



Republic of Namibia

MINISTRY OF AGRICULTURE, WATER AND LAND REFORM

PERFORMANCE AGREEMENT 2021/22

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 Agriculture, Water and Land Reform (hereinafter referred to as the Ministry), represented by the Minister, Hon. Calle Shifwetwein, 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;

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:

- (a) Ensure food security in Namibia.
- (b) Enhance animal Health & livestock production
- (c) Promote efficient agricultural marketing system.
- (d) Ensure water security for human consumption, livestock and industry development.
- (e) Ensure access to adequate and improved sanitation facilities
- (f) Ensure effective regulatory framework and compliance.
- (g) Ensure Equitable Distribution And Access to Land
- (h) Ensure Security of Tenure

(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 initiate and implement comprehensive policies that are aimed at enhancing agricultural productivity, food security, capacity building for farmers (both commercial and subsistence);
- develop and enhance the capacity of agro-industry, in order to accelerate economic growth, create employment and eradicate poverty;
- promote and develop the Agricultural sector and utilize Water resources sustainably, ensuring that all Namibians have access to potable water and equitable access to land, including resettlement and provide support to resettled farmers to use the land productively.

Key deliverables

- leverage the Green Schemes and develop a National Strategy on Water Supply Security (rehabilitation);
- Deliver a Desalination Plant (s) in 2020;
- Facilitate the mechanization of the agricultural sector in communal areas and resettlement farms;
- Prioritize and implement key resolutions from the 2nd National Land Conference and recommendations of the Commission of Enquiry into Claims of Ancestral Land Rights and finalize the Policy and the Land Reform Bill.

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 the 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 2021** to 31st **March 2022**

Part VI: Ratification of the PA Signed:

Cabinet Minister, Hon. Calle Shlettwein,

Sign..... Date..... 28/06/21

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

Sign..... Date..... 30-06-21

Witness

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

Sign..... Date..... 29/06/2021

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

STRATEGIC MANDATE:		The Ministry of Agriculture, Water and Land Reform Mandate is to promote, develop, manage and utilize Agriculture, Water and Land resources										
RISKS AND ASSUMPTIONS:		Pests and diseases outbreak are contained, favourable climatic conditions prevail, sufficient budgetary allocations, water and land resources are managed sustainably, market access for local agricultural produce.										
Strategic Objectives	Weight (distributed across between 1% - 100%)	Output	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target	
							Q1	Q2	Q3	Q4		
Ensure food security in Namibia	15%	Development of seed system enhanced	Tonnage of foundation and certified seed produced	The quantity of foundation and certified seed produced on a yearly basis.	Absolute	80		298				298
Enhance animal Health & livestock production	15%	Implementation of the measures to nullify the effects of the veterinary cordon fence (Resolutions of the 2nd Land Conference)	Number of abattoirs renovated in the NCA	Number of abattoirs (suitable for Commodity Based Trade) renovated and upgraded in the NCA	Absolute	2	1	1				2
Promote efficient agricultural marketing system	15%	Increase market share of primary and processed agricultural products origination in Namibia	Number of livestock exported on hoof reduced	MAWLR is working towards reducing the number of livestock (Cattle, Sheep and Goats) exported on hoof in order to build domestic value chains	Absolute[-]	381612	100000	150000	100000	100000		500000

E n s u r e E q u i t a b l e D i s t r i b u t i o n A n d A c c e s s t o L a n d	15%	Hectares of Land for Resettlement acquired (37,500)	Number of hectares of commercial farms acquired by GRN for the resettlement of Batswana of Namibian Descent	Hectares of commercial farms acquired by GRN for the resettlement of Batswana of Namibian Descent	Absolute	140000	5000	5000					
		Previously disadvantaged landless Namibians resettled	Number of previously disadvantaged landless Namibians resettled	previously disadvantaged landless Namibians resettled	Absolute	5393	5	10	20				
		Resettled beneficiaries within set timelines	% of resettled beneficiaries resettled within set timelines	The estimation of the % of people resettled within allocated budget (resettled within the 152 days' timeline)	Absolute	0	100	100	100	100	100	100	100
1.3 Ensure Security of Tenure	15%	Resettled farmers issued with lease agreements	No. of resettled farmers issued with lease agreements	Tenants should adhere to lease agreements signed with MLR(define how many new leases will be issued)	Absolute	8	5	5	5	5	5	35	50
Total Weight	100%												