterprises
		Key public services decentralized	% progress made on the delegation of functions	Measure progress made towards delegated decentralized functions to Regional Councils in the first phase (identified functions as per functional framework)	Incremental	78	80	90	95	100	100
<b>Total Weight</b>	<b>100%</b>										