

REPUBLIC OF NAMIBIA

MINISTRY OF INTERNATIONAL RELATIONS AND COOPERATION

PERFORMANCE AGREEMENT

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. Hage G. Geingob, on the one part, and the Ministry of International Relations and Cooperation, (hereinafter referred to as MIRCOC or the Ministry), represented by the Minister, **Hon. Netumbo Nandi-Ndaitwah**, 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 NDP5, and the SWAPO Manifesto. The national strategic objectives will also be informed by the SADC Revised Regional Indicative Strategic Development Plan and the African Union Agenda 63.

H.E. 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) Provide the leadership needed to enhance Namibia's image abroad and to promote and protect national interest.
- (b) Direct implementation of Foreign Policy and the strategic activities of Namibia's diplomatic Missions and Consulates.
- (c) Provide leadership in mainstreaming Harambee Prosperity Plan in the Foreign Policy Implementation
- (d) Strengthen inter-ministerial coordination and collaboration in the area of international relations and cooperation
- (e) Provide conducive environment for efficient performance and entrench high performance culture in the Ministry.
- (f) Strengthen bilateral and multilateral relations and cooperation, taking into account Namibia's national interest.
- (g) Give political support and facilitation to the implementation of the PA by the Deputy Ministers, and ED
- (h) Oversee the development and implementation of citizens' service charters in all key departments and outlets that interface with the public;
- (i) Ensure that the resources availed to the Ministry by both Government and other sources are efficiently utilized for the benefit of our people,
- (j) Oversee the development and implementation of citizens' service charters in all key departments and outlets that interface with the public;
- (k) Perform duties assigned by the President diligently and as per the oath taken when appointed to the Ministerial position by His Excellency, President Hage G. Geingob.

(See Annex A for a matrix depicting the performance indicators, the deliverables, annual targets, and performance scores)

Part III: Notes on Strategic Directions

The Ministry's plans and strategies will adequately reflect national development aspirations, and will be anchored on the following priorities:

- Industrialization
- Economic growth
- Poverty eradication
- Reduction of income disparities
- Wealth and employment creation
- National Cohesion and Inclusivity
- Mainstreaming Harambee Prosperity Plan

In specific terms, the Ministry will in the short- to medium-term record measurable achievements in the following areas:

- *Promote Namibia's national interest and international stature;*
- *Direct implementation of Foreign Policy and strategic activities of Namibia's diplomatic missions;*
- *Strengthen inter-ministerial coordination and collaboration in the area of international relations and cooperation;*
- *Promote a conducive environment for efficient performance and inculcate a culture of excellence in the Ministry;*
- *Capacity Building*
- *Strengthen bilateral and multilateral cooperation;*
- *Review of foreign policy*

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 year.
- V. H.E. the President commits to personally preside over the performance evaluation sessions of ministries within two (2) months after the end of the financial year.


Part V

Duration of the Performance Agreement

This PA will run for twelve months coinciding with the *financial year* starting 1st April 2019 to 31st March 2020

Part VI

Ratification of the PA Signed: Cabinet Minister Hon. Netumbo Nandi-Ndaitwah,

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

The President, H.E. Hage G. Geingob

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

Witness

Prime Minister, the Rt. Hon. Saara Kuugongelwa - Amadhila

Sign..........Date 21/5/19

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

Strategic Objective / Ministerial Commitments	Weight	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
Promote and Protect Namibia's national interest regionally and internationally through bilateral and multilateral cooperation	60%	Policy on International Relations and Cooperation Implemented (Bilateral relations and Multilateral cooperation strengthen)	% of progress made on Policy Implementation	The policy on International Relations and Cooperation implemented	Incremental	60	Q1	Q2	Q3	Q4	80.0
							65	70	75	80	
		Bilateral Relations Enhanced	# of Bilateral agreements a cleared for implementation	Oversee implementation of key outcomes from bilateral agreements	Absolute	44	4	6	8	8	26.0
		Namibia standing as a trusted respected member of the international community by honouring its obligation enhanced (HPP expected outcome)	# of Namibians employed in strategic position of Regional and International organizations	Increased the number of Namibians employed at Multilateral Fora to influence the decision making process	Absolute	26	1	0	1	0	2.0

		Strengthen Inter-ministerial coordination and collaboration in the area of international relations and cooperation to enhance bilateral and multilateral relations	Number of inter-ministerial coordinating meetings held on specific bilateral and multilateral issues	Outcomes of inter-ministerial meetings in the area of international relations and cooperation	Absolute	48	4	2	4	2	12.0
		International Peace Centre established	% progress on the establishment of the centre	Coordinate finalization of the Concept note in pursuit of the Peace Centre establishment	Incremental	0	30	40	50	60	60.0
Enhance Organizational Performance	10%	Diplomatic Academy established	% progress in establishing the Diplomatic Academy	Coordinate key deliverables on the establishment of the Academy as per the project plan and strategic intent	Incremental	35	40	43	46	50	50.0
					Absolute	4	1	1	1	1	4.0
Promote Namibia's image and prestige	20%	Awareness on Namibia's policy on International Relations enhanced	# of Lecture series on Global issues hosted	Enhance awareness on international relations at national level, entice young professionals to understand the International Relations policy as well as measure impact on the implementation of Namibia new white Paper on International Relations.	Incremental	0	0	0	25	50	50.0
			% impact on Namibia's International Relations emanated from Lecture series documented								
		Public Image enhanced-MIRCO@30	# of promotional material design	Oversee and coordinate the development of the Namibia's Policy on International Relations	Absolute	0	6	3	2	1	12.0

Promote economic cooperation, International Trade and Investments	10%	International Cooperation and Economic Diplomacy enhanced by strengthening and enhancing Namibia's International relations and cooperation to achieve sustainable development	# of economic diplomacy projects contributing to socio-economic development realized by Namibian Missions abroad	Align economic diplomacy to NDP5 priorities, including creation of new markets	Absolute				17		17	34.0
Total Weight	100%											

SNP