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, of Private Bag 13339, State House, Namibia (together with its assignees and successors) on the one part, and the Ministry of Higher Education, Training and Innovation (hereinafter referred to as MHETI) represented by the Minister, Hon. Dr. Itah Kandjii-Murangi of Private Bag 40231, Windhoek (together with its assignees and successors), 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, sex, 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 resources needed in line with Medium Term Expenditure Framework to fulfil the Ministry’s statutory mandate and attain national strategic objectives, including but not limited to, those set out in Vision 2030, the NDP4 and the SWAPO Manifesto.

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 Deputy Minister agrees to assist the Minister and ensure the implementation of the comprehensive programmes that are aimed at broadening access to vocational and high education, improving and maintain existing infrastructure, curriculum development, research, science and technology in order to contribute to socio-economic development.:

i. Put in place, aggressive measures for Namibian Vocational, Technical and Higher Education Institutions to produce technical and high level skilled human resources to drive the economy.

ii. Develop a National Innovation System to produce scientific, technological and social innovations as well as innovative processes that will drive economic growth and sustainable development.

iii. Set targets to monitor progress towards the realization of the objectives for furthering Higher Education, Training and Innovation and to submit progress reports on annual basis.

iv. Oversee development and implementation of citizens’ service charters in all key departments and outlets that interface with the public.

v. Improve the status and quality of output and outcome of the Higher Education, Vocational Training Institutions and innovation structures and systems.

vi. Ensure that higher education programmes are sufficiently responsive to the labor market demands for high and medium level skills development.

vii. Improve access to Higher Education Institutions

viii. Strengthen Capacity building in the area of research

ix. Ensure that effective research strategies and mechanism to promote research are in place.

x. Improve students’ fund selection system

xi. Ensure that effective research strategies and mechanism to promote research are in place.

xii. Enter into a separate, performance-specific, target-oriented Agreement with the Deputy Minister and give political support and facilitation to the implementation of the PA by the Deputy Minister;

xiii. Ensure whole government approach

xiv. Take full responsibility for the overall performance and results of the ministry;
xv. 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.

**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 key priorities:

- Poverty eradication
- Industrialization
- Reduction of income disparities
- Economic growth
- Wealth and Employment creation
- National Cohesion and Inclusivity

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

i. Reviewing the “social” SOEs’ enabling legislations with a view to determining their role in the context of the new ministry.
ii. Improving access to higher education and training, with a focus on regional equity.
iii. Improving planning and governance of these institutions through capacity building, knowledge sharing and communication.
iv. Expanding access to technical and vocational education and training.
v. Develop apprenticeship program for VET.
vi. Initiated work on VET practitioners, assessors Policy 2017/18
vii. Introduce an internship or student attachment system to enhance skills and competencies of our graduates for industry and government.
viii. Mobilizing public and private sectors for partnership and shared funding to redress priority fields of specialization or general exposure for national development.

ix. Promoting national policy and system of innovation and system’s capacity, including developing an Innovation Council to give direction and guidance in coordinating and maximizing cross-enterprise innovation.

x. Enhancing the relevance and responsiveness of higher education to national development goals.

xi. Ensure effective and accountable utilization of resources.

xii. Ensure accessibility to vocational education and training facilities in regions especially, those that do not have such facilities. Refurbish a building in Kunene to be used as VET.

Part IV

Reporting lines and requirements:

i. Quarterly Progress Reports on performance of the ministry will be prepared for submission to, and discussion with, H.E. the President, through the Rt. Hon. Prime Minister.

ii. The PS will be required to submit Quarterly Performance Progress Reports to the Minister.

iii. The Minister undertakes to give to the PS, feedback on the quarterly performance report within three weeks after the end of the quarter.

iv. The Minister further undertakes to provide leadership to ensure that annual performance report is prepared and submitted to the independent external evaluators within a month after the end of the year.

v. H. E. the President commits to personally preside over the public release of ranked performance evaluation results of ministries within two (2) months after the end of the financial year.

Part V

Duration of the Performance Agreement

This Performance Contract (PC) will run for the six months coinciding with the Financial Year i.e. 1st April 2016 to the 31st March 2017.
## Part VI

<table>
<thead>
<tr>
<th>Objective/ Ministerial Commitment</th>
<th>Weight (distributed across between 1% - 100%)</th>
<th>Expected Result</th>
<th>Indicator of Performance</th>
<th>Indicator Definition</th>
<th>Indicator Type</th>
<th>Baseline</th>
<th>Quarterly Targets</th>
<th>Annual Target</th>
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</thead>
<tbody>
<tr>
<td>Improve the status and quality of output and outcome of the Higher Education, Vocational Training Institutions and innovation structures and systems.</td>
<td>30%</td>
<td>Increase institutional resource capacity (human, financial, infrastructure)</td>
<td>% of Vocational Training Centers established</td>
<td>a) Implementation plan for the expansion of the VTCs rolled out b) Identification for the upgrading of less resourced VTCs carried out</td>
<td>Absolute</td>
<td>57.1%</td>
<td>64.2%</td>
<td>64.2%</td>
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<tr>
<td>Ensure that higher education programmes are sufficiently responsive to the labor market</td>
<td>15%</td>
<td>Improve the Quality of Higher Education System</td>
<td>Number of accredited programmes</td>
<td>Programmes that are meeting the set Quality Assurance</td>
<td>Absolute</td>
<td>3</td>
<td>1</td>
<td>1</td>
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</table>
demands for high and medium level skills development.

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<tr>
<th>Improve access to Higher Education Institutions</th>
<th>15%</th>
<th>Ensure eligible students are funded at the appropriate level to enable access and ensure completion of their studies</th>
<th>Regional representation of beneficiaries assisted financially for new undergraduate intake implemented</th>
<th>Students funding represents regional demographic</th>
<th>Incremental</th>
<th>4,321</th>
<th>6,175</th>
<th>6175</th>
</tr>
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<tbody>
<tr>
<td>Strengthen Capacity building in the area of research</td>
<td>10%</td>
<td>Support the commercialization of Research &amp; Development output</td>
<td>Number of Intellectual Properties Rights registered</td>
<td>Enhancement and promotion of intellectual properties</td>
<td>Incremental</td>
<td>2</td>
<td>1</td>
<td>1</td>
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<tr>
<td>Effective Governance and Improved service delivery</td>
<td>30%</td>
<td>Ensure equitable allocation of funds to public Higher Education Institutions</td>
<td>% Distribution framework implemented</td>
<td>Funding Formula used in allocation of resource envelope to both public universities</td>
<td>Absolute</td>
<td>0%</td>
<td>70%</td>
<td>70%</td>
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<td>Public service Delivery Improved.</td>
<td>30%</td>
<td>% progress of public service reforms implemented.</td>
<td>Progress achieved in implementing PMS (80%), BPR (30%) and</td>
<td></td>
<td>Incremental</td>
<td>25</td>
<td>30</td>
<td>40</td>
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<td>Weight (W)</td>
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<tr>
<td>• The weight is in a linear scale of 1% - 100%, distributed across all objectives.</td>
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<td>• The core function objectives will constitute 70% and the cross cutting objectives 30%.</td>
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<td>• The percentage is derived through a thorough assessment of the level of importance of the Objectives/ minister's commitments against National Development priorities (HPP, NDP, and MTEF) and Ministry's Strategic &amp; Annual Plans.</td>
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<td>• ASSIGN TO ALL OBJECTIVES</td>
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