



GOVERNMENT GAZETTE

OF THE

REPUBLIC OF NAMIBIA

N\$1.28

WINDHOEK - 11 March 1999

No. 2059

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Proclamation

by the

PRESIDENT OF THE REPUBLIC OF NAMIBIA

No. 13

1999

COMMISSION ON EDUCATION, CULTURE AND TRAINING: APPLICATION OF COMMISSIONS ACT, 1947 AND REGULATIONS

Under the powers vested in me by section 1 of the Commissions Act, 1947 (Act No. 8 of 1947), I hereby declare the provisions of the said Act to be applicable with reference to the Commission on Education, Culture and Training appointed by me, the appointment of which was made known by Government Notice 39 of 1999, and I hereby make the regulations set out in the Schedule with reference to the said Commission.

Given under my Hand and the Seal of the Republic of Namibia at Windhoek this 15th day of February, One Thousand Nine Hundred and Ninety-Nine.

SAM NUJOMA

President

BY ORDER OF THE PRESIDENT-IN-CABINET

SCHEDULE

1. In these regulations, unless the context indicates otherwise -

“Chairperson” means the Chairperson of the Commission;

“Commission” means the Commission on Education, Culture and Training;

“document” includes any book, pamphlet, report, computer file, notes or records (including any tape, computer disc, or other mechanical recording of anything and any transcription of such notes or records, tape or other mechanical recording) list, circular, plan, placard, poster, publication, picture, photograph or drawing;

“inquiry” means the inquiry conducted by the Commission in the execution of its functions; and

“premises” includes any land or any building or structure or any part of any building or structure or any vehicle, vessel, aircraft or other means of transport.

2. The administrative functions of the Commission shall be performed by staff members of the public service requested by the Secretary to the Commission and assigned by either the Permanent Secretary of the Ministry of Basic Education and Culture, or the Permanent Secretary of the Ministry of Higher Education, Vocational Training, Science and Technology for that purpose, and who shall perform their duties subject to the control and direction of the Secretary to the Commission.

3. The Commission may, on such terms and conditions as the Minister of Basic Education and Culture may approve -

- (a) appoint any person to assist the Commission in or in connection with the execution of its functions; or
- (b) establish sub-committees consisting of its members or any other persons, to assist it in the exercise of its functions, duties and powers.

4. The Chairperson shall determine the procedure to be followed by the Commission.

5. All meetings of the Commission shall be held at such times and places as may be determined by the Commission.

6. The Secretary to the Commission shall by notice published in at least two newspapers with a national circulation and in such other manner as the Commission may determine, announce the times and places of the public sittings of the Commission for the purpose of hearing evidence and addresses in relation to matters pertaining to its terms of reference.

7. Written submissions to the Commission shall -

- (a) be prepared in the official language, if possible, or in any other language approved by the Secretary to the Commission; and

- (b) bear the name, address, telephone number, fax number, and e-mail address of the author.

8. All written submission shall be submitted not later than 31 March 1999, but the Commission shall not be debarred from accepting any written submission after the said date.

9. No shorthand note or mechanical records of the proceedings of the Commission shall be transcribed except by order of the Chairperson.

10. No person employed or assisting in the execution of the functions of the Commission shall communicate to any other person any matter or information that may have come to his or her knowledge in connection with the inquiry of the Commission, or allow any person to have access to any records of the Commission, except in so far as it is allowed by the Chairperson or if necessary in the performance of his or her duties in connection with the functions of the Commission or in terms of an order of a competent court.

11. A person giving evidence before the Commission may be examined by any member of the Commission or an officer of the Commission, and may only with the permission of the Chairperson be cross-examined by any other person.

12. If any person who gives evidence, or has been summoned to give evidence, before the Commission so requests, the Chairperson may direct that no person shall publish in any manner whatsoever the name or address of that person or any information likely to reveal his or her identity.

13. Any person appearing before the Commission may, at the discretion of the Chairperson and in the manner determined by him or her, be assisted by a legal practitioner.

14. The Chairperson or any member or officer of the Commission may, for the purposes of the enquiry, at any reasonable time, enter and inspect any premises, except the private home of any person, and demand, peruse and seize or copy or make extracts from any document which has a bearing on the enquiry and which is found on such premises.

15. (1) No person shall insult, disparage, or belittle the Commission or the Chairperson or a member of the Commission, or prejudice, influence or anticipate the proceedings or findings of the Commission.

(2) Any person who contravenes the provisions of subregulation (1) shall be guilty of an offence and liable on conviction to a fine not exceeding N\$1000-00, or to imprisonment for a period not exceeding one year.

16. (1) Any person who contravenes or fails to comply with any provision of regulation 9, 10 or 12, or any order of the Chairperson made thereunder, shall be guilty of an offence and liable on conviction to a fine not exceeding N\$200-00 or to imprisonment for a period not exceeding six months.

(2) Any person who willfully interrupts the proceedings of the Commission,

or who willfully hinders, resists or obstructs the Commission, the Chairperson, a member or officer of the Commission in the exercise of any power referred to in regulation 14, shall be guilty of an offence and liable on conviction to a fine not exceeding N\$100-00 or to imprisonment for a period not exceeding six months or to both such fine and imprisonment.

Government Notice

**MINISTRY OF BASIC EDUCATION AND CULTURE
AND
MINISTRY OF HIGHER EDUCATION, VOCATIONAL TRAINING,
SCIENCE AND TECHNOLOGY**

No. 39

1999

**APPOINTMENT OF COMMISSION ON EDUCATION, CULTURE
AND TRAINING**

It is hereby made known for general information that the President has appointed a Commission, known as the Commission on Education, Culture and Training, consisting of the following members:

Prof John D Turner, who is the Chairperson
Dr Ulla Kann, who is the Secretary to the Commission
Mr Engelbert Atshipara
Sister Imelda Bautista
Mr Uhuru Dempers
Mr Gert du Preez
Mr Elias Manga
Mr Ervast Mtota
Mr Mbeumuna Muhuka
Ms Theo Namases
Ms Bernadette Sam
Mr Petrus Schmidt
Ms Petrina Shiimi

The Commission's Terms of Reference are as follows:

General

1. The Commission shall:
 - 1.1. review the performance of all aspects of education, culture and training in Namibia since 1990, considering especially the contribution of systems in this sector to development, particularly in the productive sectors of the economy;

- 1.2. consider the learning needs of Namibians in the early part of the next century, seen both from the point of view of the individual and the state, and address the need to reduce poverty, adapt to changes brought about by globalisation, and utilise the opportunities provided by new communications and other technology;
- 1.3. propose ways in which cross-cultural communication can be enhanced in Namibia so that Namibians benefit by the rich diversity of Namibian cultures, develop mutual understanding and build solidarity, cooperation and unity;
- 1.4. make recommendations for the best possible allocation and utilisation of the human, financial and other resources that are available to the sector;
- 1.5. propose a national guiding concept for all education, culture and training for the next 5 to 10 years, taking cognizance of the need for lifelong learning;
- 1.6. propose goals for the sector for the next decade; and
- 1.7. propose sustainable, feasible and measurable objectives for the whole sector for the five year period from the year 2000 to the year 2005 and indicate the means by which these objectives can be achieved through a collaborative, integrated and balanced effort in the whole sector of education, culture and training.

Specific Issues to be Considered

2. In preparing its recommendations as required in the general terms of reference (set out in paragraph 1 above) the Commission shall look into -

Human Resource Development and Performance of the Sector

- 2.1. the requirements of the labour market and of various sectors of the economy, whether requirements for skilled human resources are sufficiently being met, and what can be done to bring about a better relationship between demand and supply;
- 2.2. the strengthening of Namibian institutions and human capacity;
- 2.3. management information systems and indicators of performance in the sector;
- 2.4. the diversification of programmes at secondary level so as to offer opportunities (including national service) to youths who have completed grade 10 or grade 12 but have not found places in senior secondary education, vocational training institutions, higher education, or formal employment;
- 2.5. the efficiency and effectiveness with which new curricula are being implemented;

Dealing with Inequality and Disadvantage

- 2.6. the inequalities (including those of gender and the under-representation of certain communities in higher levels of education) that exist in the sector, particularly between regions, and within regions, and the root causes of these inequalities;
- 2.7. measures that might be taken to reduce such inequality, especially in relation to the training and appointment of teachers, or their transfer, incentives for staff to work in certain areas, and the enrichment of the learning environment;
- 2.8. the teaching of certain key subjects such as English, Mathematics and the Sciences in disadvantaged communities and schools;
- 2.9. strategies that have been implemented or could be implemented to more effectively reach educationally marginalised communities;
- 2.10. the strengthening of cultural activities in disadvantaged communities;

Coordination and Synergy

- 2.11. mechanisms to bring about better coordination, collaboration, linkages, meshing of programmes and synergistic solutions;
- 2.12. the harmonisation of systems for curriculum development, qualifications, accreditation and examination;
- 2.13. the implications and the process of decentralisation of government, and its possible consequences for the sector;
- 2.14. the role of development partners in achieving the proposed objectives;
- 2.15. the role of private providers in the sector

Resources and Financing

- 2.16. the financing of all aspects of education, culture and training in Namibia since 1990 (by government and other agencies), projected sustainable levels of financing to the year 2010, the allocation of resources between different sub-sectors, including the institution of a sector-wide system of budgeting; and examining issues of efficiency and "value for money";
- 2.17. the balance between personnel and other costs;
- 2.18. the provision of hostels and alternatives to such accommodation;
- 2.19. the balance which is required between investment in education and in other sectors of the economy so as to achieve an optimal level of development with the resources that are available;

- 2.20. the provision of physical facilities;
- 2.21. the limitations imposed by Namibia's unique geography;

The Culture of Learning and Lifelong Learning

- 2.22. measures to develop a learner-centered approach to education and a culture of learning in Namibia;
- 2.23. traditional forms of learning and how these can be made part of the whole system of learning;
- 2.24. the values that are deemed appropriate for Namibia in the next century and how these can best be inculcated;
- 2.25. institutional changes that can promote lifelong learning;
- 2.26. the development of open and distance learning;

Arts, Culture, Language and Creativity

- 2.27. the development of Namibia's cultural life, and of creativity in general;
- 2.28. language policy in the sector;
- 2.29. increasing interchange and common cultural activity between Namibians of different cultural backgrounds so as to bring about closer mutual understanding and a better sense of national identity and common purpose.

Transverse Themes

3. The Commission shall be guided by general considerations and goals of the sector as provided in the Constitution, and as previously established in documents such as "Towards Education for All" (MEC, 1993), including the improvement of:

- 3.1. Access,
- 3.2. equality,
- 3.3. quality,
- 3.4. democracy,
- 3.5. economy, efficiency and effectiveness, and
- 3.6. gender equality.

Sub-sectors to be Investigated

4. The Commission shall by means of sub-committees examine progress in various sub-sectors and systems of education such as the following:

- 4.1. early childhood development;
- 4.2. basic education (grades 1 to 10);

- 4.3. senior secondary education (grades 11 and 12);
- 4.4. out-of-school youth and adolescent education;
- 4.5. adult education, literacy and open learning;
- 4.6. vocational education;
- 4.7. special education;
- 4.8. libraries, archives and information services;
- 4.9. arts and culture, including museums;
- 4.10. sports;
- 4.11. higher education (including teacher education);
- 4.12. public media and their role in education;
- 4.13. information and communications technology as a subject of study, a means of providing education, and an aid in education management and administration;
- 4.14. the development of science, technology and engineering; and
- 4.15. research, especially in the sector.

Future Orientation

5. By way of public hearings and expert advice, the Commission shall inform itself on the exigencies of the early twenty-first century and shall accordingly define the learning needs of Namibians of all ages during the coming decade. This will be placed within the context of Namibia's prospects and opportunities at home and in the international marketplace. The Commission will consider especially the requirement of poverty reduction, achieving unity amidst cultural diversity, the implications of globalisation, and the impact of new information technologies.

Consultations

6. The Commission shall hear the views of a wide spectrum of persons and interested parties or stakeholders in education and shall make arrangements to hold hearings in regional centres. The Commission may also seek information and advice from countries with comparable circumstances to those of Namibia (such as Botswana and Mauritius) and work with international organisations such as UNESCO, the Association for the Development of Education in Africa, and others as it sees fit and subject to the availability of resources.

Report

7. The Commission shall produce a draft report by 31 August 1999, and

this report will be discussed at a national conference to be organised by the Commission. The Commission shall consider the views expressed at the national conference and incorporate or discard these in its final report, which is to be delivered to the President by 31 October 1999. The body of the report should be no longer than 200 pages (A4 in 12 point single spacing). An executive summary of no more than ten pages should be provided. Appendices may be attached to the report and should be capable of being published separately.

Submissions to the Commission

8. Interested persons and bodies wishing to submit written representations to the Commission, or wishing to give evidence before the Commission, are requested to send or deliver such submissions, evidence, or a summary thereof, to:

The Secretary
The Commission on Education, Culture and Training
P O Box 86121
EROS, WINDHOEK

OR

ROOM 354 (opposite Permanent Secretary's Office)
Ministry of Basic Education and Culture
Government Office Park
Luther Street
Windhoek

OR

Fax No (061) 293 3934

OR

e-mail: ukann@emis.mec.gov.na

before 31 March 1999. The Commission may in certain cases accept late representations. The Commission shall also receive submissions in the form of audio tapes, audio-visual recordings, graphics, pictures or live performances (by arrangement).
