

Republic of Namibia

MINISTRY OF GENDER EQUALITY, POVERTY ERADICATION AND SOCIAL WELFARE

PERFORMANCE AGREEMENT 2020/21

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, Poverty Eradication and Social 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. The national strategic objectives will also be informed by the SADC Revised Regional Indicative Strategic Development Plan and the African Union Agenda 2063.

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 Gender Equality, Equity and Empowerment of Girls, Boys and Women
- (b) Strengthen and Expand Social Protection
- (c) Improve care and protection for children's wellbeing
- (d) Ensure effective Policy and Legislative framework

(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:

- To promote gender mainstreaming in national development programmes to ensure equality and equitable socio-economic development;

- To coordinate the implementation of the poverty eradication programmes (Food Bank/Basic Income Grant) and to develop appropriate policy responses to eradicate poverty in Namibia by 2025;
- Oversee the administration of social safety nets for eligible Namibians (old age social grant, disability, marginalized and Orphans & Vulnerable Children);
- Promote care and protection of children, through the development of legislation and policies and guide strategic planning and coordination programmes for children, including Early Childhood Development (ages between 0 – 5 years – kindergartens).

Key deliverables

- Consolidate Social Safety Net Cluster to achieve efficiency gains; Monitoring & Evaluating impact of the administration of Social Safety Nets on poverty in Namibia; Review the coverage of Social Safety Nets to determine social mobility;
- Determine viability and sustainability of transitioning Food Bank to BIG.

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;

Overarching Principles


- Strong, honest and principled leadership;
- Driving a performance culture within your Ministry through leading by example and applying a hands-on approach;
- Focus on fast implementation of policy decisions and timely interventions;
- Ensure maximum output within the context of limited financial resources;
- Enhance political and administrative interface in your Ministry;
- Reviewing any law, policy, regulation or institution which hampers the effective implementation of plans and programmes of Government;
- Ensuring coordination with Offices, Ministries and Agencies, especially those which are closely related to your line functions;
- Promote, facilitate and strengthen measures to implement the empowerment and industrialisation policies of the Government by sourcing of local goods and services, with particular emphasis on job creation and the empowerment of the Youth and Women;
- Engaging and listening to the voices of civil society, particularly grass-root organizations, with the understanding that the ultimate goal is to improve the living standards of all Namibians; and
- Continuous monitoring, evaluation and regular reporting on progress being made in your ministry.

Part V: Duration of the Performance Agreement:

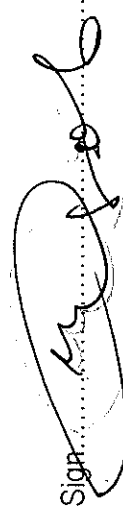
This PA will run for 12 months coinciding with the **financial year** starting 1st **April 2020** to 31st **March 2021**

Part VI: Ratification of the PA Signed:

Cabinet Minister, Hon. Doreen Sioka,


Sign  Date 17/07/2020

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

Sign  Date 21-07-20

Witness

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

Sign  Date 22/07/2020

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS

OFFICE, MINISTRY OF AGENCY	Gender Equality, Poverty Eradication and Social Welfare
NAME OF OFFICE HOLDER	Hon. Doreen Sioka (MP)
PERFORMANCE AGREEMENT PERIOD	1ST APRIL 2020 – 31ST MARCH 2021

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

Strategic Objective / Ministerial Commitments	Weight (distributed across between 1% and 100%)	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	20%	Cases of Violence Against children reduced	# of Violence Against Children reported to the MGEPEWSW office	This indicator measures the reduction of VAC cases reported to the MGEPEWSW regional Social Worker's offices and GBVPU's	Absolute[-]	1750	1695	1645	1595	1545	1545
		Gender Based Violence campaign Intensified	% of progress made on the implementation of GBV awareness Campaign	Progress made towards GBV campaign strategy	Incremental	50	60	70	80	100	100
SO3: Strengthen and Expand Social Protection	40%	All eligible beneficiaries received social assistance	% Coverage of Old Age Grants	Measure % coverage of Old Age grants against the total number of eligible beneficiaries	Incremental	97	97	98	98	98	98

				% Coverage of Disability Grants	Measure % coverage of Disability grants against the total number of eligible beneficiaries	Incremental	74	74	74	74	74	74	74
				% coverage of OVC's accessing Children's Grants	Measure the % of Children's grant maintained on the system	Incremental	60	65	67	68	68	68	68
SO 5: Improve care and protection for children's wellbeing	15%	Access to quality ECD services for 0-4 years improved and increased	% of children 0-4 who access ECD	% of children 0-4 years enrolled in ECD centers /total number of children 0-4years	Incremental	32				35	35	35	35
SO 9: Ensure effective Policy and Legislative framework	25%	Social Protection Policy developed	% progress towards the finalisation of the Social Protection Policy	Measure progress the finalisation of the Social Protection Policy	Incremental	90	95	100	100	100	100	100	100
		National Gender Policy for 2021-2030 Developed	% of progress made	Progress made on development of the new National Gender Policy after the review of the National Gender Policy 2010-2020.	Incremental	45			95	100	100	100	100
		Integrated Early Childhood development (IECD) policy	% of progress made toward National IECD Policy review	Measurement: progress made toward the review of the National IECD Policy	Incremental				10				10
Total Weight	100%												

DNS