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 Fisheries and Marine Resources, (hereinafter referred to as the Ministry), represented by the Minister, Hon. Bernhard M. Esau, 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.

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) Sustainable management of the marine ecosystem;
b) Enforce compliance with fisheries legislation;
c) Enhance socio-economic contribution to the National Economy.
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:

- Setting of TACs;
- Compliance within the fishing sector increased;
- Increase in value addition, Increased revenue contribution to Government
- A scorecard criteria for right holders on quota allocation;
- Increase fish consumption in Namibia.

Part IV: Reporting lines and requirements:

I. The PS 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 PS 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 2017 to 31st March 2018.
Part VI: Ratification of the PA Signed:

**Cabinet Minister**, Hon. Bernhard M. Esau

Sign.......................................................... Date. 01/09/2017

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

Sign.......................................................... Date. 18th Sept 2017

**Witness**

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

Sign.......................................................... Date. 01/09/117
<table>
<thead>
<tr>
<th>Strategic Objectives</th>
<th>Weight (distributed across between 1% - 100%)</th>
<th>Expected Results</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>
</tr>
</thead>
<tbody>
<tr>
<td>Sustainable management of the marine ecosystem</td>
<td>30%</td>
<td>Setting of TACs</td>
<td>Number of gazettes on TACs published</td>
<td>Publishing total allowable catches in the gazettes</td>
<td>Absolute</td>
<td>7</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Enforce compliance with fisheries legislation</td>
<td>30%</td>
<td>Compliance within the fishing sector increased</td>
<td>% of compliance</td>
<td>Ensure the compliance of no illegal fishing in Namibian waters</td>
<td>Absolute[-]</td>
<td>80</td>
<td>80</td>
<td>80</td>
</tr>
<tr>
<td>Enhance socio-economic contribution to the National Economy</td>
<td>40%</td>
<td>Increase in value addition</td>
<td>% increase in value addition</td>
<td>Enhancing the amount fish production within the boarders of Namibia</td>
<td>Incremental</td>
<td>0</td>
<td>25</td>
<td>50</td>
</tr>
<tr>
<td></td>
<td></td>
<td>A scorecard criteria for right holders on quota allocation</td>
<td>% of Criteria scorecard for quota allocation developed and implemented</td>
<td>Determine a scorecard for allocation of fishing quotas</td>
<td>Incremental</td>
<td>10</td>
<td>25</td>
<td>50</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Increase fish consumption in Namibia</td>
<td>% of accessibility of fish by Namibians</td>
<td>70% of total catch of fish to remain within Namibia for local consumption</td>
<td>Absolute</td>
<td>70</td>
<td>70</td>
<td>70</td>
</tr>
</tbody>
</table>

| Total Weight | 100% |