Feedback Tutorial Letter

Public Management in Namibia

PMN521S

Assignment number 1
Dear student,

Thank you for completing Assignment 1; your efforts are much valued. Let's get started with the evaluation and observations. Now, to properly tackle the subject, you must first read and comprehend the question, as well as build a synthesis or point of departure. Let me highlight a few observations made throughout the examination. There is a general shortage of academic writing skills required to compose a solid academic paper. Students should avoid simply copying and pasting content and passing it off as their own. Students are urged to paraphrase rather than write. Even when sources are recognized, direct copy and paste constitutes plagiarism, which is a kind of academic dishonesty. Students are urged to type their assignments and adhere to the page restrictions once more. On the next page, you should pay careful attention to the statement on academic honesty and integrity.

Warmest Regards,
STATEMENT ABOUT ACADEMIC HONESTY AND INTEGRITY

All staff and students of Namibia University of Science and Technology (NUST), upon signing their employment contracts and registration forms, commit themselves to abide by the policies and rules of the institution. The core activity of NUST is learning and in this respect academic honesty and integrity is very important to ensure that learning is valid, reliable and credible.

NUST therefore does not condone any form of academic dishonesty, including plagiarism and cheating on tests and assessments, amongst other such practices. NUST requires students to always do their own assignments and to produce their own academic work, unless given a group assignment.

Academic Dishonesty includes, but is not limited to:

- Using the ideas, words, works or inventions of someone else as if it is your own work.
- Using the direct words of someone else without quotation marks, even if it is referenced.
- Copying from writings (books, articles, webpages, other students’ assignments, etc.), published or unpublished, without referencing.
- Syndication of a piece of work, all or part of an assignment, by a group of students, unless the assignment was a legitimate group assignment.
- The borrowing and use of another person’s assignment, with or without their knowledge or permission.
- Infringing copyright, including documents copied or cut and pasted from the internet.
- Asking someone else to prepare an assignment for you or to write or sit an assessment for you, whether this is against payment or not.
- Re-submitting work done already for another course or programme as new work, so-called self-plagiarism.
- Bringing notes into an examination or test venue, regardless of whether the notes were used to copy or not.
- Receiving any outside assistance in any form or shape during an examination or test.

All forms of academic dishonesty are viewed as misconduct under NUST Student Rules and Regulations. Students who make themselves guilty of academic dishonesty will be brought before a Disciplinary Committee and may be suspended from studying for a certain time or may be expelled. All students who are found guilty of academic dishonesty shall have an appropriate endorsement on their academic record, which will never be erased.
FEEDBACK ON ASSIGNMENT QUESTION NUMBER ONE

Most papers lack originality and poor technical structure.

1. To approach your next assignment question academically you need first of all to compose a suitable main heading/ topic from the given problem statement.

2. Next will be your Table of Content (to guide your discussion) consisting of:

   1. **Introduction,**

   The introduction should cover the general description of the study. The introduction should provide a brief overview and also to provide the paper approach and logic of interpretation.

   2. **A heading (This should be relevant)**

      Students should at all-time provide transitional statements connecting the heading to the sub headings.

     2.1 **Relevant Sub-headings**

     2.2 **Sub-headings**

   3. **Conclusion** – The conclusion is a summary of the discussions’ findings. Note, no new information should emanate in this summary. Citation is discouraged as it may provide new information not covered in the discussion.

   4. **Recommendations** – Recommendation should be your preferred solutions based on shortcoming. These are your own suggestion and citation is discouraged. It should preferably be in bullets format however with a transitional statement.

**References (not numbered).** – Note, all in-text cited sources should be listed. Students are reminded to ensure compliance with the APA style format both in-text and listing. List only all in-text cited sources. Students are encouraged to make use of recommended academic search engines such as Google Scholar Sage, Ebscohost, Francis and Taylor, Science Direct, Springer Link, Jstor among others. Note, **Wikipedia** is not recommended for academic use. Avoid using this source.
1. Introduction

In the introduction you are expected to introduce the concern and how it will be discussed in your submission briefly. You may define key concepts here. To come up with relevant definitions you need to consult various resource materials. In conformity with academic ethical requirement, you need to acknowledge all the sources you have consulted both in-text and on the Reference page using the APA format.

Also in your introduction you are expected to indicate your analysis of the assignment by being specific about what the assignment will address and what will be covered. The introduction should cover the general description of the study. Briefly, the introduction should provide a brief overview and also to provide the paper approach and logic of interpretation.

In your introduction, provide the brief overview of foreign induced conflicts world over. It is advised that you are as general as possible. However, towards the end of your introduction, it is binding that a student provides the paper approach and logic of interpretation. This is done to set the paper direction as per the question.

2. Discussions

Your discussions should be guided by sub-headings as reflected in the Table of Contents. Note that “BODY” is not a heading so is “DISCUSSIONS”. Students should thus reframe from the use of the two as their headings and instead tailor their headings in accordance with the question.

Conflicts in Cameroon as influenced by the two foreign languages provided the base of analysis. Students were thus asked to assess additional foreign influences on African conflicts. Some presented the Cameroon case, which is way ward out of context. Some provided other influences such as borders, religions and education amongst others. Students are however challenged by the ability to paraphrase and instead majorities copy directly from sources. It is important to note that this act constitutes plagiarism which is an academic offence, it constitute academic theft and have serious consequences in the assessment of the assignment. Students are thus encouraged to embrace own work and paraphrase however not changing few works or altering few words. Credit to students who continues to embrace own work and most importantly maintaining their voice and rightly acknowledging sources. Keep up the good work. Lastly, students should comply with the set instructions as contained in the tutorial letter.

3. Conclusion
A conclusion is a brief summary of the discussion’s findings without new information emanating. An observation is made that students still quote in the conclusion which brings in new information. Students should thus refrain from this practice and also to avoid copying conclusions from other studies as observed and instead summarize their own work without new information emerging. Avoid quoting at this stage.

4. Recommendations

In this regard, students approached this part differently. However, it should be noted that recommendations should be based on shortcoming as solutions. Avoid being vague. Students were supposed to suggest strategies promoting African unity peace and self-love collectively and not to provide split then as solution for African Unity, solutions for African Peace and solution for Self-love as evident in many assignments. This should also guide students in the future should they encounter questions of this nature. Suggestions were also copied. It is advisable to note that these should be your own solutions that your see fit to address identified challenges. Therefore, only in few isolated cases students provided meaningful recommendation as many were filled with direct copied work that does not address challenges.

Language

The issue of grammatical errors was of great concern throughout your assessments. It is advisable that you complete your assignment well in advance in order to have ample time to proof read your work. If necessary, give your work to someone independent to proof read your work.

References (on a separate page)

This page should contain all in-text sources. The sources should be presented using the APA referencing format, unnumbered, alphabetically arranged and aligned text left. Students are expected to use the APA consistently to avoid being suspected for engaging yourself in serious academic dishonesty such as plagiarism and cheating etc. Visit this link for APA guide available on nust website: http://library.nust.na/sites/default/files/NUST%20Library%20Brief%20APA%20Guide%202016.pdf.
COMMON MISTAKES/SHORTCOMINGS

Common mistake/shortcomings observed are:

Disregarding technical requirements; (writing a submission that does not have the Table of Contents, Main heading, Subheadings, numbering of bother papers and headings and subheadings etc.). Students are encouraged to use the assessment sheet as a guiding tool in this regard throughout.

Students are provided with a sheet attached to the tutorial letter, with a clear instruction that they be attached to each of the four submissions. However, many submissions are done without this sheet. The sheet is useful in assessing and grading and without it; marker-tutors are challenged and student consequently may not know where they have done well or underperformed areas of improvement. Students are urged to comply with this instruction - equally as to others – and attach the assessment sheets for either hand or electronically submitted assignments.

Finally, some students appear to have not taken time to read and understand the question before answering. Thus, instead of focusing on the given assignment question they concentrated on discussing other issues not asked. Indeed, not focusing on the question is a serious academic mistake and will not earn you marks. Please be careful about these.

Now that you have read and familiarize yourselves with the above guidance on how you should have approached your assignment, let us now look at the possible answers (but not limited) to your assignment 1.

QUESTION 1 (25 MARKS)

Article 1(3) of the Constitution of the Republic of Namibia states that Namibia is a sovereign, secular, democratic and a unitary state. Discuss what sovereignty means and further extend your argument to various principles that public managers are expected to adhere to. Make use of practical examples to each point to illustrate your argument.

In your discussion
1). Include the concept “Sovereignty” and how would you apply it to the Namibian governance system. 

2). By making practical examples outline and elaborate various principles that public managers must adhere to in carrying out their duties in Public Institutions.

1) The term sovereignty implies that Namibia is an independent state, making its own laws and its powers are vested in the people, who exercise their democratic rights through democratic institutions of the state, such as; Parliament, Regional councils and Local authorities (Art 1(2). Being a sovereign state all public policies implemented by public officers in Namibia and formulated in Namibia. This includes; acts, laws, ordinances, rules, proclamations and other directives from the Government. In terms of international laws, international communities residing in Namibia are obliged to recognise and adhere to these policies.

2) Namibia as sovereign state is duty bound to promote and maintain the welfare of its people. This is reflected in the ‘Principles of State Policy’ on Chapter 11 of the Constitution. These principles serve as guidelines for Public Managers in making, interpreting, and applying laws to give effect to the fundamental objective of the state. Let’s quickly look how these guidelines are subdivided and explain each one in details:

- Promotion of the welfare of the community (Art.95)
- Foreign relation (Art.96)
- Asylum (Art.97)
- Principles of economic order (Art.98)
- Foreign investments (Art.99)
- Sovereign ownership of natural resources (Art.100)
- Application of the principles as contained in this chapter (Art.101)

Let’s now see in detail what each of these principles here above entails.

1.1 Promotion of the welfare of the community (Art. 95)

The main objective is to put emphasise to the fact that it’s the obligation of the Namibian state to provide essential goods and services that will improve the general welfare of its citizens.
Public Managers in Namibia need to know and keep in mind this principle and are expected to carry out duties such as promotion for opportunity for women, promotion of a strong workforce, collective bargaining, decentralisation of services, promotion of social security and ensure justice for all.

Now let us discuss each of the above mentioned duties in details.

1.1.1 Promotion for opportunity for women

To enable women to participate in all spheres of the Namibian society, Government has taken steps to address the plight of women. This includes the enactment of legislations that address inequality between men and women in Namibia for e.g Affirmative Action Act and the Married Person Equality Act. It has also created institutions that promote the interest of women. One of the major steps taken by the Namibian state in addressing the social wellbeing of Women and children in Namibia is the establishment of the Ministry of Gender and Child Welfare. Let’s quickly look at the services that are being offered by the ministry.

According to the Ministry of Gender and Child Welfare Development (2018) the following are the current services that the ministry provides to improve the well-being of women and children in Namibia:

- Psychosocial Support services
- Maintenance grants
- Special maintenance for children with disabilities
- Foster care grants
- Income generating activity fund
- Place of safety allowance
- Community development/women empowerment/early childhood development.

1.1.2 Promotion of a strong workforce

To ensure that citizens can choose relevant and appropriate careers according to ability. The ministry of education aim to deliver quality and differentiated programmes to meet the objectives of vision 2030. Examples includes; building more vocational training centres and harnessing science and technology in school especially in rural area. In the sub sector of higher
education, institutions such as the Namibia University of Science and Technology and the University of Namibia have been created by the act of parliament. Another example we can relate to is that, students registered in subsidised high education institutions such as Namibia University of Science and Technology (NUST), University of Namibia (UNAM) and the International University of Management (IUM) receive financial assistance to study through the Ministry of High education under the NNSFA Fund. Furthermore the Namibian state recognise the principle of equal remuneration for work of equal value, e.g. of salaries of security officers and Domestic workers. Nutrition and public health, eco system, ecological process, etc. are part of government endeavour to increase the health and strength of the nation. Another step taken by the Namibian state is the establishment of the Food Bank. The provision of food to the most vulnerable is a short-term intervention to those households mostly at risk of hunger poverty.

1.1.3 Collective bargaining

Collective bargaining implies ensuring a sound and a peaceful labour relation and enforcing international labour relations. It also includes the recognition of the freedom of association. In Namibia employees can exercise their right to demand improvement of working conditions. Public servants are also free to join any union. Now let’s look at some of the many trade unions that exist in Namibia.

- National Union of Namibian Workers.
- Namibian National Teachers Union
- Mineworkers of Namibia
- Namibia Food and Allied Workers Union
- Namibia Agricultural Union
- Namibia Transport and Allied Workers
- Namibia Financial Institution Union etc.

1.1.4 Decentralisation of services

According to the Ministry of Urban and Rural Development In Namibia "Decentralisation" means giving the power to make decisions about these urban areas (villages, towns and municipalities) and rural areas (settlements) to regional councils and local authorities, which are directly elected by the people who live there. Through decentralisation, people living in the regions, through local authorities, have more control over their own lives – they can influence
the decisions that affect their daily lives. Decentralisation gives regional councils and local authorities the power to plan and administer on a local level and to do things that improve the lives of their citizens, both socially and economically. It gives them political and financial responsibility for realising national ideals and values. Therefore, citizens of a country require a fair and reasonable access to public facilities and services in accordance with the law i.e. health facilities, sanitation and clean water for all.

1.1.5 Promotion of social security

Public managers are faced with responsibilities to provide social benefits provided by the Social Security Commission of Namibia and the Ministry of Health and Social Services to the disabled and previously disadvantaged groups. i.e. The SSC of Namibia provides benefits such as Employees Compensation fund in case of disabilities, Maternity Sick and Death Fund (MSDF) and Development fund (SSC-DF).

1.1.6 Ensure justice for all

The Ministry of Justice is responsible for efficient functioning of the legal system in Namibia. This include, among other, ensuring fair trials, availing opportunity for accused persons (who could not afford to pay for their own legal representatives) to be represented by government lawyers. The most important provision of justice for all is to ensure that the fundamental human rights and freedom as enshrined in Chapter 3 of the Namibian Constitution are respected.

1.2 Foreign relation (Art. 96)

Namibia has adopted a policy of non-alignment which promotes international co-operation, peace and security by creating and maintaining just and mutual beneficial relations among nations. The country chooses to respect international law and treaty obligations. It also, encourages the settlement of international disputes by peaceful means.

1.3 Asylum (Art. 97)

Namibia, as sovereign state, can grant asylum to persons who reasonably fear prosecution on the ground of their political believes, race, religion or membership of a particular social group. Namibia hosts a number of refugees from different countries all over the world. To support this policy the state has established Osire refugee camp outside Otjiwarongo. Some of the refugees who meet the requirements are granted asylum status accordingly.
1.4 Principles of economic order (Art.98)

The economy of Namibia is based on the principles of a mixed economy with the objective of securing economic growth, prosperity and a life of human dignity for all Namibians. The Namibian economy is based on the many forms of ownership such as; public, private, joint public-private, co-operative, co-ownership and small scale family ownership.

1.5 Foreign investments (Art. 99)

Foreign investments are highly encouraged in Namibia. Namibia has a wide range of investment opportunity, the most attractive of which promise good return on capital. Political stability, a low crime rate and workable labour relation guarantee the attractiveness of Namibia enable environment. The existence of Namibia’s Foreign Investment Act of 1990 (as amended in 1993) and the Public Private Partnership Act of 2017 provides investors with guarantees in respect of investment security, non-discriminatory access to all sectors, repatriation in case of capital, access to foreign currency and international arbitration in case of dispute. A range of competitive incentives is in place for investors. Enterprises which export manufactured goods, excluding meat and fish products, whether manufactured in Namibia or not, are given 80% allowance on income derived from exporting manufactured goods.

For Example; the recent establishment of Namibia Investment Promotion & Development Board NIPDB – Namibia Investment Promotion and Development Board is to attract high-value investments into Namibia, the NIPDB also undertakes to improve the ease of doing business in the country – with the goal of business registration taking no longer than 15 days.

1.6 Sovereign ownership of resources (Art.100)

Land, water and natural resources below and above the surface of the land and in the continental shelf and within the territorial waters and the exclusive economic zone of Namibia belongs to the state if they are not otherwise lawfully owned.

1.7 Application of the principles contained in this chapter (Art. 101)

The principles of state policy contained in this Chapter shall not of and by themselves be legally enforceable by any Court, but shall nevertheless guide the Government in making and applying laws to give effect to the fundamental objectives of the said principles. The Courts are entitled to have regard to the said principles in interpreting any laws based on them.
QUESTION 2 (25 MARKS)

The Namibian state is divided into two houses and the first one is called the National Assembly. As a public management student, Discuss the roles and functions of members of the National Assembly and state how each role impact service delivery process in Namibia. (25)

The National Assembly

Members of the National Assembly are elected only for a term of five (5) years. The House consist of 104 members: 96 elected and 8 additional members appointed by the president based on their special expertise, status, skills or experience. The main function of the National Assembly is to create, evaluate and pass legislation. Another role for national assembly is to initiate, amend laws, establish national priorities based on citizen’s needs, consider and approve government budget and proposals and regularly appraise government’s execution. The parliament is headed by the speaker and the deputy speaker.

In your discussion, you should have the following answers.

Powers and functions of the National Assembly members

- The National Assembly, as the principal legislative authority in and over Namibia, shall have the power, subject to this Constitution, to make and repeal laws for the peace, order and good government of the country in the best interest of the people of Namibia.

The National Assembly shall further have the power and function, subject to this Constitution:

- to approve budgets for the effective government and administration of the country.
- to provide for revenue and taxation.
- to take such steps as it considers expedient to uphold and defend this Constitution and the laws of Namibia and to advance the objectives of Namibian independence.
- to consider and decide whether or not to succeed to such international agreements as may have been entered into prior to Independence by administrations within Namibia in which the majority of the Namibian people have historically not enjoyed democratic representation and participation.
to agree to the ratification of or accession to international agreements which have been
negotiated and signed in terms of Article 32(3)(e) hereof

- to receive reports on the activities of the Executive, including parastatal enterprises, and
from time to time to require any senior official thereof to appear before any of the
committees of the National Assembly to account for and explain his or her acts and
programmes.

- to initiate, approve or decide to hold a referendum on matters of national concern.

- to debate and to advise the President in regard to any matters which by this
Constitution the President is authorised to deal with.

- to remain vigilant and vigorous for the purposes of ensuring that the scourges of
apartheid, tribalism and colonialism do not again manifest themselves in any form in a
free and independent Namibia and to protect and assist disadvantaged citizens of
Namibia who have historically been the victims of these pathologies.

- generally, to exercise any other functions and powers assigned to it by this Constitution
or any other law and any other functions incidental thereto.

You are also advised to open the links below to familiarise yourself with the impact through
various roles that parliament has on the service delivery process in Namibia.

1) namibia-delegation-report-april-2019.pdf (uk-cpa.org)
2) Parliamentary role and relationship in effectively addressing of climate change
issues- Namibia (iied.org)

TOTAL MARKS FOR ASSIGNMENT 01: 50 MARKS

END OF ASSIGNMENT 01

This mark the end of our feedback tutorial letter for Assignment 1

I wish you all the best with the remaining assignment.

Yours sincerely,
Ms. H. Imene

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