

Republic of Namibia

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**MINISTRY OF INDUSTRIALIZATION AND TRADE**  
**PERFORMANCE AGREEMENT 2020/21**

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**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 Industrialization and Trade**, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Lucia lipumbu**, 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 63.

**Part II: Undertaking by the Second Party**

In consideration of the Government's undertakings and assurances, THE SECOND PARTY, the Minister agrees to:

- (a) Create a conducive and competitive environment for business growth.
- (b) Improve manufacturing base to realise Industrialisation.
- (c) 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:

- Namibia Investment Promotion Act amended and its Regulations gazetted (NIPA);
- National Consumer Protection Policy in place;
- Namibia Property Practitioners Act Promulgated;
- Liquor Act amended;
- Metrology Bill promulgated;
- National Competition Policy in place;
- National Quality policy in place;
- SEZ policy & Legal frameworks developed;
- National Informal Economy Policy developed;
- International management Trade Act promulgated.

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#### **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 1<sup>st</sup> **April 2020** to 31<sup>st</sup> **March 2021**

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

**Cabinet Minister, Hon. Lucia Ipumbu,**


Sign.......... Date... 15/07/2020

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

Sign.......... Date... 27-07-20

**Witness**

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

Sign.......... Date... 22/07/2020

**ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:**

OFFICE, MINISTRY OF AGENCY		MINISTRY OF INDUSTRIALIZATION AND TRADE									
NAME OF OFFICE HOLDER		HON. LUCIA IPUMBU (MP)									
PERFORMANCE AGREEMENT PERIOD		1ST APRIL 2020 – 31ST MARCH 2021									
FORM 1: Minister's Annual Performance Agreement Matrix (1st April - 31st March of every Financial Year)											
Strategic Objective	Weight (distributed)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
1. Create a conducive and competitive environment for business growth	60%	Namibia Investment Promotion Act amended and its Regulations gazetted (NIPA)	% progress made on the Investment Promotion Act amendment	Progress of work done on the finalisation of Investment Promotion Act and Regulations gazetted	Incremental	40		60	85	100	100
		National Consumer Protection Policy in place	% completion of the National Consumer Protection Policy	The National Consumer Protection Policy is to provide guidance for an effective consumer protection framework and to be measured by the progress and execution the activities	Incremental	80		85	100		100
		Namibia Property Practitioners Act Promulgated	% of work done in finalizing NEAB Bill	The NPP Bill is aim to provide for the regulation of property practitioners and to be measured by the progress in executing the activities.	Incremental	60		65	85	100	100
		Liquor Act amended	% work done on the finalization of	Amendments of the liquor Acts aims to provide for the prohibition of issuing	Incremental	70		75	90	100	100

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