



Republic of Namibia

MINISTRY OF GENDER EQUALITY AND CHILDWELFARE

PERFORMANCE AGREEMENT 2019/20

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 and Child 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;

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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.

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 girls and women empowerment
- (b) Ensure attainment of women and girls empowerment
- (c) Improve care and protection for children's well-being

(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:

- Report on implementation of the National Gender Plan of Action submitted to the President
- Regional GBV Clusters set up/established
- Comprehensive National Economic Empowerment Framework adopted by Cabinet
- CCPA awareness created
- State grants provided to eligible children
- Increase access to ECD services for children 0-4 years

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;
- V. H.E. the President commits to personally preside over the performance evaluation sessions of Ministers within two (2) months 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 2019 to 31st March 2020

Part VI: Ratification of the PA Signed:

Cabinet Minister, Hon. Doreen Sioka,

Sign.....
Date.....25/6/19.

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

Sign.....
Date.....25-06-19

Witness

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

Sign.....
Date.....21/06/19

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

FORM 1: Minister's 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	Baseline	Quarterly Targets				Annual Target
Ensure Gender Equality and Equity	20%	Report on implementation of the National Gender Plan of Action submitted to the President	# of High Level Gender Advisory Committee under the leadership of the Prime Minister (GAC) held	Holding Annual Gender Advisory meeting on Key strategic resolutions on Gender in, Health, Education, ICT and governance adopted for implementation by OMAs and Gender Clusters and a report submitted to the President	Absolute	3				1	1
		Regional GBV Clusters established	# of regions established functioning GBV Clusters	Regions under the leadership of the Governors establishing inter-sectoral platforms to discuss GBV related issues at regional level	Absolute	11		1	1	1	3
Ensure attainment of women and girls empowerment	40%	Comprehensive National Economic Empowerment Framework adopted by Cabinet	% progress made in developing the National Economic Framework	The process toward a finalisation of the National Economic Empowerment Framework	Incremental	95		100			100

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Strategic Objective / Ministerial Commitments	Weight (distributed across between 1% - 100%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
To improve care and protection for children's well being	40%	CCPA awareness created	# of platforms where notifications were shared	This refers to the number of platforms (media) consisting of a Cabinet and Parliament briefing, letters and any other form of correspondence shared with service providers and key ministries on the provisions and requirements for the implementation of the CCPA.	Absolute		2	2			4
		State grants provided to eligible children	# of eligible children on grant system	Children of parents with no source of income, children of pensioners, children of parents who are disabled, disabled children, children of breadwinner imprisoned, children found in need of care and protection	Absolute[-]	375888	370888	365888	360888	355888	355888
		Increasing access to ECD services for children 0-4 years	% of children 0 – 4 years enrolled in ECD centers	Children 0 – 4 years (out total number of children) enrolled annually as a result of government advocacy programme increased	Incremental	29				35	35
Total Weight	100%										

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